The background features a dark teal color with a pattern of fine, wavy, concentric lines that create a sense of depth and movement. In the bottom right corner, there is a solid teal triangle pointing towards the center.

PULLING THE FUTURE FORWARD

endeavor IMPACT REPORT 2020-2021

Endeavor believes that job creation, innovation, and overall prosperity flourish where there is robust support for high-impact entrepreneurs.

Today, Endeavor operates in 40 markets, and has helped 2,000 entrepreneurs in their journeys to scale.

This Impact Report celebrates the power of Endeavor's global network and highlights how Endeavor Entrepreneurs are pulling the future forward.

LETTER FROM LINDA

2021 was the Year of the Unicorn. Across the media landscape, stories of startups achieving the signature milestone of a one billion dollar valuation were trumpeted everywhere. Many of these companies began in places that venture firms and traditional media had only recently “discovered,” from Latin America to Africa, Southeast Asia to the Middle East.

At Endeavor, we smiled.

We, too, had a banner year for unicorns. Endeavor now has more than 50 companies in our network that qualify for this rare-breed status, a tenfold increase in just the last few years. This achievement is testament to the brilliant entrepreneurs we work with, the rigor of our selection process, and the breadth and depth of the local markets where Endeavor Entrepreneurs are building companies, hiring teams, and contributing to sustainable economic growth. We couldn't be prouder.

But we also know that all this attention on unicorns obscures the groundwork laid by many for decades in these regions and the insights gained from Endeavor's proprietary research into the impact that entrepreneurs of all sizes have on building ecosystems of innovation and legacies of inspiration.

Endeavor's theory of change has always been that high-growth entrepreneurs who commit to paying their success forward will be the ones who achieve what we call the *Endeavor Multiplier Effect*. Valuation has never been our goal; impact has been our goal. And that impact depends on catalyzing networks of trust, mentorship, and celebration; then extending those networks to new regions, novel industries, and next generations.

A unicorn that doesn't breed even more unicorns is just an endangered species.

And at Endeavor, we have proof. Today's unicorns are the *Big Bubbles* we've spoken about for decades: The ones who create the greatest impact by training, advising, and investing in the next generation. Many of the strongest companies coming through our selection process today are second-generation Endeavor entrepreneurs, emerging from other successful companies we've supported, including Careem in the Middle East, Cabify in Europe, Rappi in Latin America.

And I'm pleased to say that support now goes two ways: The success of our entrepreneurs helps secure the future of Endeavor. Today, our shared dream of becoming the world's first self-sustaining organization devoted to



entrepreneurship is closer than ever. Our co-investment fund, Endeavor Catalyst, has made more than 200 investments. Those investments have not only fueled the growth of Endeavor companies, they've allowed us to send millions of dollars in returns to our LPS, as well as our local and global offices. With our fourth Endeavor Catalyst fund just launching, we are committing to having *at least half of every Endeavor office's budget supported by Catalyst returns by 2030.*

This year's impact report celebrates all these successes that our remarkable Endeavor community helped create. In a challenging time, we have emerged stronger than ever and are committed to writing a shared future together.

Onward and Upward!

LINDA ROTTENBERG
Co-founder & CEO,
Endeavor

Pulling the Future Forward

“Endeavor’s global movement is transforming economies, one entrepreneur at a time.”

EDGAR BRONFMAN, JR.
Endeavor Global Board Chairman

Grab a plant-based sandwich at a Burger King in Chile; order a ride on-demand in Dubai; buy a used car online in Indonesia. Search for “tech companies” in any country online, and you’re likely to be directed to a number of articles about exciting and impactful startups almost anywhere in the world.

Global entrepreneurship may seem obvious today, but in 1997, when Endeavor was founded, it was nothing short of *crazy* — so outlandish that the word “entrepreneur” didn’t exist in the lexicon of many languages.

Amidst this context, Endeavor set out to prove our belief in the power of successful entrepreneurs to shape and transform ecosystems *outside of Silicon Valley*, anywhere in the world. We called these founders “high-impact entrepreneurs” to signify those with the **biggest ideas**; the greatest potential to achieve **meaningful scale**; and the ones who generate a **Multiplier Effect** by paying it forward, paving the way for future generations of founders and turbocharging ecosystem growth.

Since then, Endeavor has become the **leading global community of, by, and for high-impact entrepreneurs**. Seeded from a bold idea, Endeavor has gone on to select, support, and invest in more than 2,100 of the world’s top founders across 40 markets in Latin America, Europe, the Middle East, Africa, Asia, and the United States, and help them achieve large-scale impact. We operate as a truly borderless, trust-based network, creating a Multiplier Effect by inspiring the world’s most promising founders to dream bigger, supporting them so they scale faster, and providing a platform to pay it forward.



NotCo Founder and CEO Matias Muchnick. Founded in Chile, today NotCo’s plant-based food products can be found in grocery stores and restaurants around the world.

\$9.3B

RAISED BY STARTUPS IN LATAM IN THE FIRST SIX MONTHS OF 2021

25%

OF THE 750 COMPANIES VALUED AT OVER \$1B WERE FOUNDED OUTSIDE OF THE US, CHINA, AND INDIA

We couldn’t be prouder to see our founding mission embodied today globally: There are entrepreneurial role models in every corner of the globe, ample capital supporting new ventures, and new unicorns being minted weekly. Indeed, startups in Latin America had raised \$9.3B in just the first six months of 2021. Today there are 750 companies in the world valued at over \$1B, and nearly 25% of those were founded outside of the US, China, and India, including 40 in markets where Endeavor operates. In 2021, it is clearer than ever what Endeavor has believed all along: that transformational entrepreneurs come from *everywhere*.

Throughout Endeavor’s history as an organization, there are countless examples of entrepreneurs who have changed the course of industries, ecosystems, and lives. This year’s Impact Report showcases some of the essential ways Endeavor Entrepreneurs are **pulling the future forward** — not only through innovative technology that solves real-life problems and continues to shape and change the way we live everywhere, but through embodying and nurturing the values that bind us together as a global community, change cultures, and build ecosystems. We invite you to read on to see the power of entrepreneurship, and communities like Endeavor’s, in building a sustainable, more hopeful future.

THE MULTIPLIER EFFECT

CAREEM

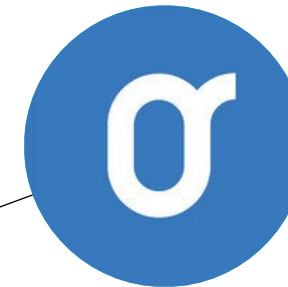
Amplifying the Next Big Thing

Ridesharing company **Careem** offers reliable transportation and self-employment opportunities to millions of customers and drivers throughout the Middle East. Acquired by Uber in 2019 for a monumental \$3.1 billion, Careem has transformed not only transportation throughout the UAE and the Middle East at large, but also the entrepreneurship ecosystem. As the first unicorn, the first multi-billion-dollar exit, and largest acquisition to date, Careem has put the Middle East firmly in the global entrepreneurship spotlight, while co-founders Mudassir Sheikha, Abdulla Elyas, and Magnus Olsson (*right*) have leveraged their success to turbocharge the next generation of tech innovators in the region.

The founders joined Endeavor Catalyst as LPs, supporting the growth of companies led by Endeavor Entrepreneurs. Mudassir is helping helping establish an Endeavor office in Pakistan and Abdulla has invested in fellow Endeavor Entrepreneur company, Noon Academy.



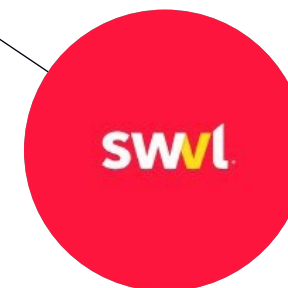
Alumni of Careem have gone on to found the next generation of influential tech companies, including several in Endeavor's network.



MAXAB, an Egyptian B2B food and grocery delivery company, was co-founded by Careem alum Belal EL-Megharbel and Mohamed Ben Halim. As part of the early team at Careem, Belal saw it was possible to build a large tech company in the Middle East. Recognizing the need for better supply chains in Egypt, Belal saw the opening for a new tech company that could help manage procurement and delivery of grocery products to mom-and-pop shops in Egypt. This July, MaxAB raised a \$40M Series A, one of the largest ever in the region.



With a mission to digitize and revolutionize the wholesale market, **SARY** is an online B2B marketplace that connects small businesses with a network of wholesale market suppliers and distributors via mobile and web applications. Prior to co-founding Sary, Endeavor Entrepreneur Mohammed Aldossary led the development of Careem's delivery vertical in Saudi Arabia, experience that he leverages today as he works to reshape the wholesale industry.



SWVL, a company that repurposes underutilized vehicles for shared transit, was inspired by founder Mostafa Kandil's (*below right*) time at Careem, where he worked in Cairo helping the company enter new markets. In Cairo, he observed that the cost of even a short trip could be a huge portion of the average Egyptian's salary — Swvl aims to change that. With investment from Careem founders, Swvl took off. In August, they acquired Spain's on-demand shuttle booking platform Shotl and a few months later, they followed it up with the acquisition of Argentina's carpooling startup Viapool.

"It is hard to overstate the importance of the Careem and Uber transaction. We often refer to the 'PayPal Effect' in the United States — when the rise, success and sale of PayPal lit up the imaginations of aspiring founders and launched hundreds of spin-offs from their own... With the Careem acquisition, women and men across the region will say, 'I will do this too.'"

CHRIS SCHROEDER
MENA Investor & Endeavor Mentor





**“I’m a young Asian woman.
If you look at the founders and
CEOs of tech and financial
companies, how many people
like me do you see?”**

ANKITI BOSE
Co-founder & CEO, Zilingo

CHANGING THE FACE OF ENTREPRENEURIAL SUPERHEROES

The successful scaleups of today have roots in an increasingly diverse array of countries around the world — and so do their founders.

While not as easily measured as companies' market caps and valuations, the changing face of entrepreneurial leadership is making an equally transformative impact on innovation and culture, pushing industries forward with new perspectives, inspiring others to reimagine what is possible, and proving that, today, disruptive entrepreneurship happens outside of Silicon Valley.

