

More Than Scale.

MULTIPLY
MULTIPLY

endeavor 25TH ANNIVERSARY IMPACT REPORT

Endeavor is the leading community of, by, and for high-impact entrepreneurs. 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 for them to pay it forward. Today, Endeavor operates in 42 markets, and has helped 2,400 entrepreneurs in their journeys to scale. This report celebrates 25 years of the Multiplier Effect and the Endeavor Entrepreneurs who are building thriving ecosystems in emerging and underserved markets around the world.

Letter From Linda

This Impact Report marks Endeavor's Silver Jubilee, and milestones like this are a time for celebration and reflection. Twenty-five years ago, my co-founder Peter Kellner and I sat at my parents' kitchen table in Boston and sketched out a plan for Endeavor on the back of a napkin. Yes, an actual napkin. We had this *crazy* idea that entrepreneurs could come from anywhere and that, with a little help, they could unleash the tremendous talent and potential that already existed in emerging and underserved markets.

By our teen years, we recognized that the peer community of carefully screened and rigorously selected Endeavor Entrepreneurs was doing a lot more than just generating revenues and creating jobs. We noticed that the entrepreneurs who achieved breakout success were also starting to inspire, mentor, train, and invest in other founders. In our earliest markets, the individual contributions of a handful of Endeavor Entrepreneurs had made a profound impact on the local tech ecosystem. We didn't have a name for it yet, but this was the genesis of what we at Endeavor have come to call the Multiplier Effect.

We decided to measure and visualize the power of high-impact entrepreneurs to affect change, and with our partners

at Bain & Company, we developed the Bubble Map. At Endeavor, we love Big Bubbles because they signify precisely how entrepreneurs are paying-it-forward to the next generation of founders. In these pages, you'll see the Bubble Maps of Endeavor Entrepreneurs who represent the best of this ethos. And you'll in turn see the Multiplier Effect — spawned by just three to four Big Bubbles in a given market — that catalyzes local ecosystems of innovation.

The most recent phase of Endeavor's growth, into early adulthood, has been defined by our goal of becoming a self-sustaining organization. We challenge our entrepreneurs to disrupt the status quo, and in 2012, we looked inward to challenge how we fund our work around the world. We developed the most mission-driven way possible to support our entrepreneurs, by investing in them and sharing in their success. Endeavor Catalyst, our rules-based co-investment fund, now has over \$500 million under management; we have made more than 250 investments in Endeavor Entrepreneurs; and we already have returned millions of dollars both to LPs and Local Offices to further our mission. We're closer than ever to becoming self-sustaining, and I couldn't

be prouder to be mission-aligned partners in our entrepreneurs' journeys.

I'm often asked to predict the future. Where others may respond that the next Big Thing will be specific industry verticals ("Fintech!" "Cleantech") or specific areas of innovation ("AI!" "Crypto!"), the future vision for Endeavor is clear. We will continue selecting, supporting, and co-investing in high-impact entrepreneurs who are *solving real-world problems at scale*. It's this commitment to improving the lives of local communities through regional- and global-scale platforms and solutions that drives nearly all Endeavor Entrepreneurs.

As the world becomes simultaneously more intertwined and yet more chaotic and unpredictable, our work in many ways is just beginning. I look forward to building the next chapter of Endeavor's history together.

Onward and Upward!

LINDA ROTTENBERG
Co-founder & CEO,
Endeavor



[▶ Watch Linda's speech at the 25th Anniversary Endeavor Gala](#)

INTRODUCING

The Multipliers



Click here to watch
Marco perform

Successful founders build and scale their creations.
Multipliers move and shake entire nations.
With their been-there, done-that gears,
saving peers years and years of mistakes.

They start with big dreams but do not stop there.
They seek to accelerate the lessons, the pace,
the form with which new founders and businesses transform.
That's how they multiply their impact.
Dreaming bigger, and scaling faster is only half the mission.

While innovation is built with passion and much ambition,
it multiplies when we fuel the dream, grit, and vision
the next gen dares to pursue.

With each funding round the ecosystem grows louder.
Yet, it is multiplied when founders fund other founders.

It's growth driving impact. It's impact fostering growth.

Slowly, but surely, one bold individual multiplies into many.
Thousands creating solutions from dream to execution,
bringing cities, countries, regions to greater and greater heights.

Multipliers are the face of a revolution.
And the Multiplier Effect: onward and upward, evolution!

Endeavor.

More Than Scale, Multiply.

(Far left) Marco Fisbhen, Founder and CEO of Descomplica (Brazil), delivered the above "Brand Beat" at the 25th Anniversary Gala in New York City in December 2022.

Redefining Entrepreneurial Success



Large photo:
Mudassir Sheikha, Co-founder & CEO of Careem.

Smaller photos: Endeavor Entrepreneurs who are all alumni of Careem.

Clockwise from bottom:
Mostafa Kandil, Co-founder & CEO of SWVL (Egypt); Mohammed Aldossary & Khaled AlSiari, Co-founders of Sary (Saudi Arabia); and Mohamed Ben Halim & Belal EL-Megharbel Co-founders of MaxAB (Egypt)

Have you seen the recent news on entrepreneurship? Did you hear about that massive funding round? What about the latest newborn unicorn? For years, entrepreneurial success has been narrowly defined as growth, profit, and valuation.

While both entrepreneurs and the business media often focus on companies' financial successes, we believe these metrics only tell half the story. Equally important for the growth of ecosystems is the Multiplier Effect — the compound impact entrepreneurs have by virtue of mentoring, inspiring, and investing in the next generation of entrepreneurs. **We also believe the Multiplier Effect can ignite ecosystems and bring broad, sustainable economic growth to emerging and underserved markets.**

When investor Aileen Lee coined the term “unicorn” to describe startups with a valuation of \$1 billion or more in 2013, all 39 existing unicorns were founded in the United States. Today, Endeavor alone supports 68 unicorns founded in 22 countries around the world. Unicorns may get all the attention, but they're just the most visible outcome of networks of trust.

Mini (and not so mini) Silicon Valleys are popping up in emerging and underserved markets around the world thanks, in large part, to these networks. As Endeavor co-founder and CEO Linda Rottenberg says, **“a unicorn that doesn't breed even more unicorns is just an endangered species.”**

The practice of paying it forward by investing in the next generation of founders jumpstarts ecosystems, and it doesn't take a huge number

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

of multipliers to make a difference. Endeavor research shows that it takes a few local successful companies with the Multiplier Effect mindset to jumpstart a tech ecosystem. Similarly, a single founder can impact more than 700 other founders regionally. Through the Multiplier Effect, early successful founders fertilize what will later become thriving unicorn-breeding grounds.

You can see the power of the Multiplier Effect to ignite innovation ecosystems in stories as well as statistics. Much as the “PayPal mafia” went on to found companies, including Tesla, LinkedIn, Palantir, SpaceX, Affirm, and Yelp in the United States, alumni from Colombia's first ever unicorn, on-demand delivery app Rappi, have gone on to found or lead more than 100 tech firms across Latin America.

When Mudassir Sheikha returned to Dubai after a successful stint founding a company in Silicon Valley, he was determined to repeat this success in the Middle East. Not only did he manage to build Careem, a ride-hailing company that was acquired by Uber for \$3.1 billion, becoming the Middle East's first unicorn, but Careem has acted as a training ground for more than 100 startup founders, igniting the local ecosystem.

The success of just a few founders with the multiplier mindset in an emerging market breaks both mental and structural barriers to building thriving ecosystems in even the most unexpected places. That is the essence of the Multiplier Effect.

From founding LatAm's first female-led unicorn, to funding a new generation of LatAm founders.

IT STARTS WITH BUILDING A BUSINESS.
IT CONTINUES WITH LEAVING A LEGACY.

Brynne M. Rojas, Co-founder & CEO

Habi



The Multiplier Effect in Action



Martin Migoya, Co-founder & CEO of Globant, accepting a 2022 Lindas Award at the 25th Anniversary Gala in New York City.

THE PIONEERS:

Globant: Guibert Englebienne, Martin Migoya, Martin Umaran, and Nestor Nocetti

FROM WEATHERING ARGENTINA'S ECONOMIC CRISES TO COACHING A GENERATION OF FOUNDERS WORLDWIDE.

When **Guibert Englebienne**, **Martin Migoya**, **Martin Umaran**, and **Nestor Nocetti** sketched out their idea for software development company Globant on the back of a cocktail napkin in an Argentine bar in 2002, they were just four ordinary guys with an extraordinary dream. Argentina was in the middle of

its worst-ever economic crisis, but the four friends vowed to bring a little Silicon Valley magic to their home country. And they actually managed to pull it off. Today the four are co-founders of a globe-spanning company with a market capitalization of \$7.25 billion, offices from Brazil and Peru to Canada and the UK, and

more than 20,000 employees. But becoming the first Latin American company to go public on the NYSE wasn't enough for these Endeavor Entrepreneurs. Globant's founders have triggered the biggest Multiplier Effect within the entire Endeavor community. Between spin-offs and mentees, they have inspired more than 600 founders.