Aiming Higher with Africa's First Edtech Unicorn

Introduced while pursuing master's degrees in education at Oxford, **MELVYN LUBEGA** and **ANDREW BARNES** discovered their shared passion for technology's potential to make an outsized impact on learning. They founded **GO1** in 2015 with a vision to fill a gap they saw in their careers: easily accessible and streamlined professional development. Powered by AI and machine learning, GO1 aggregates more than 150,000 learning resources online designed to make employee training and development

simple, and has amassed more than 3.5 million learners on its global platform. Just six years after its founding, GO1 has become an emblem of South African entrepreneurial success, recognized on a global scale as one of the world's most innovative companies, and most recently, as South Africa's first ever startup unicorn and Africa's first edtech unicorn. In turn, Melvyn reinvests in the growing ecosystem as a board member of Endeavor South Africa.



Left: Melvyn Lubega, Co-founder & Director, GO1 (South Africa)

Above: Andrew Barnes, Co-founder & CEO, GO1 (South Africa)

Bridging a Continent-Sized Gap in Genetic Data

With masters degrees in both business management and human molecular genetics, and a Ph.D. in cancer biology, "entrepreneur" is but one of **54GENE** Founder and CEO **ABASI ENE-OBONG'S** impressive titles. In his work, Abasi, who hails from Nigeria, observed that when it came to medical progress, Africa was left off the map. Despite a massive population and rich genetic diversity, medical research in Africa has largely been used

for western drug development. Individuals of African descent account for less than 3% of those included in genomic studies that help determine links between genes and disease. As the first ever pan-African biobank, 54gene is bridging a continent-sized gap in DNA data that will transform medicine globally, and is rapidly proving that disruptive entrepreneurship that tackles problems at scale requires globally diverse leadership.

Paving the Way for a New Generation of Women Tech CEOs in Asia

ANKITI BOSE co-founded **ZILINGO**, a B2B platform that provides supply chain solutions to businesses throughout Southeast and South Asia, at age 23. Today, at 29, she is likely to become the first Indian woman to found a unicorn company as Zilingo's valuation tops \$970 million. But accolades aside — and there are many, including earning recognition on the Forbes 40 Under 40 and Bloomberg 50 lists among others — Ankiti's vision for Zilingo's impact remains focused

on making the global fashion supply chain more sustainable, affordable, and transparent, and helping uplift small entrepreneurs throughout the region by providing them with a platform to integrate technology into their businesses, thus enabling them to keep up with larger players. Beyond the company, she hopes her leadership will help pave the way for successful women entrepreneurs to no longer be the exception, but the rule.



Above: Abasi Ene-Obong, Co-founder & CEO, 54gene (Nigeria)



Right: Ankiti Bose, Co-founder & CEO, Zilingo (Indonesia)



RAISING THE BAR IN EMERGING MARKETS

In 1997, Endeavor envisioned a future in which disruptive entrepreneurship happened outside of Silicon Valley.

Today, that vision is firmly in the present, with Endeavor Entrepreneurs leading the way with globally innovative solutions, and becoming their countries' first Unicorns and IPOs in the process. Endeavor Entrepreneur-led companies not only serve as industry-wide pioneers but also as signals to aspiring entrepreneurs of the possibility of taking big ideas to scale — and in turn set the stage for the next generation of founders by inviting in global investment, spurring the growth of ecosystems and economies of innovation.

Rappi, Colombia's first tech unicorn, has transformed e-commerce throughout Latin America, and jumpstarted a new generation of entrepreneurial innovation in the process.

Building Tech Hubs From the Ground Up



COLOMBIA

Rappi

Founded in 2015 by Endeavor Entrepreneurs **SEBASTIAN MEJIA** and **SIMÓN BARRERO** (below), Rappi enables consumers throughout Latin America to order virtually anything, from groceries to cash, to be delivered to their doorstep on demand. The first Colombian tech unicorn, Rappi's hypergrowth has drawn top tier

international investors to the country in droves in a truly unprecedented fashion, while its wide-reaching success has had a multiplier effect on the ecosystem, leading many to draw comparisons to the "Paypal Mafia" phenomenon that jump-started Silicon Valley's success decades ago.



KEY FACT

More than 100 new companies have been co-founded by Rappi alumni — more than any other unicorn in Latin America.

RAISING THE BAR IN EMERGING MARKETS



INDONESIA

Bukalapak

One of Indonesia's four unicorns, Bukalapak is an online, customer-to-customer (C2C) marketplace helping individuals and small and medium-sized enterprises (SMEs) to sell nationwide. Co-founder-turned-funder **ACHMAD ZAKY** (above left) now runs his own investment firm in Indonesia, while co-founder **FAJRIN RASYID** (below right) is now director of digital business at Indonesia's largest telecom operator, Telkom. Bukalapak's uniquely home-grown success has served as an exciting signal both to aspiring Indonesian entrepreneurs and the international investors of the country's fertile potential for scalable tech innovation.



KEY FACT

Bukalapak is the first Indonesian unicorn to list on the Indonesia Stock Exchange with a market cap of \$7.5B, placing it among Indonesia's 15 biggest companies.

The Unicorns and IPOs Putting Growing Ecosystems in the Global Spotlight

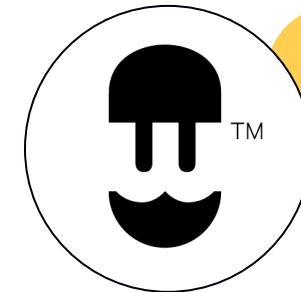


BRAZIL VTEX

Co-founded by Endeavor Entrepreneurs **GERALDO THOMAZ JR.** and **MARIANO GOMIDE DE FARIA** (left), VTEX is an end-to-end commerce solution that helps companies sell more, operate efficiently, scale seamlessly and enhance customer experience. The company became a unicorn in 2020 and listed on the NYSE with a market cap of ~\$5B in 2021, nearly quadrupling its valuation in the process. With its success, VTEX has set the stage for multinational businesses, such as Walmart, to break into Brazil, and in turn, scale its technology internationally.



KEY FACT
VTEX is the first Brazilian Endeavor company to IPO on the Nasdaq.



SPAIN Wallbox

Wallbox, founded by Endeavor Entrepreneur **ENRIC ASUNCION** (far right), aims to make charging an electric vehicle as simple as filling up a traditional gas tank. Its state-of-the-art electric vehicle charging solutions, distributed around the world, are setting a global standard and putting Spain on the map as a center of innovation in clean energy technology. In 2021, Wallbox went public in the US after it closed its SPAC merger with Kensington Capital Acquisition Corp, becoming the first Spanish unicorn to IPO on the NYSE.



KEY FACT
Wallbox was the first Spanish Unicorn to list on the NYSE.

KEY FACT
dLocal is valued at over \$13B today, nearly 25% of Uruguay's GDP.



URUGUAY dLocal



dLocal is a cross-border payments technology platform co-founded by Endeavor Entrepreneurs **ANDRÉS BZUROVSKI** and **SERGIO FOGEL** (far left) designed to handle mass online payments in emerging markets across LATAM, APAC, and EMEA. In 2020, dLocal became Uruguay's first unicorn and in 2021, the company publicly listed on NASDAQ. Sergio sits on the Endeavor Uruguay board.



THE FACES OF THE FUTURE

MEET OUR NEWEST ENTREPRENEURS

Who will be the next success stories?

Endeavor works across 40 markets to identify the entrepreneurs with the biggest ideas and support them with a network of trust, enabling them to take their companies to scale, create jobs, and mentor, invest in, and inspire others, moving economies forward in the process. In 2021, Endeavor held 12 virtual International Selection Panels, where we welcomed 141 new entrepreneurs from 27 markets into the network. Meet some of the newest Endeavor Entrepreneurs.

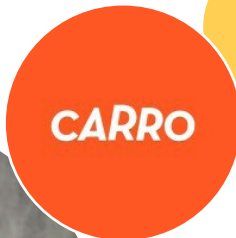
Dimeji Sofowora,
Tito Ovia, and
Goke Olubusi of
Helium Health
(Nigeria)

INDONESIA

Carro

Aaron Tan

Carro is Southeast Asia's largest marketplace for used cars, offering a full-stack service for car ownership. By leveraging a proprietary pricing algorithm to deliver a trustworthy experience, Carro is challenging traditional buying and selling of cars. In 2021, Carro became the first auto marketplace from Southeast Asia to achieve unicorn status.



COLOMBIA

Habi

Brynne McNulty Rojas & Sebastian Noguera

Habi is a technology-driven real estate company that uses a proprietary pricing algorithm to help middle-class customers in Colombia buy and sell their homes more quickly and efficiently, without the uncertainty of traditional real estate transactions.



MIAMI / DETROIT / GREECE

Cameo

Steven Galanis & Devon Townsend

Cameo is an online marketplace that connects fans directly with more than 40K of their favorite pop culture icons via personalized video messages, live calls, and direct messages. The company achieved unicorn status in 2021.



LEBANON

OysterHR

Tony Jamous

Oyster is a global employment SaaS startup on a mission to remove barriers to cross border employment so that every talented person can have access to a great remote job. The platform enables employers to offer local full time employment without the need to set up a legal entity or deal with local payroll and benefit providers.

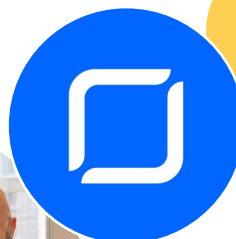


ROMANIA

FintechOS

Teodor Blidarus & Sergiu Negut

FintechOS offers bank and insurance customers a digital overlay platform on top of their existing legacy infrastructure to enable them to design, build, and manage next generation end-to-end capabilities in a low-code environment. This year, they became the first Endeavor Catalyst investee in Romania.



NIGERIA

Helium Health

Dimeji Sofowora, Tito Ovia, & Goke Olubusi

Helium Health is a healthcare technology company focused on digitizing and promoting data-driven healthcare in Nigeria. Its Electronic Medical Records software, which enables public and private hospitals to transition to digital systems, is used in over 200 hospitals across Nigeria, Kenya, Ghana, Uganda, Senegal, and Liberia.