Globant ▶



LEGEND:

- COMPANIES FOUNDED
- COMPANIES INVESTED IN
- EMPLOYEE SPINOUTS
- COMPANIES MENTORED

Watch our film about Globant and Careem — *The Multipliers: Pioneers*

THE PIONEERS:

Careem: Mudassir Sheikha, Abdulla Elyas, and Magnus Olsson

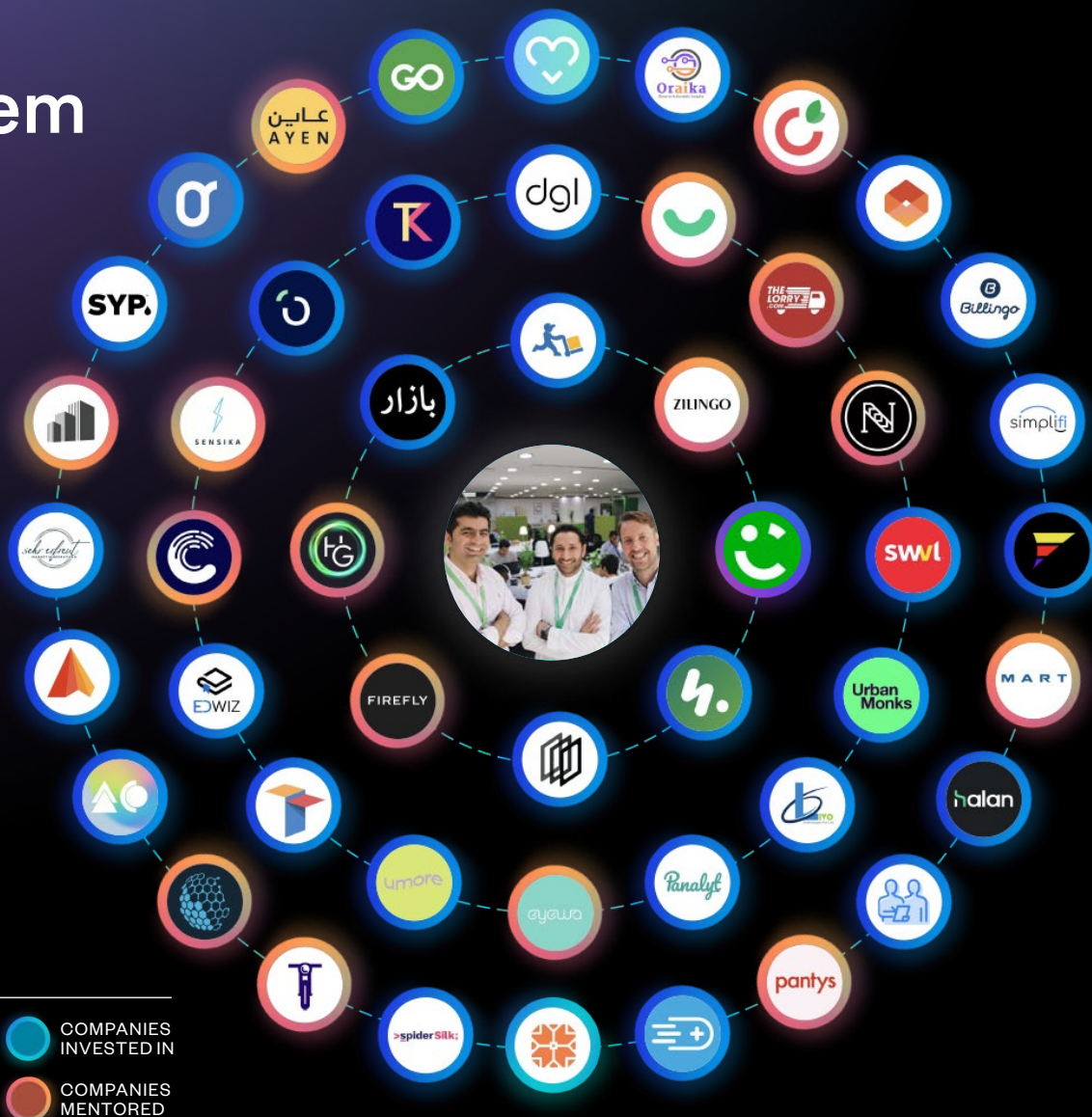
FROM DISRUPTING THE CAR-RIDING BUSINESS IN THE UAE TO IGNITING THE NEXT SUCCESS STORIES IN THE MIDDLE EAST.

Careem, a super-app that has become a symbol of mobility, fintech, and digital culture in the Middle East, is famous for getting acquired by Uber for \$3.1 billion and becoming the region's first unicorn. But underlying these headline accomplishments are the smaller stories of the millions of Careem users and drivers whose

lives have been transformed by the platform. About 2.5 million drivers, including many women, are registered under the Careem umbrella. In the UAE, 50% of gig workers use their earnings to fund their children's education. Careem's success also ignited the Middle East's innovation ecosystem. Former

Careem employees have gone on to found over 80 startups. Thanks to Careem co-founders **Mudassir Sheikha, Abdulla Elyas,** and **Magnus Olsson** and their commitment to the Multiplier Effect, MENA now has its own homegrown version of the PayPal Mafia.

Careem



THE PIONEERS:

Cabify: Juan de Antonio

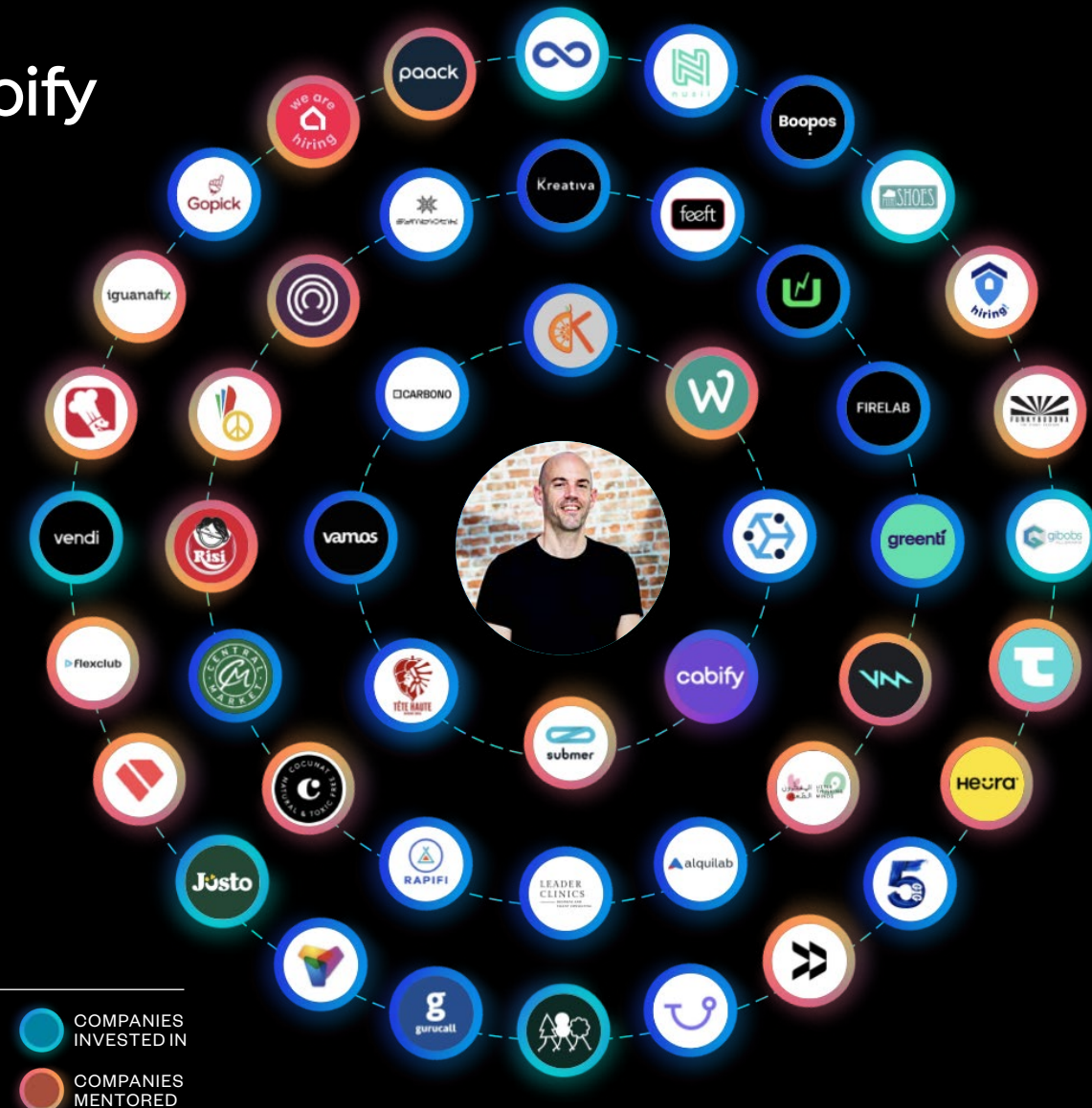
FROM BUILDING THE FIRST UNICORN IN SPAIN TO INSPIRING THE NEXT SUCCESS STORIES AROUND THE WORLD.

The world doesn't lack for ride-hailing companies, but Spanish competitor Cabify stands apart. From the time it was founded in 2011, Cabify has been committed to creating a safe and healthy environment for both drivers and passengers, and in 2018 it became Europe's first 100% carbon-neutral app. At Cabify women make up 46% (2021) of employees, far

exceeding industry averages. Founder Juan de Antonio's vision of doing good for people and the planet didn't hold back the success of Cabify. In 2019 the company achieved unicorn status, making it the first Spanish scale-up to reach that milestone. Now the company is taking its socially conscious approach to transportation global, expanding to more than 40 cities in eight

Spanish-speaking countries, from Mexico to Uruguay. Today, Cabify helps more than 42 million registered users access affordable mobility and stands as proof that founders don't have to choose between good business and good deeds.