OUR OPERATING MODEL

We are the leading global community of, by, and for High-Impact Entrepreneurs — those who dream bigger, scale faster, and pay it forward.

Our Core Belief:
High-Impact Entrepreneurs transform economies.

What We Do:
We create a Multiplier Effect by inspiring high-growth entrepreneurs to dream bigger, supporting and investing in them to scale faster, and providing a platform to pay it forward.

Why We Do It:
To build thriving entrepreneurial ecosystems in emerging and underserved markets around the world.

5 ADVANCE

4 INVEST

1 SELECT

2 SUPPORT

3 ELEVATE

We **select** Endeavor Entrepreneurs by searching the globe, identifying founders with the greatest growth potential, and inviting them to participate in our renowned international selection process.

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

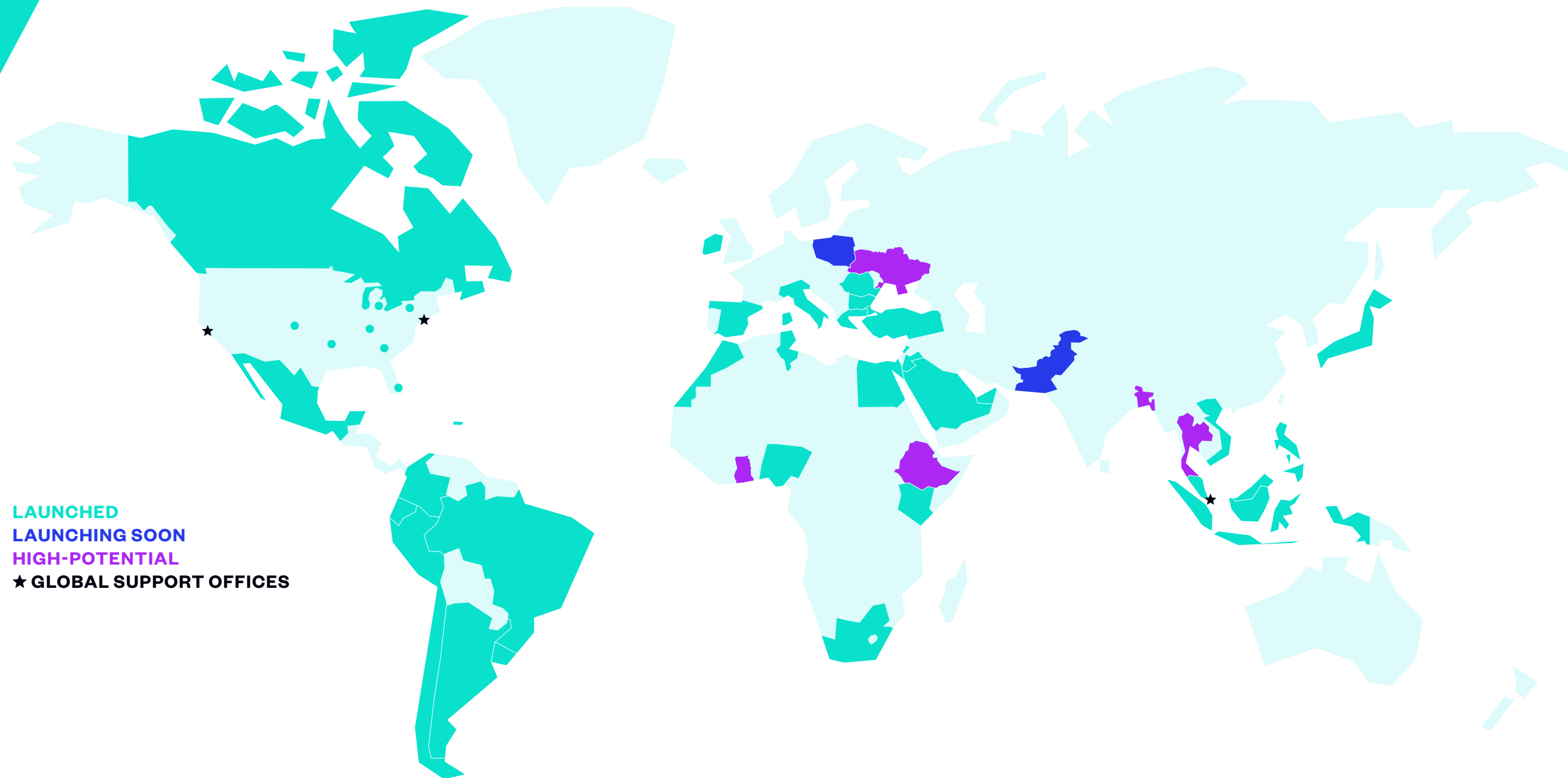
We **elevate** Endeavor Entrepreneurs as aspirational role models and provide avenues for them to mentor and inspire others to reimagine what is possible.

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

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

OUR GLOBAL FOOTPRINT

Endeavor supports over 2,000 high-impact entrepreneurs today across 40 markets — 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 scale-up support.



LAUNCHED
LAUNCHING SOON
HIGH-POTENTIAL
 ★ **GLOBAL SUPPORT OFFICES**

OUR OPERATING MODEL

ENDEAVOR HAS OFFICES IN:

40
MARKETS

64
CITIES

Endeavor launches in markets with:

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

The full list of Endeavor offices... and where we're going next.

- | | |
|--|---|
| GLOBAL SUPPORT OFFICES
New York
San Francisco
Singapore | LEBANON
Beirut |
| ARGENTINA
Buenos Aires
Córdoba
Rosario
Noa
Cuyo
Patagonia | LOUISVILLE |
| ATLANTA | MALAYSIA
Kuala Lumpur |
| BRAZIL
São Paulo
Rio de Janeiro
Belo Horizonte
Curitiba
Florianópolis
Porto Alegre
Recife
Fortaleza | MEXICO
Mexico City
Puebla
Querétaro
Mérida
Guadalajara
Monterrey |
| BULGARIA
Sofia | MIAMI |
| CANADA
Calgary | MOROCCO
Casablanca |
| CHILE
Santiago
Patagonia: Puerto Varas
Atacama: Antofagasta | NIGERIA
Lagos |
| COLOMBIA
Bogotá
Barranquilla
Medellín | NW ARKANSAS |
| COLORADO | PERU
Lima |
| DETROIT | PHILIPPINES
Manila |
| ECUADOR
Quito | PUERTO RICO |
| EGYPT
Cairo | ROMANIA
Bucharest |
| GREECE
Athens | SAUDI ARABIA
Riyadh |
| INDONESIA
Jakarta | SOUTH AFRICA
Johannesburg
Cape Town |
| IRELAND
Dublin | SPAIN
Madrid |
| ITALY
Milan | TUNISIA
Tunis |
| JAPAN
Tokyo | TURKEY
Istanbul |
| JORDAN
Amman | UNITED ARAB EMIRATES
Dubai |
| KENYA
Nairobi | URUGUAY
Montevideo |
| | VIETNAM
Ho Chi Minh City |
| | WESTERN NY |
| | LAUNCHING SOON
Pakistan, Poland |
| | HIGH-POTENTIAL
Bangladesh, Ethiopia, Ghana, Thailand, Ukraine |

SELECT

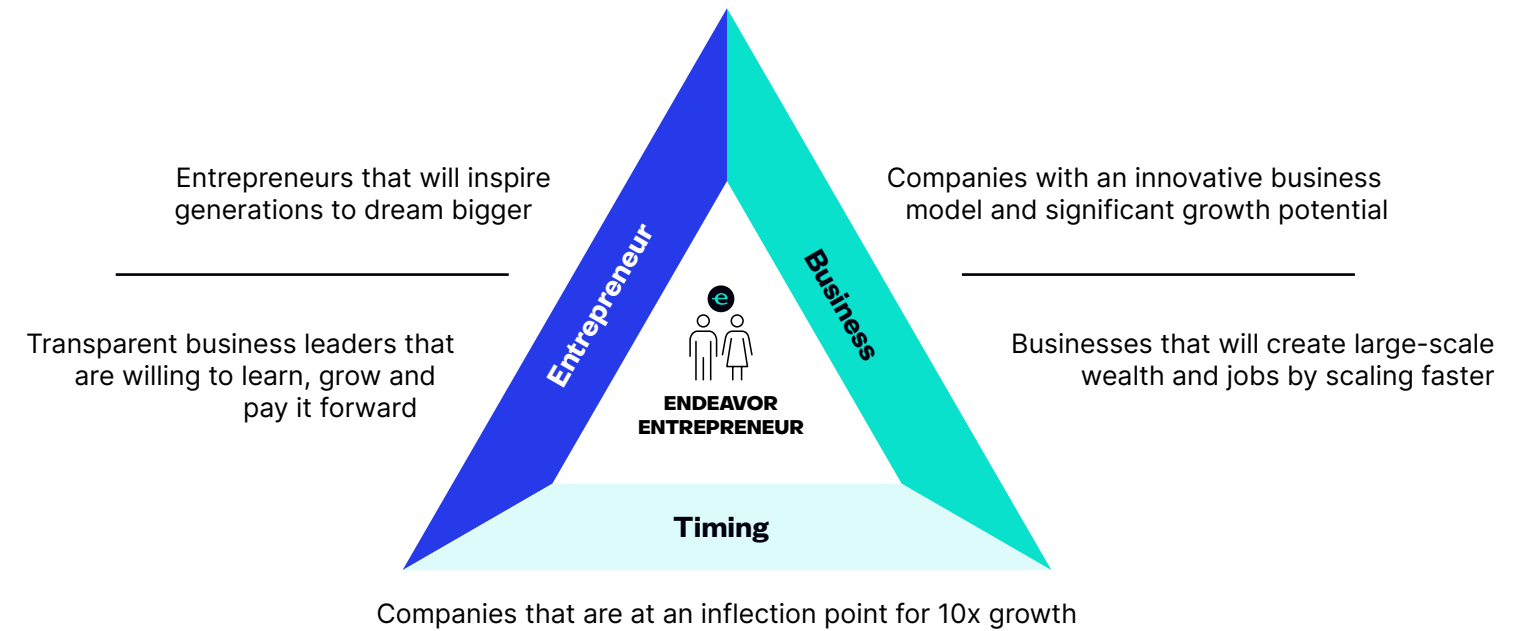
We select Endeavor Entrepreneurs by searching the globe, identifying founders with the greatest growth potential, and inviting them to participate in our renowned international selection process.

Here's a snapshot of how the process unfolded from Jan. 2021 – Dec. 2021.



Think Big: Does this candidate have the runway, fuel and ambition to scale at least 10x with Endeavor's support?

OUR SELECTION CRITERIA



SUPPORT

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



Peer Network

Network of Trust

We foster a trusted community of, by and for Endeavor Entrepreneurs, where founders learn from and with true peers around the globe who have shared values and ambitions.



- Endeavor Entrepreneurs join **local and regional communities** based on the office through which they are selected, and can easily plug into other Endeavor markets with network gatherings hosted around the world.
- Endeavor **Verticals** unite the global portfolio by sector. Each Vertical has a specialized network of mentors, investors and partners who founders connect with through highly curated one-on-ones and intimate group settings.
- Endeavor **Outliers** is a year-long experience that brings together a cohort of our highest impact founders (top 5% of portfolio) at a similar growth stage for curated programming and opportunities to connect.
- Endeavor Entrepreneurs connect with **peers** facing similar challenges, regardless of market or sector, to learn from those who have “been there, done that.”



“The journey of entrepreneurship is long and lonely. I feel lucky to be connected to all the amazing founders in this group. It’s humbling to be part of a community where you have such incredible talent from around the globe.”

BRIAN REQUARTH
Co-founder, Viva Real; Co-founder, Latitude 4
Endeavor Entrepreneur (Brazil)

Mentorship & Expertise

Unrivaled Global Network

Our unrivaled global network of mentors and partners helps Endeavor Entrepreneurs tackle roadblocks to growth and inspires them to think bigger.

- Endeavor’s world class **Global Network** of functional and industry operators and experts across 40 markets pay it forward by providing direct feedback and advice, sharing their experiences, and opening doors.
- Endeavor structures **Advisory Boards** to guide entrepreneurs on their main challenges in a regular cadence, or **Braintrust Panels** on a one-off basis to discuss specific strategic challenges.
- Endeavor supports entrepreneurs’ **geographic expansion** by plugging them into the broader network of relevant Endeavor offices worldwide. We also connect them with other founders who’ve gone through a similar experience.
- Endeavor connects entrepreneurs with students and consultants from **top-tier MBA and corporate partners** to work on short-term projects. These partners also extend their support as mentors and advisors.





Access to Capital

Unparalleled Fundraising Knowledge

With over a decade of experience working with founders raising capital around the world, Endeavor provides unparalleled knowledge, guidance and connections to support our entrepreneurs' fundraising efforts.

- Endeavor curates **mentorings** on all aspects of fundraising. Using our global, cross-sector, cross-stage investor network, founders receive unbiased feedback to set them up for success in their fundraising journeys.
- Endeavor facilitates **introductions** to top-tier investors and service providers around the world, and sends notes of **endorsement** to those who are considering partnering with Endeavor Entrepreneurs.
- Endeavor supports entrepreneurs in conducting **reverse due diligence** by facilitating confidential conversations within our trusted community of founders who have partnered with the prospective investor.
- Endeavor does not take equity as part of selection. Instead, we **co-invest** passively in qualified rounds of Endeavor Entrepreneurs through Endeavor Catalyst, our rules-based fund, without additional terms or diligence.



“We need someone by our side who is truly entrepreneur first — we have great investors on our cap table but at the end of the day we each look out after our own interests. We see Endeavor as a true and loyal partner.”

PHIL OPAMURATAWONGSE
Co-founder, Shipper
Endeavor Entrepreneur (Indonesia)



Personal Growth

Focus on Scaling Yourself

We recognize that an entrepreneur can only scale her company as fast as she can scale herself. We provide our founders with the safe space and opportunities needed to work on themselves.

- Endeavor hosts week-long **Endeavor-only Executive Education programs** with HBS, Stanford GSB, and INSEAD, focused on leadership, innovation, and scaling up. Additional virtual programs can extend to executive teams.
- Endeavor's closed-door peer groups and mentorings provide founders with a **safe space** to zoom out, reflect and grow as leaders. We also facilitate connections to vetted partners and mentors for individual and group **coaching**.
- We help Endeavor Entrepreneurs navigate the transition from their selected company and determine their **next steps**. Our entrepreneurs become serial founders, investors, board members and executives in other businesses.



ELEVATE

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



Endeavor Entrepreneurs Dream Bigger, Scale Faster, and Pay It Forward

Each year, we present The Lindas, an award honoring Endeavor Entrepreneurs who not only have achieved extraordinary scale, but who also exemplify the values of our global network: integrity, trust, high-impact ambition, a borderless mindset, and a commitment to paying it forward by spreading the transformative qualities of entrepreneurship through role modeling, mentorship, and reinvestment.

Meet our 2021 winners:



SERGIO FURIO
Founder & CEO, Creditas
(Brazil)

Born in Spain, Sergio is the founder & CEO of Creditas, the leading online secured lending platform in Brazil. Creditas became a unicorn in 2020. As an ISP panelist, Endeavor mentor, Endeavor Brazil board member, Endeavor Catalyst investor, and frequent inspirational speaker, Sergio has impacted countless current and future founders.



MELVYN LUBEGA
Co-founder & Director, Go1
(South Africa)

Melvyn co-founded Go1, a world leader in online corporate training solutions. In 2021, Go1 became the first South African unicorn in history. It is also the first edtech unicorn in the Endeavor network. Today, Melvyn reinvests his success as an Endeavor South Africa Board Member, and by helping select and mentor new Endeavor Entrepreneurs.



ACHMAD ZAKY
Co-founder, Bukalapak;
Co-founder, Init6 (Indonesia)

Achmad is the co-founder of Bukalapak, the largest C2C online marketplace in Indonesia, which focuses on empowering SMEs. Bukalapak's IPO in 2021 was the largest in Indonesian history. After stepping down from Bukalapak's CEO role, Achmad founded Init6, investing in early-stage startups to build the new way of life after Covid-19.

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.

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.

Mentoring Fellow Entrepreneurs

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

Investing in the Future

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.



Mona Ataya, Founder and CEO of Mumzworld (Dubai), speaks to Endeavor Entrepreneurs and investors at an Endeavor Catalyst event.



Veronica Pascual Boe, CEO of ASTI (Spain), frequently serves as a panelist at ISPs, mentoring the next generation of Endeavor Entrepreneurs.



Guillaume Pousaz, Founder and CEO of Checkout.com (Dubai), reinvests his success in the future of Endeavor and the entrepreneurs we support as an LP in Endeavor Catalyst and a board member of Endeavor UAE.

INVEST

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

About Endeavor Catalyst

Endeavor Catalyst is Endeavor’s rules-based, co-investment fund that invests in the companies of Endeavor Entrepreneurs. Launched in 2012, Endeavor Catalyst has \$250M in Assets Under Management (AUM) across three funds.

Endeavor Catalyst offers a unique opportunity for Endeavor to become financially self-sustaining by investing in the very entrepreneurs it supports.

Proceeds from Endeavor Catalyst provide returns to investors while facilitating Endeavor’s expansion into new markets and funding the development of critical infrastructure to support growing operations.

Endeavor Catalyst invests in:

1. The companies of Endeavor Entrepreneurs
2. Raising a minimum of \$5M of equity capital in a single round of financing
3. Led by a qualified, institutional investor

Proceeds from Endeavor Catalyst:

- Aim to generate strong returns for investors
- Financially support Endeavor’s global and local operations
- Reinvest into future Endeavor Catalyst funds

Endeavor Catalyst By the Numbers*

10
Years of Operations

\$250M+
Assets Under Management

230
Investments

30+
Local Offices Represented

120+
Co-Investment Partners

20
Exits

8
Publicly Listed Companies

* As of December 31, 2021

“This year, especially, Endeavor and Endeavor Catalyst have played a critical role in helping entrepreneurs globally navigate unforeseen challenges and setbacks.”

Reid Hoffman
Co-founder, LinkedIn; Partner, Greylock
Endeavor Global Board Member & Endeavor Catalyst Chairman



“Founders love to have Endeavor Catalyst as a shareholder, and Endeavor Catalyst has consistently proven to be a value-add partner. Endeavor is now having an even larger, more positive impact in all of the regions where it operates, through Endeavor Catalyst.”

NICOLÁS SZEKASY
Co-founder & Managing Partner, Kaszek Ventures
Endeavor Global & Endeavor Argentina Board Member
Alumni Endeavor Entrepreneur (MercadoLibre)

Investing Alongside the Leading Funds of the World

The Endeavor Catalyst model of co-investment relies on great co-investors from all of Endeavor’s markets across the globe.

While Endeavor is proud to work with many different funds, the funds featured on this page have become our most trusted and active partners at each stage of investment.