Cabify



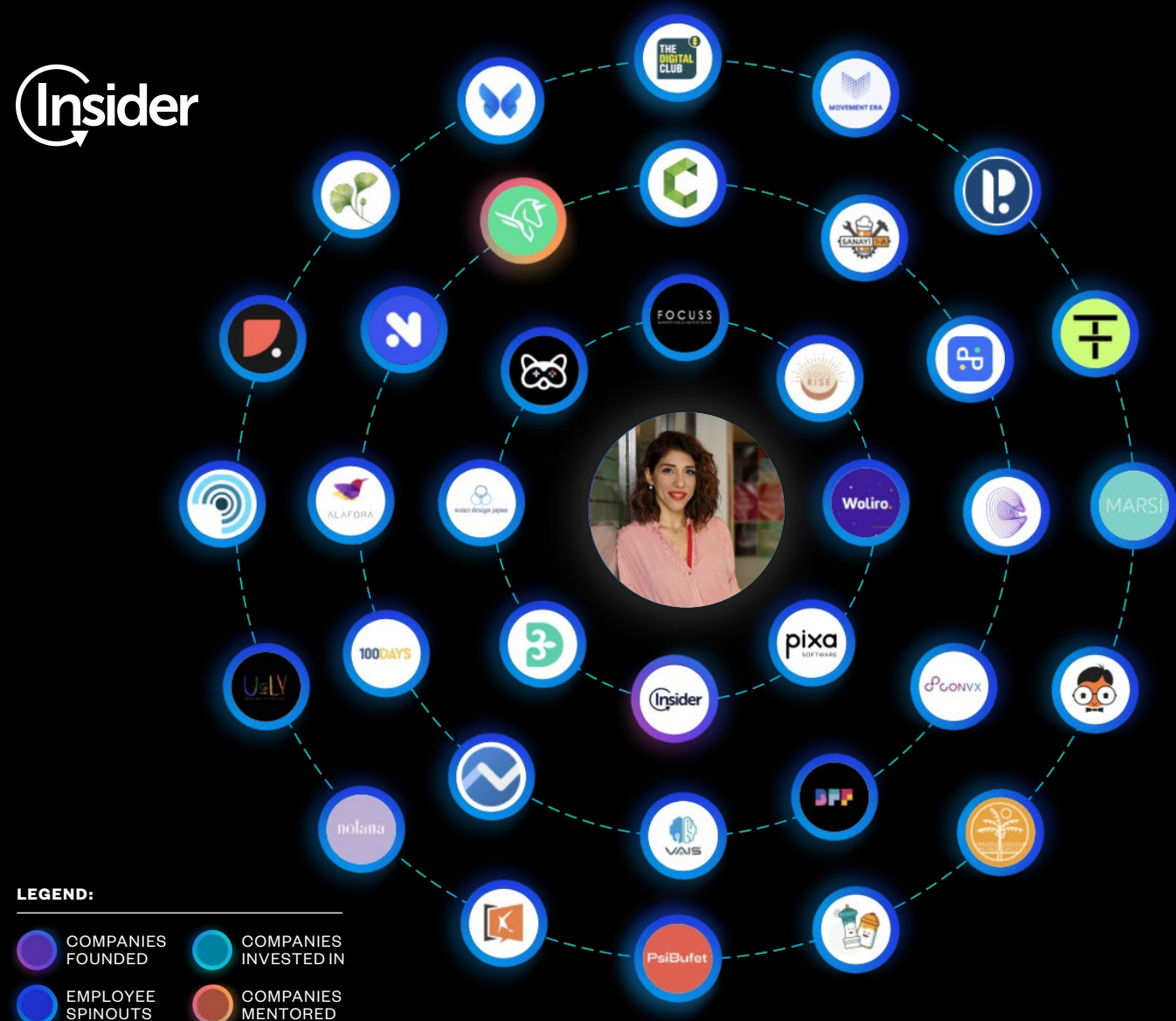
THE NEXT GENERATION: Insider: Hande Cilingir

FROM FOUNDING ONE OF THE FIRST FEMALE-LED UNICORNS IN TURKEY TO CHAMPIONING A NEW GENERATION OF FEMALE LEADERS.

Hande Cilingir's story is one of perseverance and success, and it is inspiring the next generation of founders in Turkey. Hande was just 32 in 2012 when she founded Insider, an AI-based platform to help digital marketers serve personalized consumer journeys in a cost-efficient way. By 2016,

Hande was named "Microsoft's Woman Entrepreneur of the Year." In 2022, after raising \$121 million in a Series D round, Insider became one of the first female-founded and female-led SaaS unicorns in the world. Today, Hande's company helps over 1,000 global brands, including

Singapore Airlines, Samsung, and Uniqlo, manage their multi-channel marketing processes. Insider employs more than 800 people across 41 countries, and 60% of top executives are women, including the CEO and CFO.



THE NEXT GENERATION: Twiga Foods: Peter Njonjo

FROM REVOLUTIONIZING THE FOOD SUPPLY CHAIN IN AFRICA TO INSPIRING AGTECH FOUNDERS ACROSS THE CONTINENT

Back when he served as President of Coca-Cola West Africa Kenyan businessman Peter Njonjo noticed that food production and distribution faced severe challenges. He founded Twiga to tackle them. The platform allows food sellers to conveniently and transparently buy from food

producers at fair prices using cashless transactions. According to Business Insider Africa, it has connected over 140,000 vendors and more than 1,000 farmers across 12 cities, reducing food prices for consumers in the process. And Twiga is targeting pan-African expansion next.

At Endeavor, we're cheering Peter on and celebrating his impressive impact as a role model for future generations.



The Multiplier Effect Lit up in Times Square



[Click here to watch the video](#)



“It is a surreal moment seeing one’s face in Times Square, but it is humbling when it is done so to celebrate the impact one has had on the entrepreneurial ecosystem: for paying it forward as an individual who reinvests their own entrepreneurial success and multiplies it across many other startups.”

MELVYN LUBEGA
Multiplier & CEO of Go!

The Multiplier Effect works, in large part, by inspiring people to dream bigger. Founders’ success and generosity lights up the dark of underserved regions, illuminating what’s possible and the path to take to get there. So do Times Square billboards. Which is why, to celebrate our 25th Anniversary, we were thrilled to see our multiplier maps visualizing the incredible impact of some of Endeavor’s

biggest multipliers shining from Nasdaq Tower. On December 6th, for the first time, a billboard known for celebrating IPOs, big funding rounds, and other financial milestones, was celebrating the impact founders can have on their ecosystems. We like to imagine future founders passing by, gazing up, and rethinking what it means to be a successful entrepreneur.

From founding the first unicorn in Malaysia, to becoming one of the most inspirational leaders in Southeast Asia.

IT STARTS WITH DREAMING BIG. IT CONTINUES WITH PUSHING OTHERS TO DREAM BIGGER.



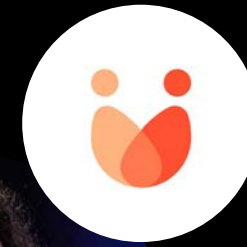
Eric Cheng, Co-founder & CEO

Carsome

Multipliers in the Making

In 2022, Endeavor selected over 150 new Endeavor Entrepreneurs from 31 markets to join our global network and contribute to our vision for high-impact entrepreneurship.

Endeavor Entrepreneurs are not only selected for their capacity to build successful, fast-growing companies, but also for the impact they can have on the next generation of founders and their ecosystems as a whole. We are looking for entrepreneurs who aim not just for impressive metrics and big huge valuations, but to accelerate innovation, improve lives, and boost broad, sustainable economic growth. Only multipliers committed to those goals make the cut.



ITALY

Unobravo

Danila De Stefano & Gregorio Maria Diodovich

Unobravo is the largest online therapy platform in Europe with more than 2,500 active psychologists and 80,000 patients. CEO Danila de Stefano, a psychologist who is passionate about using technology to make mental health services more accessible, founded the company to meet her own need for a therapist while living in London. In 2020, Gregorio Maria Diodovich joined as co-founder and COO.



NIGERIA

Piggyvest

Somto Ifezue, Odunayo Eweniyi, & Joshua Chibueze

PiggyVest is a financial services platform that provides its predominantly young users across Nigeria with access to savings and investment products that drive wealth creation and preservation. The founding team of Somto Ifezue, Odunayo Eweniyi, and Joshua Chibueze represent a new generation of Nigerian entrepreneurs who are committed to building companies and products aimed at serving their generation.



BRAZIL
Cora

Igor Senra, Leonardo Mendes, & Gustavo Viegas

A 100% digital bank, Cora allows Brazilian SMEs to open an account in minutes and access debit and credit cards. Today, they offer the main SME account bank in Brazil, opening more than 500K accounts since their beginning. With over \$150M raised thus far, Cora is paving the way toward a more digitized, accessible, and flexible financial landscape.



PAKISTAN
Bazaar

Hamza Jawaid & Saad Jangda

Bazaar is building an operating system for traditional retail in Pakistan. The Bazaar retail app provides merchants with a one-stop-shop to purchase thousands of products for their stores. The company's fintech products include a digital ledger and a lending product. Bazaar has raised \$100M+ in total and it is the first company selected by Endeavor Pakistan.



COLORADO
soona

Liz Giorgi

soona helps brands access professional-quality photo and video content within 24 hours at an affordable price. Since its launch in 2018, soona has acquired over 10K merchants on the platform and has launched five studios. The company recently closed a \$35M Series B round. Crunchbase recognized founder Liz Giorgi as one of the country's top 10 funded women entrepreneurs in 2022.



INDONESIA
Pinhome

Dayu Dara Permata & Ahmed Aljunied

Pinhome aims to unlock home ownership for first-time buyers in Indonesia by digitizing property data, home transactions, and home financing. Co-founder Dayu Dara is not only a brilliant woman leader, but also a role model and mentor for other women entrepreneurs in the ecosystem. Ahmed Aljunied is a serial entrepreneur and CTO. Together they are transforming the archaic real estate industry.



From founding one
of the world's biggest
fintech companies to
advancing entrepreneurial
ecosystems globally.

IT STARTS WITH ADVANCING YOUR COUNTRY.
IT CONTINUES WITH IGNITING THE CONTINENT.

Guillaume Pousaz, Founder & CEO

Checkout.com

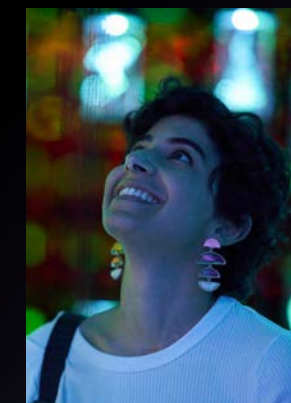
Watch highlights from the 2022 Endeavor Retreat

FINALLY, BACK TOGETHER AGAIN!

#OneEndeavor Community

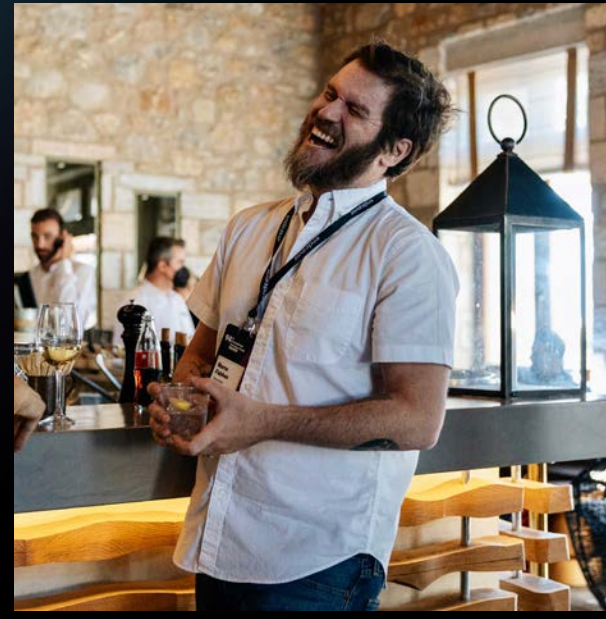
Endeavor may have 42 offices globally, but we're one community, one network, one vision, #OneEndeavor.

Our first in-person event since the pandemic was our March retreat in Dubai, UAE. The much-anticipated event gathered more than 90 entrepreneurs, board members, and mentors from 26 countries over the course of three days with the goal of connecting entrepreneurs to smart capital and like-minded innovators. Founders exchanged lessons for scale to inspire their next phase of growth. After two virtual years of programming, these high-growth entrepreneurs had a lot to catch up on.



DUBAI

We were also thrilled to be able to begin meeting in person once again for two of our monthly International Selection Panels (ISP), which choose the latest entrepreneurs to join the Endeavor community. Beautiful Costa Navarino, in Greece, and São Paulo, in Brazil hosted our in-person ISPs this year.



GREECE

BRAZIL



“Greece now has an innovation ecosystem that is \$8 billion in valuation. The new Greek Founders have created almost 9,000 jobs in Greece, with another 9,000 jobs generated in Greece from a large number of foreign big-tech companies through their investments in the country.”

COSTANTZA SBOKOU-CONSTANTAKOPOULOU
Chairwoman of Endeavor Greece

ATHENS, GREECE **Worldwide Gathering**

On July 15, 2022 Endeavor Greece hosted our first Innovation Summit in Athens, with the goal to make it an annual international innovation event. Together, we celebrated 10 years of supporting high-impact entrepreneurs and their extraordinary accomplishments in Greece, pushing global innovation forward and contributing to sustainable economic growth for all. As Linda Rottenberg, co-founder and CEO of Endeavor explained at the event, “When economies turn down, entrepreneurs turn up. The reason: chaos is the friend of the entrepreneur. And boy are these friendly times.”



Linda Rottenberg in conversation with the Greek Prime Minister, Kyriakos Mitsotakis, and Netflix’s co-CEO and Chief Content Officer, Ted Sarandos at the Odeon of Herodes Atticus beneath the Parthenon.

From supporting local barbershops to becoming a beacon of encouragement for Black entrepreneurs.

IT STARTS WITH YOUR GRIT. IT CONTINUES WITH EXEMPLIFYING TENACITY.



Songe LaRon, Co-founder & CEO

SQUIRE

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:

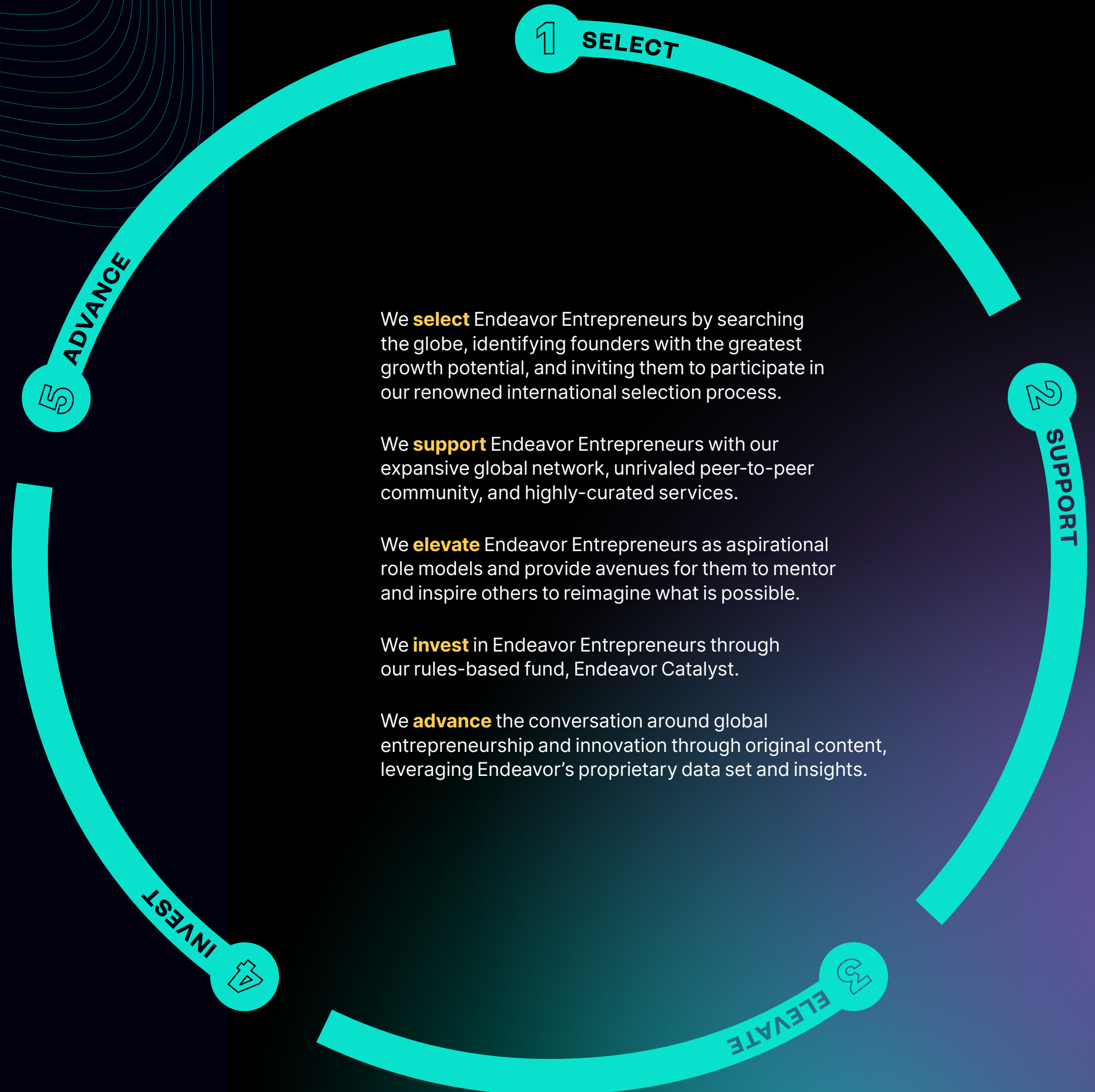
High-Impact Entrepreneurs transform economies.

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.



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 2,400 high-impact entrepreneurs today across 42 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. In 2022, we launched offices in Pakistan and Poland and will be launching in Portugal in 2023.

ENDEAVOR HAS OFFICES IN:

42

MARKETS

67

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



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

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

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

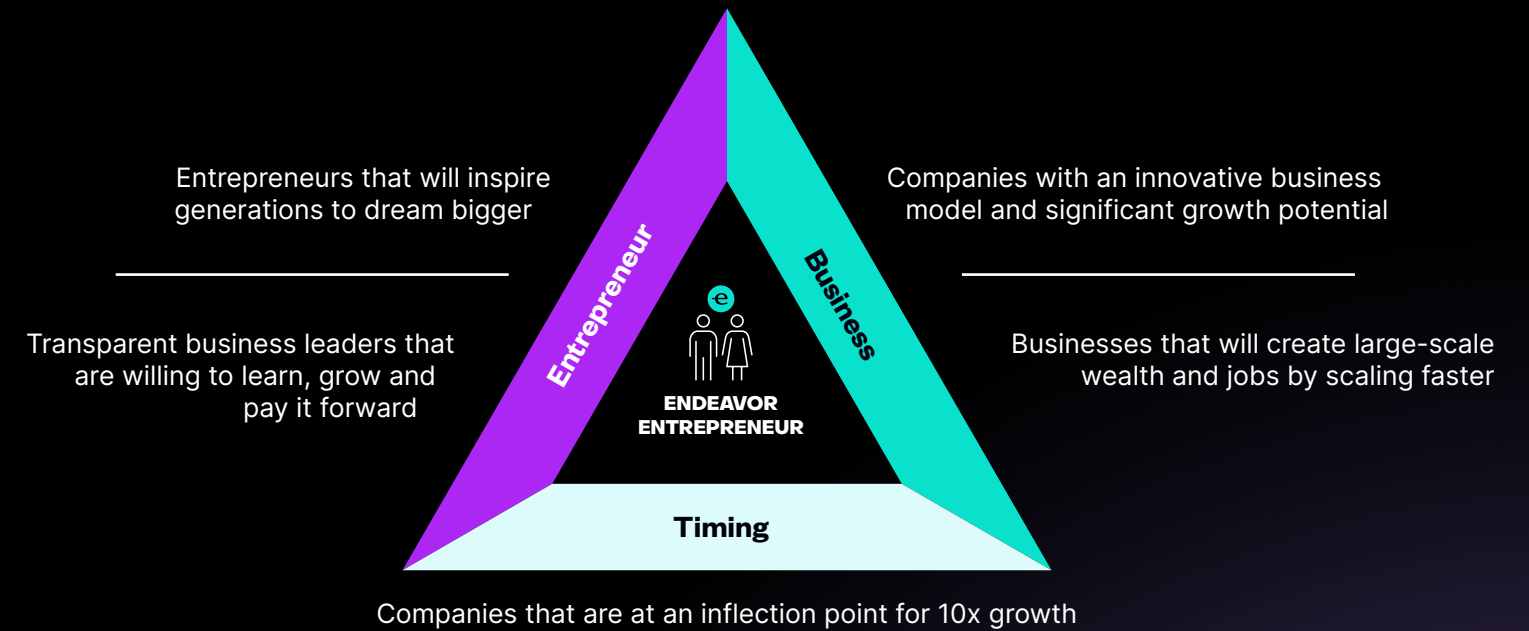
We select Endeavor Entrepreneurs by searching the globe, identifying founders with the greatest growth potential, and inviting them to participate in our renowned international selection process.