Below are our most active Endeavor Catalyst Co-Investors to date:

REGIONAL VC FUND SERIES A	GLOBAL VC FUNDS SERIES A/B	GLOBAL GROWTH EQUITY FUNDS SERIES B/C/D			

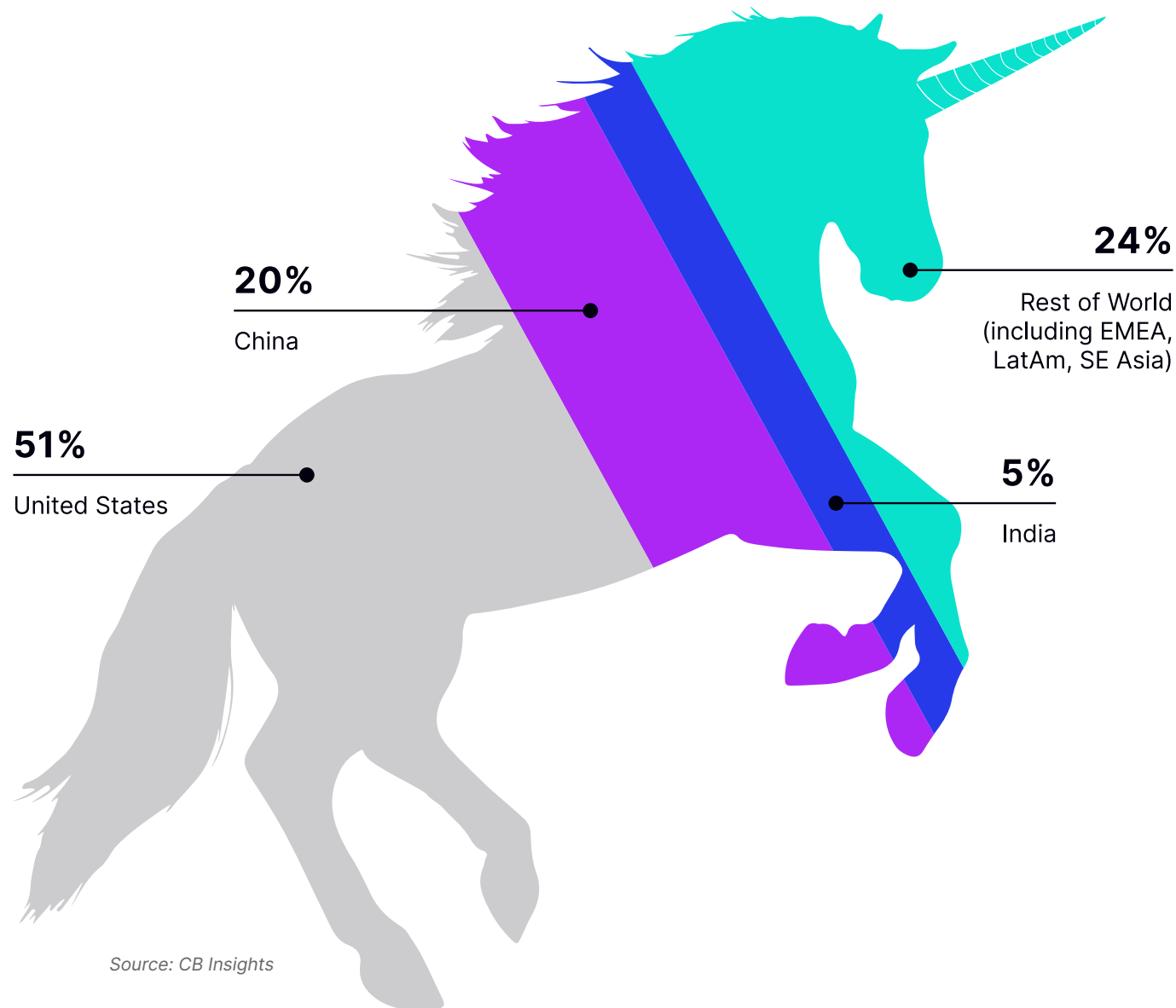
UNICORNS

Once Rare and US-Centric

In venture capital, a Unicorn is a privately-held tech company valued at more than \$1 billion. The term was coined in 2013 by Aileen Lee, the founder of Cowboy Ventures, when she sorted through 60,000 US-based software and internet companies that received funding between 2003 and 2013 and found that just 39 tech companies were valued at \$1B+. She called them Unicorns to highlight how rare these companies were at the time.

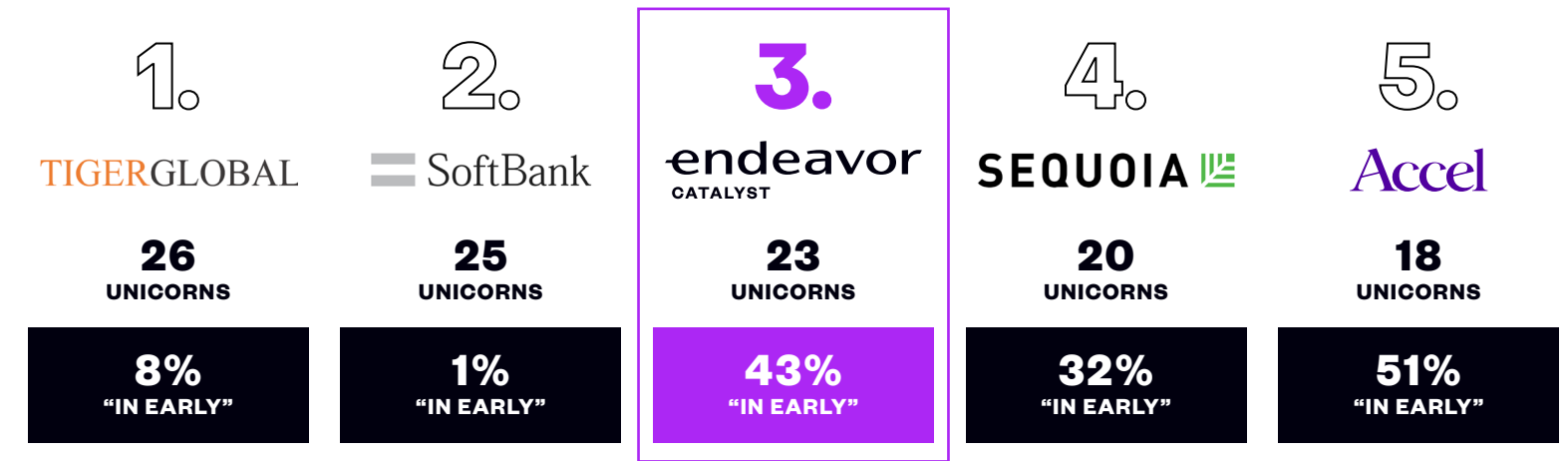
No Longer Rare and Increasingly Global

Fast forward to today, Unicorns are no longer rare; and they are increasingly global. As of June 30, 2021; there were 750 “Unicorn” companies. Nearly 1/4 of which are outside the US, China, and India — what we are calling “Rest of World”.



Endeavor’s Role in “Rest of World”

When we look at the early-stage investors in Unicorns outside of the US, China and India, Endeavor Catalyst ranks among the top 5 most prolific Unicorn investors in this category.

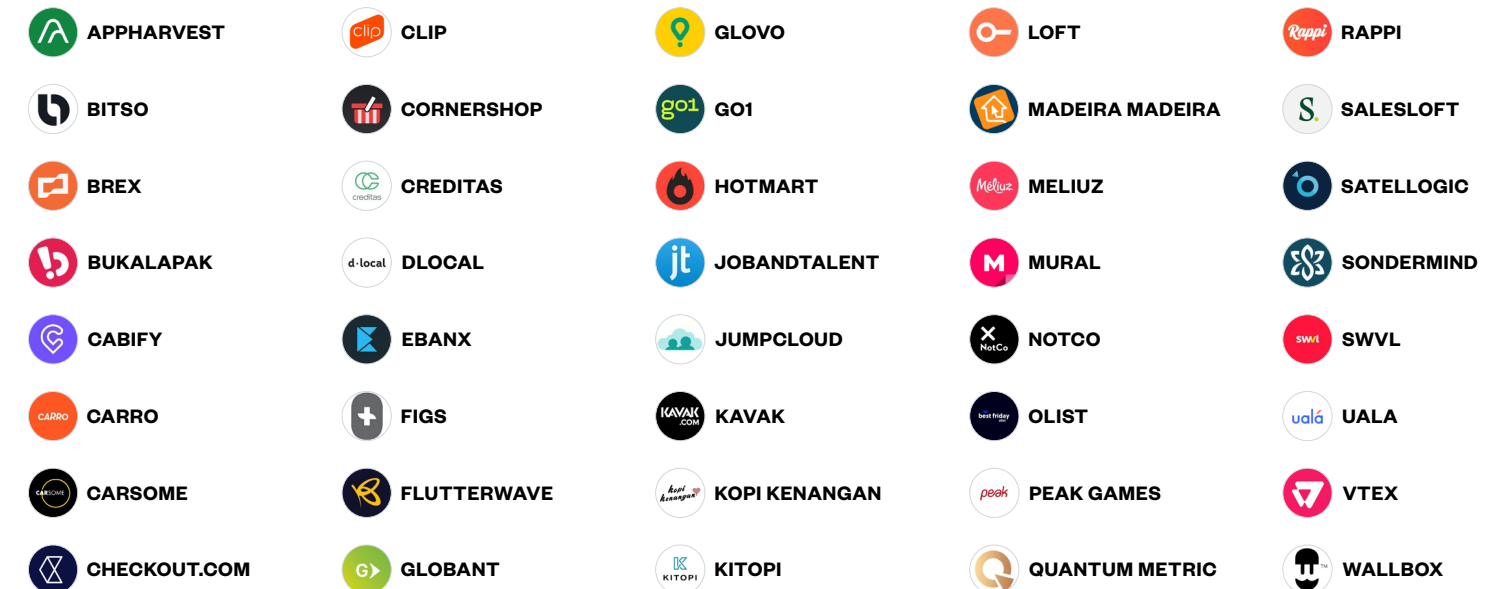


As of June 30, 2021, from CB Insights Q2'21 Unicorn Report

With 43% of Endeavor Catalyst’s Unicorns being invested in at their Series A, Endeavor Catalyst is one of the most successful early-stage investors in Unicorns outside of the US, China, and India.

Where We Are Now

As of December 31, 2021, our portfolio has 40 companies valued at more than one billion dollars.



ADVANCE

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



Mexico's Tech Moment or Tech Movement: A Retrospective of Mexico's Entrepreneurial Tech Ecosystem

On June 10th, 2021, Mexico minted its third unicorn: Clip. The Mexican payments fintech targeting small and midsize companies, led by Adolfo Babatz, raised \$250 million from SoftBank's Latin American fund and Viking Global Investors.