Here's a snapshot of how the process unfolded from Jan. 2022 – Dec. 2022.



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, Latitud; Co-founder, Viva Real
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 42 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.
- 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.

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 and Stanford GSB, 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.

"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)

ELEVATE

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

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

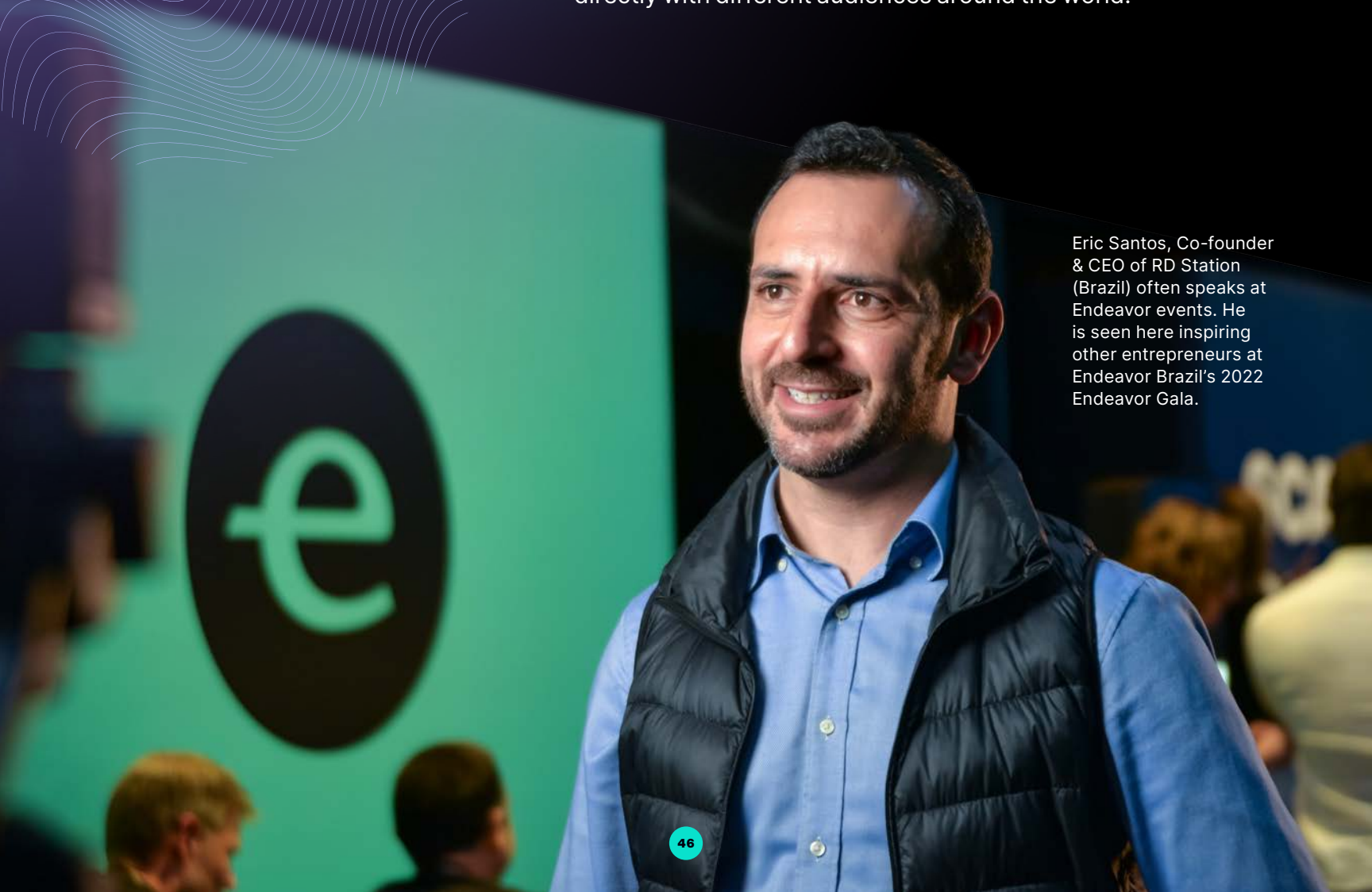
Endeavor Entrepreneurs serve as **mentors** to fellow entrepreneurs who are facing hurdles they have already overcome, and to the future generation of Endeavor Entrepreneurs by reviewing candidates and serving as Selection Panelists.

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.



Eric Santos, Co-founder & CEO of RD Station (Brazil) often speaks at Endeavor events. He is seen here inspiring other entrepreneurs at Endeavor Brazil's 2022 Endeavor Gala.



After leaving his day-to-day role at Bukalapak, Achmad Zaky (Indonesia) founded the early-stage VC fund Init-6. He's now become a unicorn farmer, hoping to fund at least one company that hits a billion-dollar valuation within the next ten years, and support many other founders building the future in Indonesia along the way.



Sophia Alj, Co-founder & COO of Chari (Morocco), serves as a panelist at ISPs, mentoring the next generation of Endeavor Entrepreneurs, and has recently joined the Board of Endeavor Morocco.

INVEST

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

About Endeavor Catalyst

Endeavor Catalyst is a rules-based co-investment fund that invests in qualifying companies led by Endeavor Entrepreneurs. Endeavor Catalyst aims to generate strong returns for investors, financially support Endeavor's global and local operations, and reinvest into future Endeavor Catalyst funds.

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

A Brief History



1997

Endeavor is co-founded by Linda Rottenberg and Peter Kellner. Among other support services, Endeavor aids its entrepreneurs with capital raising, but does not invest in them financially.



2012

Endeavor raises donated capital to launch **Endeavor Catalyst Philanthropy (~\$10M)** and financially invest in companies led by Endeavor Entrepreneurs for the first time.



2013

Endeavor closes **Endeavor Catalyst I (~\$20M)**.



2017

Endeavor Catalyst I is fully deployed in 42 companies across 17 markets.
Endeavor closes **Endeavor Catalyst II (~\$80M)**.



2019

Endeavor Catalyst II is fully deployed in 78 companies across 26 markets.
Endeavor closes **Endeavor Catalyst III (~\$130M)**.



2022

Endeavor Catalyst III is fully deployed in 110 companies across 30 markets.
Endeavor closes **Endeavor Catalyst IV (~\$290M)**.



PRESENT

Endeavor Catalyst IV has made 48 investments across 24 markets.

OUR OPERATING MODEL

By the Numbers:

10

Years of Operations

280+

Investments

\$500M+

Assets Under Management

190+

Co-Investment Partners

21

Exits¹

37

Markets

47

Companies Valued at \$1B+

11

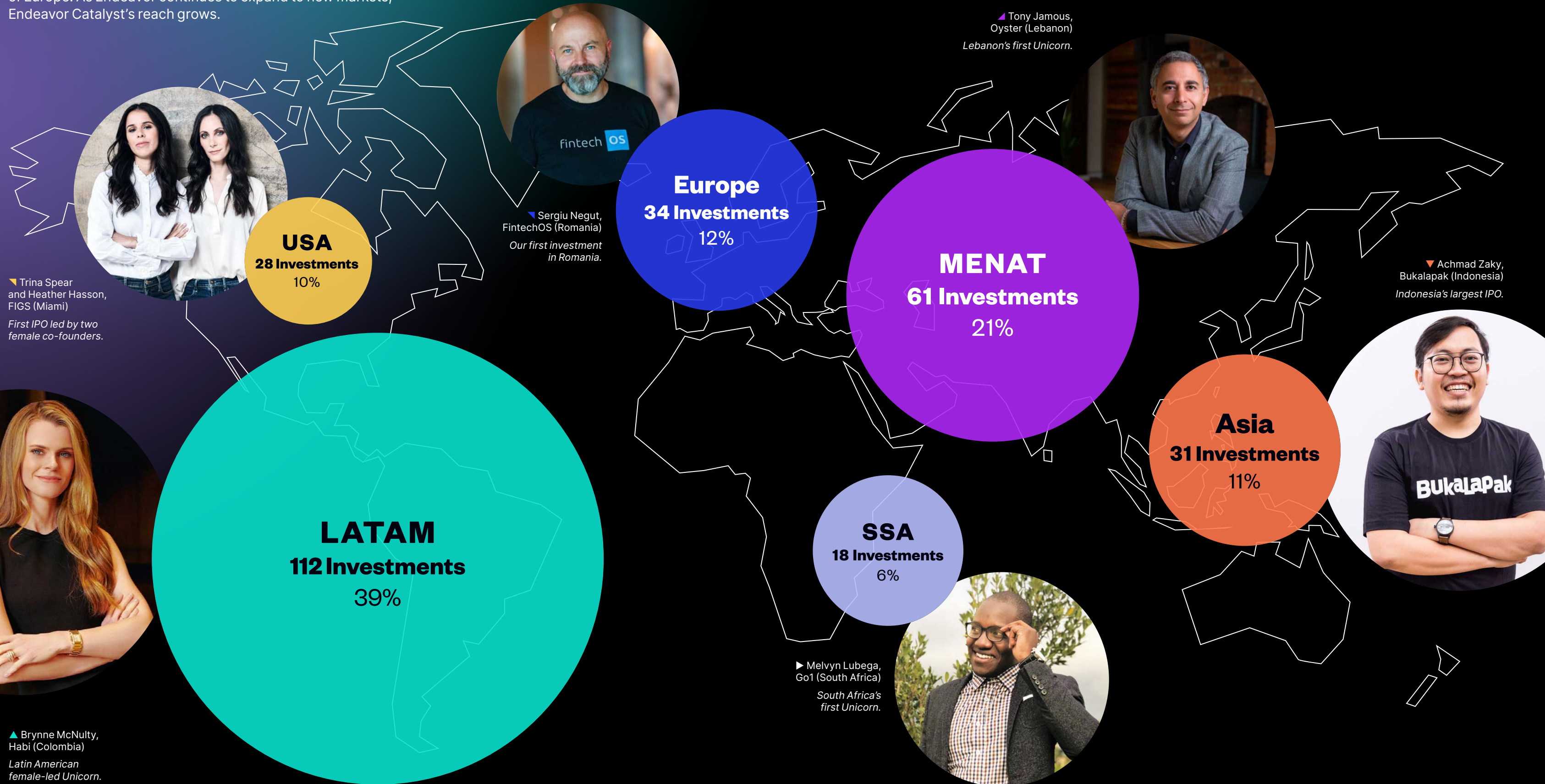
Publicly-Listed Companies



¹ We consider an "Exit" to be when we have sold 50% or more of our ownership in a portfolio company.

A Truly Global Fund

Endeavor Catalyst has made 280+ investments across 37 different markets to date, and has been recognized as one of the most active investors in Latin America, the Middle East, and parts of Europe. As Endeavor continues to expand to new markets, Endeavor Catalyst's reach grows.



Impact and Sustainability

Beyond financially supporting the companies of Endeavor Entrepreneurs and generating strong returns for Limited Partners (LPs), Endeavor Catalyst aims to make Endeavor financially self-sustaining at both the Global and Local levels.

Endeavor Catalyst has invested in 450+ Endeavor Entrepreneurs across 280+ companies. These companies have created ~1M jobs and — in 2022 alone — generated \$16B+ in revenues. Today, proceeds from Endeavor Catalyst make up a meaningful percentage of Global and Local budgets, and have formed the Total General Partner commitments. *Details below.*

Total General Partner Commitments:

\$30M+

Total Gross Proceeds Generated:

\$100M+

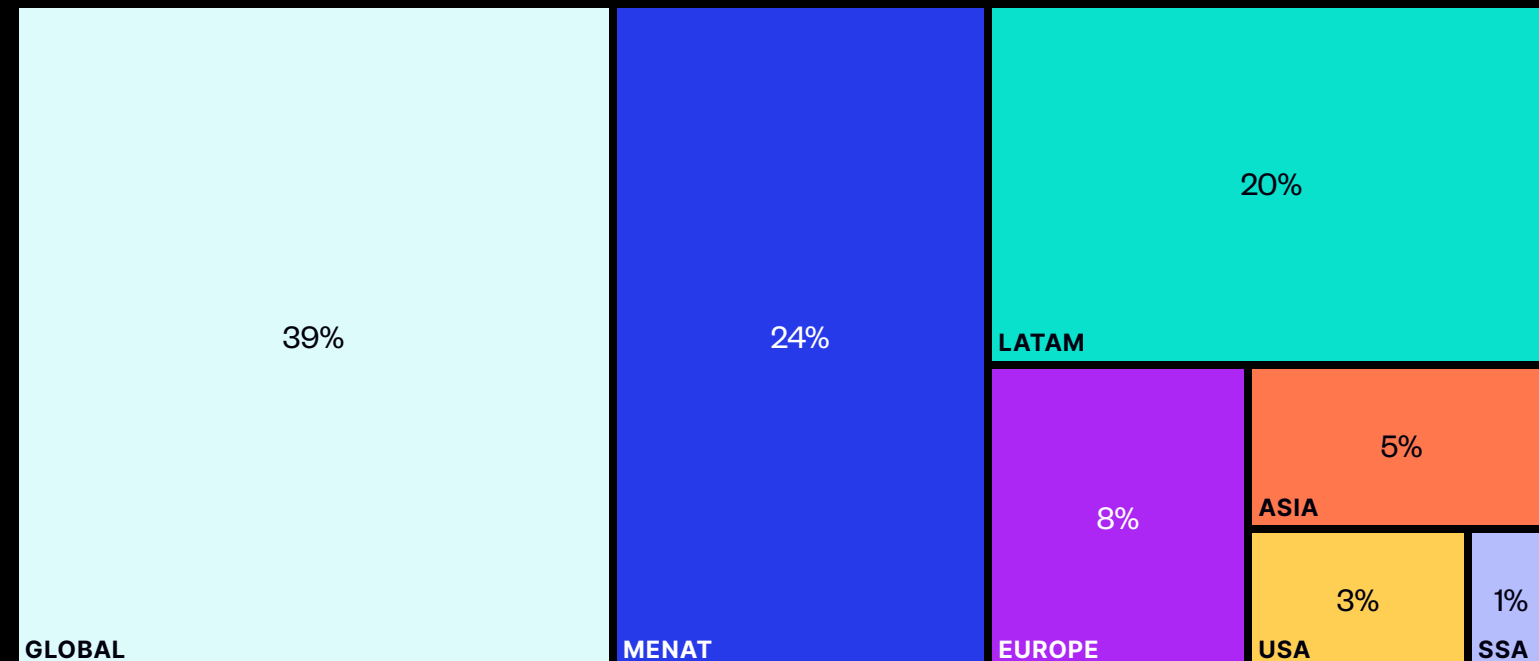
The Endeavor Catalyst Model:

On an investment by investment basis, investors in Endeavor Catalyst receive their principal back plus a portion of the profits. The other portion goes to Endeavor — split equally between Endeavor Global and the Local Office of the investor’s choosing, which in some cases is Endeavor Global.

2021 was a record year for Endeavor Catalyst’s impact on Endeavor operations.

Proceeds back to Endeavor over the past 18 months surpassed the total over the first eight years of Endeavor Catalyst combined!

Below is a breakdown of proceeds by region based on LP affiliation:



ENDEAVOR ENTREPRENEURS AS INVESTORS

30% of our Limited Partners are Endeavor Entrepreneurs!

FUND I:

38

FUND II:

51

FUND III:

60

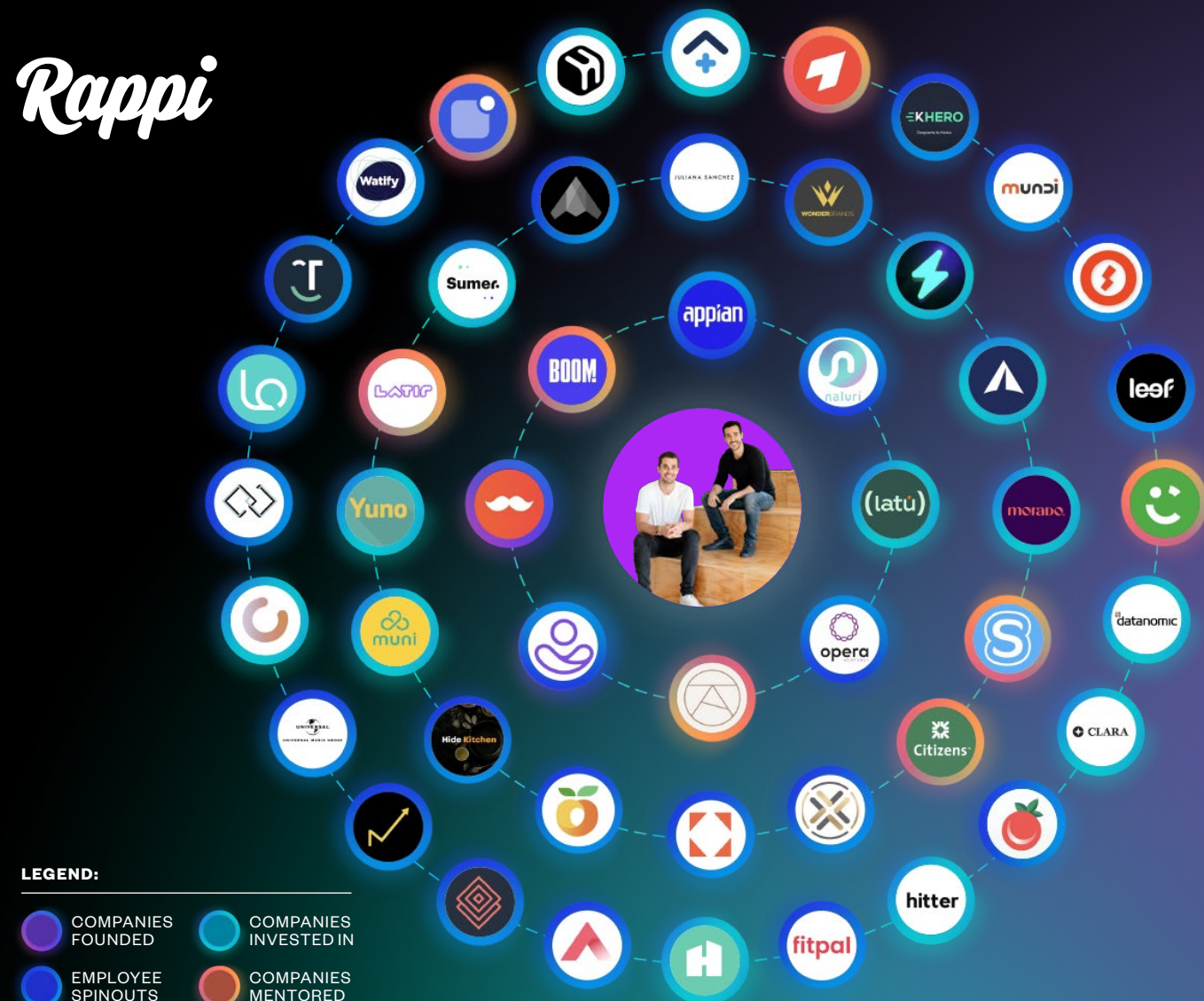
FUND IV:

125

MULTIPLIER EFFECT

Local tech ecosystems in emerging markets matured by leaps and bounds over the past two years, due to increased attention from global investors and accelerated digital adoption worldwide. **Endeavor’s multiplier effect (i.e. entrepreneurs inspiring, mentoring and investing in the next generation of entrepreneurs)** has also been on full display. “Mafias” or former employees and executives of iconic companies that have gone on to start their own companies are proliferating in our markets. The “Rappi mafia”, for example, has become globally recognized with some venture firms estimating that 100+ startups have emanated from this network alone. We are also witnessing this within our own funds: Endeavor Catalyst IV has 100+ Endeavor Entrepreneurs as investors!