[Read the article](#)



In Sickness and In (Digital) Health: Digital Behavioral Health in a Post-Pandemic World

In a cinematic retelling of the panicked early days of the COVID-19 pandemic, future audiences may gawk at a world of overnight travel bans, a run on toilet paper, and an NBA Finals played in front of cardboard cutouts of fans.

[Read the article](#)



What a Difference a Decade Makes: The Rise of Indonesia's Entrepreneurial Ecosystem

With recent investments from Google, Facebook, and Microsoft making headlines, Indonesia's tech scene has exploded onto the world stage in 2020.

[Read the article](#)

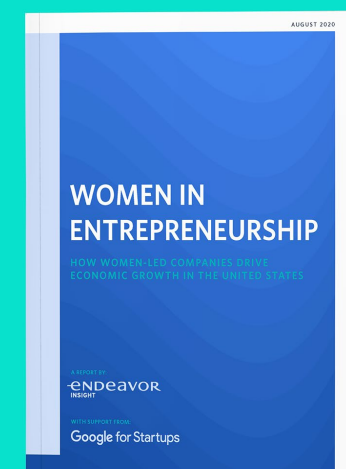
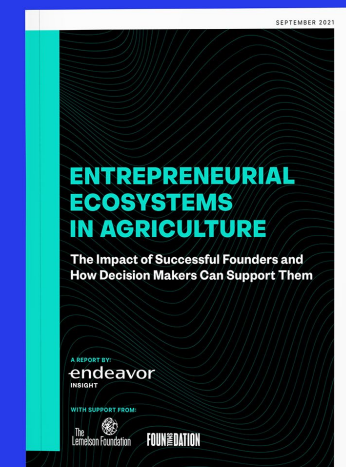
Leading by Example With the Data to Back It All Up

Endeavor Insight is the research division of Endeavor that provides data-driven analysis and visualizations showing what makes entrepreneurial ecosystems thrive. Our research team of economists, data scientists, and policy analysts specializes in understanding the needs of high-impact entrepreneurs and evaluating the networks that enable them to scale up and pay it forward to the next generation of entrepreneurs.

Our data-backed thought leadership on global entrepreneurship, technology, and innovation provides partners with valuable strategies and practical recommendations.

- **SCALING UP FINTECH COMPANIES IN SOUTHEAST MICHIGAN:** with support from the William Davidson Foundation, Endeavor Insight maps the fintech network and provides recommendations to local policymakers in this follow-on to its research on the region's competitive advantages in entrepreneurship: endeavor.org/semi-fintech
- **ENTREPRENEURIAL ECOSYSTEMS IN AGRICULTURE:** with support from the Lemelson Foundation and Small Foundation, Endeavor Insight examines innovative companies in agriculture to understand how they can maximize their impact: endeavor.org/entrep-in-agriculture
- **WOMEN IN ENTREPRENEURSHIP:** research conducted in partnership with Google for Startups, offered insight into how women-led companies drive economic growth in the United States: endeavor.org/women-in-entrepreneurship

Learn more about our research and services by contacting insight@endeavor.org.



Board Members

“I am excited to join the Endeavor Board, an organization which means a lot to me and is making a real difference supporting entrepreneurship globally. I am a firm believer that entrepreneurship has a vital role to play in solving the world’s most pressing challenges.”

MARTIN ESCOBARI

Co-President, Managing Director and Head of Latin America, General Atlantic
Joined the Endeavor Global Board in 2021

Global Board of Directors

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

Jason Green
Founder & General Partner, Emergence Capital Partners

Javier Olivan
VP of Central Products, Facebook

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 Alumni

Reid Hoffman
Co-founder, LinkedIn
Partner, Greylock Partners
Endeavor Catalyst Chairman

Shu Nyatta
Managing Partner, Softbank

Veronica Allende Serra
Founding Partner, Pacific Investments & Innova Capital

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 2022 Global Ambassadors below. Are you interested in becoming a Global Ambassador? Contact us at partnerships@endeavor.org.

Anderson Thees
Managing Partner & Co-founder, Redpoint e.ventures

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

Joanna Rees
Managing Partner, West Ventures

Josh Silverman
CEO, Etsy

Kevin Ryan
Founder and CEO, AlleyCorp

Luis Lora
Managing Partner, Globo Ventures

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



ARGENTINA

● **Guibert Englebienne**
Co-founder & CTO, Globant
Board Chair

● **Luciano Nicora**
Entrepreneur & angel investor,
Board Vice Chair

● **Adolfo Luis Rouillón**
Co-founder & CEO, Frizata

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

Carlos Miguens
President, Grupo Miguens

● **Eduardo Bastitta Harriet**
Co-founder & CEO, Plaza Logística

Eduardo Elsztain
President & CEO, IRSA

Federico Braun
President, La Anónima

Gustavo Grobocopatel
President, Grupo Los Grobo

Luis Zambonini
President, Arcos Mendocinos

● **Marcos Galperín**
Co-founder & CEO, MercadoLibre.com

● **Martín Migoya**
Co-founder & CEO, Globant

● **Nelson Duboscq**
Founder & CEO, Digital House

Nicolás Sanchez
CEO, Grupo Prima

● **Nicolás Szekasy**
Co-founder & Managing Partner, Kaszek

Ricardo Nemé
Vice President, CENSYS S.A.

Roberto Souviron
Founder, Win Win Ventures

● **Vanessa Duran**
Founder & President, VANESA



ATLANTA

David Cummings
Founder & CEO, Atlanta Ventures
Board Chair

Boland Jones
Founder, PGi

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

Dallas Clement
Executive Vice President & CFO, Cox Enterprises

Dave Gray
Founder and CEO, BISO Collective

● **Dave Keil**
COO, Tricentis

H. Jerome Russell
President, H.J. Russell & Company

Jeff Arnold
Founder, Chairman & CEO, ShareCare

Jewel Burks Solomon
Managing Partner, Collab Capital

Lane Moore
Founder & Managing Director, QuarterMoore

Lynne Laube
CEO, Cardlytics

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

Rodney Bullard
Executive Director, Chick-Fil-A Foundation, VP of Community Affairs, Chick-fil-A

Sanjay Gupta
Chief Medical Correspondent, CNN



BRAZIL

Rodrigo Galindo
CEO, Cogna Educação
Board Chair

Fabio Barbosa
Board Member, Natura

● **Eric Santos**
CEO & founder, RD Station

● **Sergio Furio**
CEO & Founder, Creditas

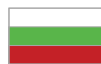
Guilherme Weege
CEO, Malwee

Paulo Cezar Aragão
Partner, Barbosa, Müssnich & Aragão Advogados

Pedro Passos
Chairman of the Board of Directors, Natura

● **Robson Privado**
COO, MadeiraMadeira

Sonia Hess
Former President & Board Member, Dudalina



BULGARIA

Kalin Radev
CEO, Software Group
Board Co-Chair

Hristo Hristov
CEO, Darik Radio
Board Co-Chair

Atanas Simeonov
CEO & Owner, Ocean Investments

Christo Iliev
Founder, AG Capital

Dennis Smith
Partner, Evolution Capital Partners

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

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

Kiril Boshov
Co-founder & Chairman, Eurohold Group

Lyubomir Minchev
Founder, Telelink

Nedelcho Spasov
Co-founder, Management Financial Group

Petia Dimitrova
CEO & Chairperson, Eurobank Bulgaria

● **Pressian Karakostov**
Founder, PhoneArena

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

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Founder & Managing Partner, Gugushev & Partners Law Office

Vassil Terziev
Managing Partner, Eleven Ventures



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Co-founder, Digital Commerce Bank & DC Payments
Board Chair

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President, Zinc Ventures

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

Chris Huskilon
Former CEO, Emera Inc.

Jim Estill
CEO, Danby Appliances

Joanna Harries
SVP of Expansion, Endeavor Global

Lindsay Machan
Co-founder, Angiotech Pharmaceuticals

Paul Desmarais III
Chairman & CEO, Sagard

Paul Parisi
Head of Canada, Silicon Valley Bank (SVB)



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President, Tánica
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CEO, Colegium

Enrique Cueto
CEO, LATAM Airlines

● **Felipe Henríquez**
President, Groupon Peixe

● **Javier Donoso**
CEO, Geomar

Jorge Errázuriz
Businessman

● **Jorge Nazer**
President, Grupo ALTO

Juan Enrique Rassmuss
Director, CAP

● **Mario Araya**
CEO, Kibernum

● **Paula Valverde**
CEO, Limonada

● **Petar Ostojic**
CEO, Neptuno Pumps

Salvador Said
President, Said Group

● **Sebastián Valin**
CEO, ComparaOnline



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Board Member, Organización Corona Colombia
Board Chair

Albert Douer
CEO, Darnel Group

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Co-Chair of the Board, Memo SAS

Eduardo Pacheco
President & CEO, Colpatria

Gonzalo Córdoba
President, Caracol Televisión

Julio Rojas Sarmiento
CEO/CIO, Cordillera Capital

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Founder, Refinancia

● **Nicolás Loaiza Galeano**
Executive President, Bodytech

Rubén Minski
President & CEO, Grupo Procaps



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Caruso Ventures; Founding CEO & Chairman, Zayo Group
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Founder & Managing Partner, Techstars

Eric Remer
CEO, Evercommerce

Eric Roza
CEO, CrossFit

Kent Thiry
Chairman & former CEO, Davita

Mike Fries
CEO, Liberty Global

Ryan Heckman
Founder & Managing Director, RallyDay Partners

Teresa Taylor
Former COO, Qwest Communications

Tim Craycroft
VP of Multichannel Advertising, Amazon.com

Valeria Alberola
CEO, ZomaLab



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The Dick & Betsy DeVos Family Foundation
Board Chair

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Vice President Renewable Energy, DTE Energy

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Founder, President & CEO, Strategic Staffing Solutions

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Baker Foundation Professor, Harvard Business School

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Managing Director, Akkad Holdings

Steven Jbara
President, Grand Rapids Drive

Tom Groos
Partner, City Light Capital



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CEO, Graiman

Andy Wright
Executive Vice President, La Favorita

Carlos Gonzalez-Artigas
President, La Fabril

Daniel Klein
Partner, Independent

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President, Terrafertil

Eduardo Berg
Danec

Guillermo Lasso Alcivar
VP, Banco de Guayaquil

Juan Ribadeneira
Director, Independent

Juan Carlos Serrano
CEO, Grupo KFC

Michel Deller
Executive Vice President, DK Management Services

Pablo Salazar
CEO, Banco Diners Club

Roque Sevilla
President, Grupo Futuro



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Partner & Chairman to the Board, DMG
Board Chair

Ahmed Mekky
Chairman & CEO, Benya

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CEO & Founder, Zezeeta

Dalia Ibrahim
CEO, Nahdet Misr Publishing House
Founder & CEO EdVentures

Hisham Al Khazindar
Co-founder & Managing Director, Qalaa Holdings

Youssri Helmy
CEO, Si-Ware Systems



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CEO, Sbokos Hotel Group & Senior Architect, T.E.MES. S.A.
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Mareva Grabowski
Founder & Vice Chair

Aziz D. Syriani
Member of the Corporate Board of Directors, The Olayan Group

Dimitrios Papalexopoulos
CEO, Titan Cement Co S.A.