Rappi



ADVANCE

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

10

Ten Findings that Will Change the Way You Think About Entrepreneurship Ecosystem Building

What do founders need to know about scaling their companies and growing their networks? We compiled the top 10 findings from Endeavor's 2022 research.

[Read the article](#)



Accelerating Out of the Downturn: How Entrepreneurs Should Think About Fundraising in a Bear Market

Difficult environments often provide an opportunity for entrepreneurs who know how to navigate them. When economies turn down, entrepreneurs turn up.

[Read the article](#)



The Founder Behind the Curtain: Understanding the Role of Entrepreneurs in Scaling Climate Tech

Key findings from Endeavor's research show how each successful founder taking a new climate technology to market is one more wizard behind the curtain of innovation.

[Read the article](#)



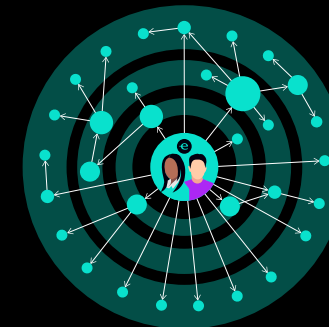
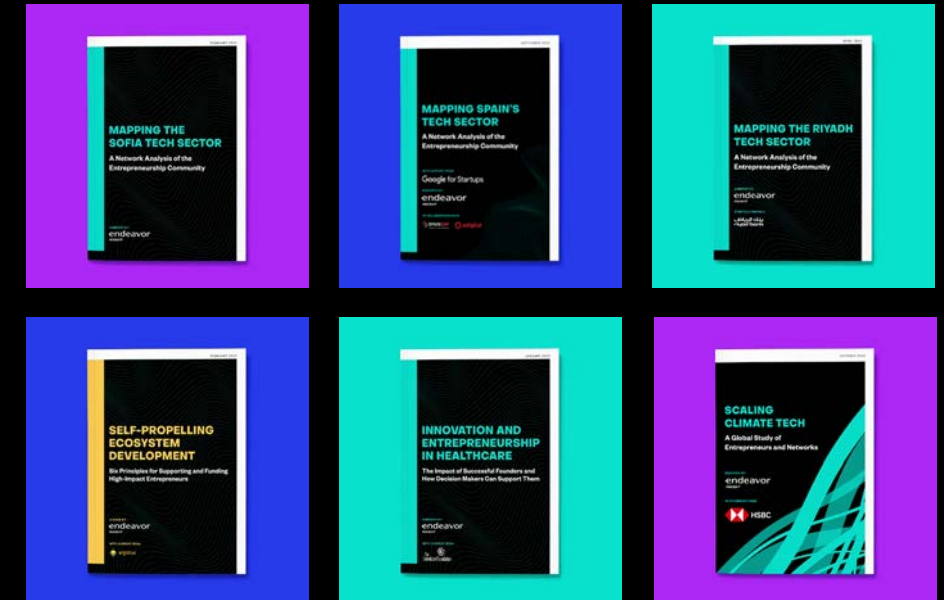
Pulled Term Sheets, Pinched Valuations, But No Lack of Entrepreneurial Conviction: Tracking Latin America's VC Downturn

How will Latin America startup hubs weather the chill in startup funding and the changed power balance between entrepreneurs and investors? We rounded up quotes from investors, entrepreneurs, and analysts.

[Read the article](#)

In 2022, Endeavor completed 10 studies based on more than 740 interviews with founders and data on nearly 5,000 companies. Our research footprint spanned 12 markets, with our publications being downloaded more than 5,000 times. Our partners included Google for Startups and HSBC, and we delivered presentations to institutions such as the World Bank and the Aspen Network of Development Entrepreneurs.

OUR OPERATING MODEL



Multiplier Effects

It takes only a handful of successful founders to jump start an ecosystem. Founders who receive support from other successful entrepreneurs are much more likely to scale.

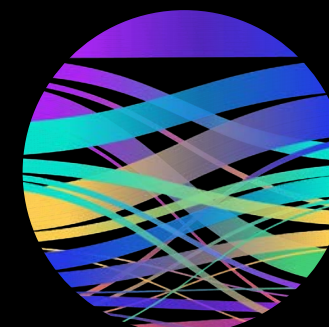
[Read more](#)



Connectivity Across Geographies

Entrepreneurs are paying it forward across regions and around the world. Some cities are net importers of founder support such as investment and mentorship, while others are net exporters — seeding the ecosystems in other markets.

[Read more](#)



Founder Pathways

Founders often gain valuable experience in other markets prior to launching their companies. Endeavor's research identifies the training grounds for the next generation of innovators.

[Read more](#)



From reinventing the robotics industry out of rural Spain, to inspiring the next generation of women in tech.

IT STARTS WITH YOUR VISION. IT CONTINUES WITH YOUR SUPPORT FOR FUTURE VISIONARIES.

Verónica Pascual, President

ASTI

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 scale-up 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

Jason Green

Founder & General Partner, Emergence Capital Partners

Javier Olivan

VP of Central Products, Meta

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 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

⦿ indicates Board Member is an Endeavor Entrepreneur



ARGENTINA

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

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

Carlos Miguens
President, Grupo Miguens

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

Eduardo Elsztain
Chairman, IRSA

Federico Braun
President, SAIEP

Gustavo Grobocopatel
President, Grupo Los Grobo

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

Luis Zambonini
Partner, McDonalds

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

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

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

Nicolás Sanchez
CEO, Grupo Prima

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

Ricardo Neme
President, Censys

Roberto Souviron
Founder, Win Win Ventures

⦿ **Vanesa Durán,**
Founder Vanesa Joyas



ATLANTA

Lynne Laube
CEO, Cardlytics
Board Chair

David Cummings
Founder & CEO,
Atlanta Ventures

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

Dave Gray
CEO, Stonybrook Ventures

⦿ **Dave Keil**
CEO, Lakeside Software

Jeff Arnold
Chairman & CEO,
ShareCare

Jewel Burks Solomon
Managing Partner,
Collab Capital

Mark Lewis
VP, Strategy & Corporate
Development, Cox
Enterprises

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

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



BRAZIL

Rodrigo Galindo
CEO, Cogna Educação
Board Chair

Cesar Carvalho
CEO & Co-founder,
Gympass

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

Fabio Barbosa
CEO, Natura&CO

Laura Constantini
Co-founder, Astella
Investimentos

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

⦿ **Robson Privado**
COO, MadeiraMadeira

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

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



BULGARIA

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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

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Co-founder & Chairman,
Eurohold Group

Lyubomir Minchev
Founder, Teelink

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
and DC Payments
Board Chair

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President, Zinc Ventures

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Co-founder and Board
Director, Pureweb Inc.

Chris Huskilson
Former CEO, Emera Inc.

Jim Estill
CEO, Danby Appliances

Joanna Harries
SVP of Expansion,
Endeavor Global

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Co-founder, Angiotech
Pharmaceuticals

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Founder & Managing
Partner, Band Capital
Partners

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Chairman & CEO, Sagard

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Head of Canada, Silicon
Valley Bank (SVB)



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President, Tanica
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⦿ **Javier Donoso**
CEO, Geomar

⦿ **Jorge Nazer**
CEO, ALTO

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Director CAP, Cemin

Kathleen Barclay
Director KCB

⦿ **Mario Araya**
Chairman, Kibernum

Paula Jaras
Director, Entrelagos

⦿ **Paula Valverde**
Chairman, Limonada

Salvador Saíd
Scottiabank Director;
Parque Arauco President;
Embonor President



COLOMBIA

⦿ **Kenneth Mendiwelson**
Founder, Refinancia
Board Chair

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Board Member,
Organización Corona
Colombia

Albert Douer
Chairman & Co-CEO,
UBQ Materials

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Memo SAS

Eduardo Pacheco
President & CEO, Colpatría

Gonzalo Córdoba
President, Caracol
Televisión

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CEO, Cordillera Capital

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Executive President,
Bodytech

Rubén Minski
President & CEO,
Grupo Procaps

⦿ **Simon Borrero**
Co-founder & CEO,
Rappi



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Caruso Ventures;
Founding CEO & Chairman,
Zayo Group
Board Chair

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Chief Portfolio Officer,
Liberty Media

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Techstars

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CEO, Evercommerce

Eric Roza
Managing Director,
Vista Equity Partners

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Founder & CEO, Pax8

Kent Thiry
Former Chairman & CEO,
Davita

Mike Fries
CEO, Liberty Global

Sandi Lewis
Co-founder, Zayo Group

Teresa Taylor
Former COO, Qwest

Valeria Alberola
CEO, ZomaLab



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LexTM3 LLC
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Founder & CEO,
Altruist

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Baker Foundation
Professor, Harvard
Business School

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Christof Leuenberger
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Eduardo Berg
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Fabián Baca
Casabaca

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Juan Ribadeneira
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Juan Carlos Serrano
CEO, Grupo KFC

Pablo Salazar
CEO, Banco Diners Club

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Marathon Sports

Roque Sevilla
President, Grupo Futuro



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Board Chair
Ahmed Mekky
Chairman & CEO,
Benya

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CEO & Founder, Vezeeta

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Managing Partner,
Lorax Capital Partners

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Co-founder & MD,
Lucky App

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Dalia Ibrahim
CEO, Nahdet Misr
Publishing House

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University in Egypt (BUE);
The Egyptian Propylene
and Polypropylene
Company; and of The
Orientals Group

Hisham Khazindar
Co-founder & MD,
Qalaa Holdings

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CEO & Founder,
Inertia Egypt

⦿ **Mohamed Azab**
Co-founder & CEO, Grinta

⦿ **Mounir Nakhla**
CEO, MNT Halan



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Onwer & CEO, Pháea
Resorts; Senior Architect,
TEMES SA
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President & CEO,
Chryssafidis SA

Andreas Stavropoulos
Partner, Threshold
Ventures

Dean Dakolias
Co-Chief Investment
Officer, Fortress
Investment Group LLC

Dimitri Papalexopoulos
Chairman of the Group
Executive Committee,
Titan Cement International

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Chairman, Aegean Airlines
and Olympic Air

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CEO, The Signal Group

Ioanna Papadopoulou
President & Managing
Director, E.J. Papadopoulos

Lamda Development
Representative: Odysseas
Athanassiou, CEO

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

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Advisor, Chandris Group

National Bank of Greece
Representative: Pavlos
Mylonas, CEO

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CEO, Workable

Yiannis Stassinopoulos
Executive Member of the
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Viohalco S.A.