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Managing Director, Autohellas/Hertz & Vice Chairman, Aegean Airlines & Olympic Air

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President & Managing Director, E.J. Papadopoulos

Marco Veremis
Co-founder & Executive Chairman, Upstream & Partner, BigPi Venture Capital

Marily Frangista
Managing Director of FRANCO COMPANIA NAVIERA S.A.

Michael D. Chandris
Chairman, Chandris Group

National Bank of Greece

● **Nikos Moraitakis**
CEO, Workable

Pericles Stamatiadis
Private Equity

Spyros Theodoropoulos
CEO, Chipita S.A.

Yiannis Stassinopoulos
Member of the Board of Directors, Viohalco S.A.



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Co-founder & Executive Chairman, Triputra Agro Persada Group
Board Chair

Alvin Sariaatmadja
President Director, PT Elang Mahkota Teknologi (EMTEK Group)

Andre Soelistyo
CEO, GoTo Group & GoTo Financial

Anne Patricia Sutanto
Vice CEO, PT Pan Brothers Tbk. and Group

Chng Kai Fong
2nd Permanent Secretary, Smart National and Digital Government Office

Harun Hajadi
Managing Director, Ciputra Group

Husodo Angkosubroto
Chairman, Gunung Sewu Kencana

Nick Nash
Managing Partner & Co-founder, Asia Partners

Pandu Patria Sjahrir
Managing Partner, Indies Capital Partners

Svida Alisjahbana
CEO, GCM Group

Dr. Raoul Oberman
Co-founder & CEO, Artemis Impact Pte Ltd

Tan Su Shan
Group Head of Institutional Banking, DBS Bank



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The Edge U2
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Chairman, VentureWave Capital

Anne Heraty
CEO, Cpl Resources

Denis O'Brien
Chairman, Digicel

Elaine Coughlan
Managing Partner & Founder, Atlantic Bridge

Mark Roden
Chairman & CEO, Ding

Matthew O'Dowd
Associate Director, Investment Banking, Numis Securities

Paddy McKillen

Tony Kilduff
Chairman, Elgin Energy Holdings Ltd



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CEO, Sella Group
Board Chair

Monica Mandelli
Managing Director, KKR
Board Vice Chair

Alessandro Fracassi
CEO and Co-Founder, Gruppo MutuiOnline S.p.A.

Diego Piacentini
Founder, View Different

Fabio Cannavale
CEO & Founder, Lastminute.com Group

Fabio Troiani
Digital entrepreneur and former CEO and founder of Bip

Fulvio Renoldi Bracco
CEO, Bracco Imaging SpA

Mario Costantini
CEO, Neva SGR

Massimiliano Vercellotti
Partner - Deputy EMEA EY Private Leader - Assurance, EY Italy

Matteo Fago
Owner of L'Asino d'Oro Edizioni srl

Paolo Merloni
Executive Chairman, Ariston Thermo



JAPAN

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Chairman & CEO, Monex, Inc.
Board Chair

Akira Morikawa
CEO, C Channel Corporation

Gen Miyazawa
Director EVP, Managing Corporate Officer, Yahoo Japan

Hiro Tamura
General Partner, Atomico

Hitoshi Tanaka
Founder & CEO, JINS HOLDINGS Inc.

Makoto Takano
CEO, MT Partners K.K.

Mamoru Taniya
Chairman, Asuka Holdings Inc.

Paul Kuo
CEO, Edinburgh Enterprise

Seiji Yasubuchi
Representative Director, President & CEO, AXA Holdings Japan Co., Ltd.

Taejun Shin
Founder, Chair of the Board, & CEO, Gojo & Company, Inc.

Taizo Son
Founder, Mistletoe

Takashi Inoue
President & CEO, LIFULL Co., Ltd.

Teruhide Sato
Founder and CEO,
BEENEXT Capital
Management Pte. Ltd.

Tetsuro Yoshimatsu
President & CEO,
iStyle Inc.



JORDAN

Nadia Al Saeed
CEO, Bank al Etihad
Board Chair

Ahmad Abu Ghazaleh
CEO, International Wings
Group & Abdali Hospital

Ali Al-Husry
Director, Hikma
Pharmaceuticals

Dawod Alghoul
CEO, Capital Bank

Fahad Al Jasem
CEO, Zain Jordan

Maher Kaddoura
Angel Investor &
Management Consultant,

Qnnect Capital
Board Vice Chair

Michael Wakileh
CEO, ProgressSoft
Corporation

Randa Sadiq
Deputy CEO, Arab Bank

Saad Mouasher
Chairman, Jordan Ahli Bank

Dr. Safwan Masri
Director, Columbia
University Middle East
Research Center

Said Darwazah
Chairman & CEO, Hikma
Pharmaceuticals

Samar Obaid
Partner, Ernst & Young

Walid Tahabsem
President & CEO,
Integrated Technology
Group

Ziad Shatara
CEO, Umniah



KENYA

Dr. Benson Wairegi
Board Chair

Anthony Muthusi
Partner and Principal at
Ernst & Young

Darshan Chandaria
Director & Group CEO,
Chandaria Industries

Isaac Awuondo
Chairman Designate, NCBA
Bank Kenya PLC

Julian Kyula
Founder, EDOMx

Muhoho Kenyatta
Chairman of the Board &
CEO, Brookside Dairies

• **Peter Njonjo**
CEO & Co-founder,
Twiga Foods

Sachen Chandaria
Executive Director,
Orbit Chemicals Ltd

Sylvia Mulinge
Director of Consumer
Business Unit, Safaricom



LEBANON

Fadi Majdalani
Board Chair

Christophe Kallassi
CEO, Kallassi Group

Gaith Yafi
Co-founder,
BY Venture Partners

Karim Farra
Managing Director,
Manara Capital

Maher Mikati
Executive Director,
M1 Group

Mira Assaf
Advisor to the Chairman,
SMLC Pepsi

Mouhamad Rabah
General Manager, ZRE

Mu'taz Sawwaf
Chairman of Board
Executive Committee,
Mimar Invest

Nicolas Boukather
Chairman, A.N.Boukather

Sami Khouri
CEO, Teeba Holding

Tarek Sadi
Partner, Cornerstone
Global



LOUISVILLE

Brook Smith
CEO & Founder,
Smith-Manus
Board Chair

• **Brian Brackeen**
Managing Partner,
Lightship Capital

Bryce Butler
Founder & Managing
Partner, Access Ventures

Greg Pope
Louisville Office Managing
Partner, EY

Jackson Andrews
Managing Director,
Endeavor Louisville

Joe Kelley
President & CEO,
Kelley Construction

Kent W. Lanum
President & CEO,
Paul Ogle Foundation

Kent Taylor
Founder & CEO,
Texas Roadhouse

Matt Thornton
Founding Partner,
L3 Capital

• **Stacy Griggs**
CEO, El Toro

David A. Jones, Sr.
Co-founder & Chairman
Emeritus, Humana
Chair Emeritus



MALAYSIA

Brahmal Vasudevan
Founder & CEO, Creador
Board Chair

Afzal Abdul Rahim
Commander-in-Chief,
Time dotCom

Chern Yuan Lim
Chairman, Aerium
Group CEO,
Yinson Holdings

Mark Chang
Founder & CEO, JCBNext

Fadzardudin Shah Anuar
Co-founder & CEO,
FashionValet

Thomas G. Tsao
Co-founder, Gobi Partners



MEXICO

Francisco X. Casanueva Pérez
Executive President,
Interprotección
Board Chair

• **Adolfo Babatz Torres**
Co-Founder & CEO, Clip

Agustín Coppel Luken
Chairman & CEO, Coppel

Alberto Fasja Cohen
Co-Founder & Strategic
Member & Board,
Grupo Axa

• **Carlos García Ottati**
CEO & Co-founder, Kavak

Elías Cababié Daniel
Chairman & CEO, GICSA

Emilio Azcárraga Jean
Chairman, Televisa

Francisco del Valle Perochena
Partner & Co-founder,
Grupo Empresarial Kaluz

Jean Michel Enriquez Dahlhaus
Partner, Creel, García-
Cuellar, Aiza y Enríquez,
S.C.

Luis Cervantes Legorreta
Head of Mexico,
General Atlantic

Sergio De la Vega Jimenez
CEO, Gulf Mexico

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Jeff Brody
Jewel Burks Solomon
Jorge Paulo Lemann
José Galló
José Renato Hopf
Josh Silverman
Juan Ball
Juan Carlos Serrano, Grupo KFC
Juan Enrique Rassmuss
Juan Ribadeneira
Julián Groisman
Kaddoura, Maher
Kalin Radev
Kaluz
Kevin Ryan
Kiril Boshov
Koray Bahar
KORN FERRY
Landing, Inc.
Lane Moore
LARRAIN VIAL
LATU
LeaseQuery LLC
Léo Figueiredo
Leroy Merlin
LIM CHERN YUAN
Lucas Guimarães
Luciano Nicora
Luis Stuhlberger
Luiza Helena Trajano
Lynda M. Applegate, Harvard Business School
Lyubomir Minchev
Mag Seguros
Majed Al Suwaidi Representing Tecom Group
Makoto Takano
Malwee
Malwee- Brazil
Marc Haas Foundation
Marcel Telles
Marcelo Lacerda

Márcio Appel
Marcos Galperín
Marcos Lederman
Mario Araya, Kibernetum
Mark Chang
Martin Escobari
Martín Migoya
Mastercard
Masterise Group
Matrix
Max and Marian Farash Charitable Foundation
Mehdi Tamarziste
Mercantil Colpatría S.A
Merrill Lynch
Michael Wakileh, ProgressSoft Corporation
Michel Deller, DK Management Services
Michel Gralha
Microsoft
Minas Mertzanidis, ALMI SA.
Mitchell Elegbe
Mitsubishi Estate co.
Monica Blatyta
MSG Entertainment Group
Muna Easa Al Gurg
Murat Özyeğın
Nabyl Al Maskari
Nadia Al-Saeed, Bank al Etihad
Najla Al Midfa
FUNix University
Nate & Elissa Lowery Foundation
Nedelcho Spasov
Nelson Sirotsky, RBS
Nestle Ecuador
Nevzat Aydin, Yemeksepeti
New Economy Initiative (NEI)
NGN
Nicolas Aguzin
Nicolás Szekasy
Nicolas Szekasy
Nikos Imeridis, MILKPLAN
Nkateko Khoza
Nutifood
Oki Matsumoto
Oracle
Osman Sultan
Otokoç
PANDU PATRIA SJAHIRIR
Pátria
Patrick Chalhoub
Paul Kuo
Paula and Valentina Valverde, Limonada
Paulo Galvão
Paulo Pantigoso

Pedro Lima
Pedro Passos
Petar Ostojic, Neptuno Pumps
Peter Njonjo, Twiga Foods Limited
Philippi Prietocarrizosa Ferrero DU & Uría
Pressian Karakostov
Priscila Drebes
PwC Argentina
Randa Sadiq, Arab Bank
Rappi S.A.S
RD Gestao E Sistemas, RD Station
Red Eléctrica Corporación, S.A
Refinancia S.A.S
Reid Hoffman
Remussi, Valdomiro
Roby Souviron
ROCHE- Brazil
Rodrigo Galindo
Rodrigo Ribadeneira, Aseyco
Rogério Chór
Roque Sevilla, Grupo Futuro
Rym Baouendi
Saad Mouasher, Jordan Ahli Bank
Sachen Chandaria
Saigonfood
Said Darwazah, Hikma Pharmaceuticals
Salazar, Pablo, Diners Club del Ecuador
Salesforce
Salo Seibel
Salvador Said
Samar Obaid, Ernst & Young (Jordan)
Sanofi
Santande Mexico
Santander Brasil
SAP Mexico
Schmidt Futures
Scott Sobel
Sebastian Valin, Compara Online
Seiji Yasubuchi
SellersFunding
Sempre Sementes
Serasa
Sharecare, Inc.
Shegun Otulana
Siigo
SIVALE
Small Foundation
Sonia Hess
Stefan Gugushev
Stephen Shaya, MD
Summit Partners Limited

Suzan Sabanci Dinçer
Suzano
SWVL
Sylvia Mulinge, Safaricom PLC
Taizo Son
Tamwilcom
Tankut Turnaoğlu
Tegra
Teresa Taylor
Terrafertil
Teruhide Sato
The City of Miami
The Miami Foundation
Thomas G.Tsao
Thomas H. Lee & Ann Tenebaum
Thrive Farmers, Inc.
Tiago Lafer
TIGRE
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Topázio Neto
Toyot Jordan, Al Markazia
Tricentis, Inc.
U.S. Embassy and Consulate in Ecuador
Universidad de San Andrés
Vantaz
Vassil Terziev
Vigroup
Vingroup
Vodafone Turkey
Votorantim
Katalon
Vukani Mnxgati, Accenture
Walid Tahabsem, ITG
Wegmans
White & Case
Wilfred Steven Uytengsu, Alaska Milk Corporation
William E. McGlashan, Jr.
William P. Lautman
XP
Yemi Lalude
Yemi Lalude
Zendesk
Ziad Shatara, **Umniah**
Zinobe S.A.S.

Financial Snapshot

2020

FINANCIAL SNAPSHOT

INVESTMENTS UNDER MANAGEMENT

\$97.69M **\$140.50M**

Start of Year

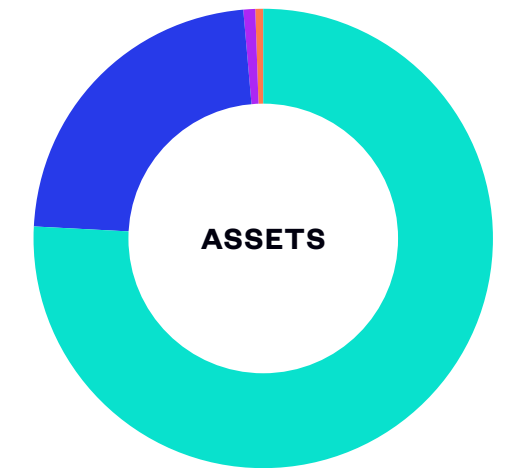
End of Year

NET ASSETS

\$112.97M **\$182.46M**

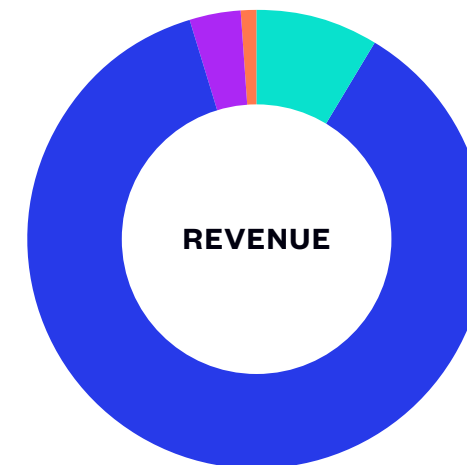
Start of Year

End of Year



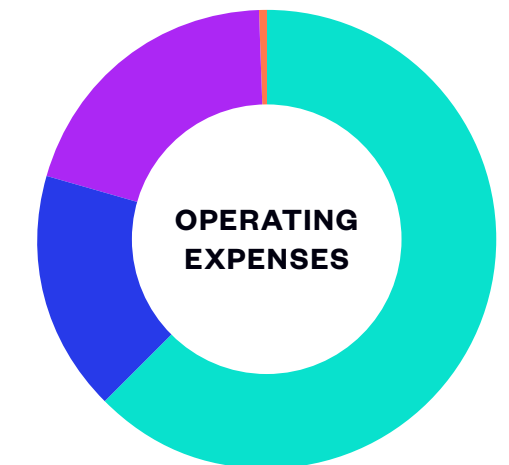
Investments	\$140.50M	76%
Cash	\$42.44M	23%
Receivables	\$1.36M	>1%
Property, Equipment & Other Assets	\$0.77M	>1%

TOTAL **\$185.07M**



Contributions	\$3.25M	8%
Net Realized Gains	\$32.23M	87%
Events	\$1.38M	4%
Grants	\$0.36M	1%
Other Income	(\$0.07M)	0%

TOTAL **\$37.15M**



Program Expenses	\$7.85M	63%
Fundraising	\$2.11M	17%
M&G	\$2.51M	20%
Cost of direct benefits to donors	\$0.06M	>1%

TOTAL **\$12.53M**

A complete set of the audited financial statements by Grant Thornton for the fiscal year ending December 31, 2020 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 SENIOR LEADERSHIP

Linda Rottenberg
Co-founder & CEO

Adrian Garcia-Aranyos
President

Allen Taylor
Managing Director,
Endeavor Catalyst

Carmen Feliz-Taveras
VP, Entrepreneur Selection & Growth

Jackie Carmel
Managing Director,
Endeavor Catalyst

Joanna Harries
SVP, Global Expansion

Margarita Chavez
VP, Finance & Administration

Santiago Muro
VP, Global Partnerships

Silvia Cavalcanti
VP, Marketing & Communications

MANAGING DIRECTORS OF LOCAL OFFICES

Argentina: María Julia Bearzi

Atlanta: Aaron Hurst

Brazil: Camilla Junqueira

Bulgaria: Momchil Vassilev

Canada: Chris Buckman

Chile: José Manuel Correa

Colombia: Camila Salamanca

Colorado: Scott Miller

Detroit: Diana Callaghan

Ecuador: María Fernanda Dávalos

Egypt: Heba Ali

Greece: Panagiotis Karampinis

Indonesia: Wayah Wiroto

Ireland: Rory Guinan

Italy: Marco Rampazzo

Japan: Ryoko Manabe

Jordan: Reem Goussous

Kenya: Fiona Mungai

Lebanon: Christina Chehade

Louisville: Jackson Andrews

Malaysia: Adlin Yusman

Mexico: Vincent Speranza

Miami: Claudia Duran

Morocco: Nawfal Fassi Fihri

Nigeria: Tosin Faniro-Dada

NW Arkansas: Canem Arkan

Peru: Debbie Jaffe

Philippines: Manuel Ayala

Puerto Rico: Cristina S. Tamayo Pérez

Romania: Mihnea Craciun

Saudi Arabia: Lateefa Alwaaan

South Africa: Alison Collier

Spain: Antonio Iglesias

Tunisia: Walid Bellagha

Turkey: Asli Kurul

UAE: Noor Shawwa

Uruguay: Analia Miguez

Vietnam: Lan Anh Nguyen

Western NY: John Gavigan

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“Sustainable economies are dependent on high-impact entrepreneurship. What Endeavor does better than any other organization is to create entire cultures of entrepreneurship that spread within and between countries.”

REID HOFFMAN

Co-Founder, LinkedIn and Partner, Greylock
Endeavor Global Board Member
Endeavor Catalyst Chairman