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Persada Group
Board Chair

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

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

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

Dr. Raoul Oberman
Managing Director
Sasya Terra Pte Ltd

Svida Alisjahbana
CEO, GCM Group

Tan Su Shan
Group Head of Institutional
Banking, DBS Bank



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U2
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Chairman,
VentureWave Capital

Anne Heraty
Founder, Cpl Resources

Denis O'Brien
Chairman, Digicel

Elaine Coughlan
Managing Partner &
Founder, Atlantic Bridge

Mark Roden
Chairman & CEO, Ding

Matthew O'Dowd
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 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 EMEIA EY
Private Leader - Assurance,
EY Italy

Paolo Merloni
Executive Chairman,
Ariston Thermo



JAPAN

Taizo Son
Board Chair

Koichiro Nakamura
Senior Managing Director &
Co-Founder, Sozo Ventures

Makoto Takano
CEO, MT Partners K.K.

Oki Matsumoto
Chairman & CEO,
Monex Group, Inc.

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



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CEO, International Wings
Group & Abdali Hospital

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Director, Hikma
Pharmaceuticals

Dawod Alghoul
CEO, Capital Bank

Fahad Al Jasem
CEO, Zain Jordan

⦿ **Hussam Hammo**
CEO, Tamatem

Maher Kaddoura
Angel Investor &
Management Consultant,
nextmove

Michael Wakileh
CEO, ProgressSoft
Corporation

⦿ **Qais Sabri**
Founder & CEO,
Eon Dental

Randa Sadik
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

- **Yousef Shamoun**
Co-Founder & CEO,
ZenHR Solutions

Ziad Shatara
CEO, Umniah



KENYA

Dr. Benson Wairegi
Board Chair

Anthony Muthusi
Partner and Principal,
Ernst & Young

Darshan Chandaria
Director & Group CEO,
Chandaria Group

Isaac Awuondo
Chairman, NCBA
Bank Kenya PLC

- **Ken Njoroge**
Co-founder & Director,
Cellulant

Michael Mutiga
Chief Business
Development & Strategy
Officer, Safaricom

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

Sachen Chandaria
Executive Director,
Orbit Chemicals Ltd



LEBANON

Fadi Majdalani
Board Chair

Gaith Yafi
Co-founder,
BY Venture Partners

Karim Farra
Managing Director,
Manara Capital

Maher Mikati
Executive Director,
M1 Group

Mouhamad Rabah
General Manager, ZRE

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

Roy Haddad
Former WPP MENA
Director; Chairman J.
Walter Thompson MEA

Sami Khouri
CEO, Teeba Holding

Tarek Sadi
Partner,
Cornerstone Global



LOUISVILLE

Matt Thornton
Founder & Partner,
Thornton Capital
Board Chair

- **Ankur Gopal**
Founder & CEO,
Interapt

- **Brian Brackeen**
General Partner,
Lightship Capital

Brook Smith
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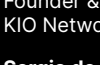
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IN MEMORIAM

Wayah Surya Wirotu

OCTOBER 28, 1970 – MARCH 6, 2023


The Endeavor family mourns the loss of Endeavor Indonesia Managing Director, Wayah Wirotu. Wayah joined Endeavor in April of 2019, following a corporate career at GE. He took the helm of our Indonesia office at a time of explosive growth in the country's entrepreneurial ecosystem, and was tasked with taking Endeavor to the next level there.

Wayah embraced our GO BIG value with vigor.

Under his leadership, he transformed Endeavor Indonesia into one of our strongest offices today. By any metric, Wayah, along with his team, board,

and mentors have built one of the most vibrant communities of high-impact entrepreneurs in the world. He has left an incredible legacy for Endeavor Indonesia, and his passing presents an immense loss not just for the Endeavor Indonesia network, but for our entire OneEndeavor community.

We are heartbroken over the loss of our serious-yet-always-enjoys-a-good-laugh colleague, a most kind and thoughtful soul — our beloved Pak Wayah. Together, we will work to carry on the legacy he leaves to his family, his teammates, and to the entire Indonesian entrepreneurial ecosystem.



From founding one of the first successful startups in Indonesia to advising the founders of tomorrow.

IT STARTS WITH GETTING MENTORSHIP.
IT CONTINUES WITH BECOMING THE MENTOR.

Aldi Haryoprato, Co-founder & CEO

Mapan

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“With Endeavor I have become part of a global community of my people, the ones who share a world view and passion for making a difference and upending the status quo while sharing the wealth and passing on the wisdom for the next generation.”

JASON GREEN

Founder & General Partner, Emergence Capital Partners
Endeavor Global Board Member

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\$1,000,000+

European Union

\$500,000+

William Davidson Foundation

\$250,000+

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Financial Snapshot

Per Endeavor Global Inc Consolidated financial statements

As of December 31, 2021

INVESTMENTS UNDER MANAGEMENT

\$140.50M **\$188.83M**

Start of Year

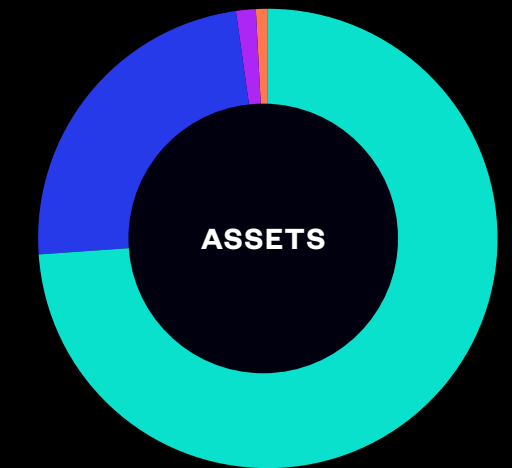
End of Year

NET ASSETS

\$182.46M **\$250.73M**

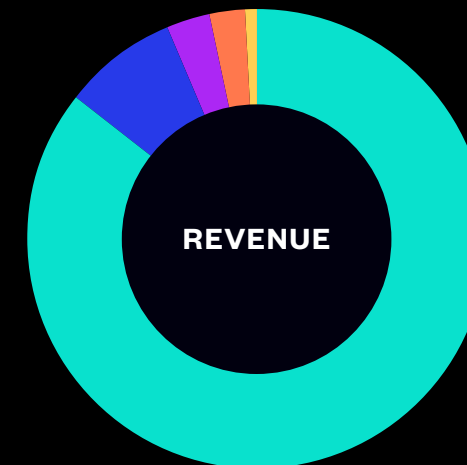
Start of Year

End of Year



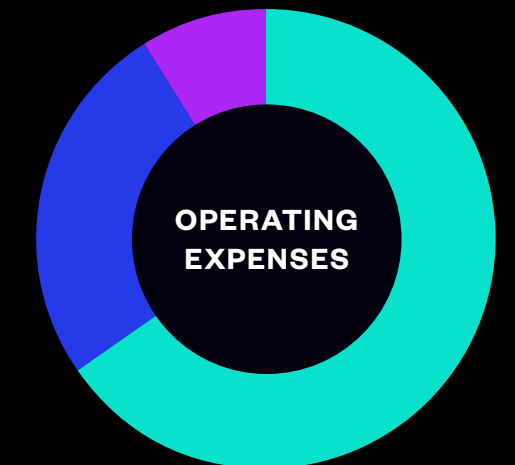
Investments	\$188.83M
Cash	\$60.91M
Receivables	\$3.82M
Property, Equipment & Other Assets	\$1.82M

TOTAL **\$255.38M**



Net Realized Gains	\$37.20M
Contributions	\$3.59M
Events	\$1.26M
Other Income	\$1.10M
Grants	\$0.31M

TOTAL **\$43.46M**



Program Expenses	\$12.94M
M&G	\$5.08M
Fundraising	\$1.75M
Cost of direct benefits to donors	-

TOTAL **\$19.77M**

ENDEAVOR GLOBAL SENIOR LEADERSHIP

Linda Rottenberg
Co-founder & CEO

Adrian Garcia-Aranyos
President

Allen Taylor
SVP, Entrepreneur Experience &
Managing Partner, Endeavor Catalyst

Jackie Carmel
Managing Director, Endeavor Catalyst

Joanna Harries
SVP, Global Expansion

Margarita Chavez
SVP, Finance & Administration

Santiago Muro
VP, Global Partnerships

Silvia Cavalcanti
VP, Marketing & Communications

Carmela Bulacan Tran
Finance Director

Dustin Poh
Creative Director

Evan Bullington
Director, Entrepreneur Selection

Kirk Benson
Chief of Staff

Leah Barto
Senior Director, Research

Marina Turner
Senior Director, Entrepreneur Services

Marta Ghiglioni
Director, Entrepreneur Services

Nasim Novin
Senior Director, Entrepreneur Services

Nathan Cohen
Senior Director, People

MANAGING DIRECTORS OF LOCAL OFFICES

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Atlanta: Aaron Hurst

Brazil: Camilla Junqueira

Bulgaria: Momchil Vassilev

Canada: Kristjan Sigurdson

Chile: José Manuel Correa

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Kenya: Maryanne Ochola

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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