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Indicates Endeavor Entrepreneur is a speaker or breakout session lead

Note: Attendees are in alphabetical order by first name.



BREADFAST

Abdallah Nofal



Commerce

Endeavor Egypt

MENA

About me: I started a software house with my first co-founder Habib, which helped me understand that I want to build my own product and this is where I met Mostafa our third co-founder. And from here we were willing to build anything together, and after multiple iteration of ideas, we finally landed on Breadfast. I was focusing mainly on the technology part, until 2023. After that, I started support in different areas, and I'm currently leading the People and Culture team.

What I'm Currently Working On: I'm currently leading the People and Culture team, which is quite the opposite of writing code. It's an exciting yet challenging role that involves making decisions about people every day.

Fun Facts: I didn't realize that I love racing and cars more than anything until the age of 30 when I got my first car and after a few years I started to collect old cars.



NAWY

Abdel-Azim Osman



Marketplaces

Endeavor Egypt

MENA

About me: Abdel-Azim Osman, an MIT graduate, started his career as a consultant at Booz Allen Hamilton, where he developed his strategic and analytical expertise. He then joined his family business, Osman Group, as a key member of the Board of Directors. Driven by a passion for growth and innovation, Abdel-Azim co-founded Nawy, the largest proptech in Africa, and Lynkrs, a leading digital media service provider. As Nawy's CMPO, his analytical insight and creative vision have been pivotal in defining the brand and accelerating its growth. In addition to his entrepreneurial pursuits, Abdel-Azim serves on Meta's EMEA and MENA Advisory Boards, influencing corporate strategies globally.

What I'm Currently Working On: As Nawy's CMPO, I'm focused on driving brand, product, and growth strategy to expand our impact as Africa's leading proptech. I'm also innovating digital solutions to transform real estate while contributing to global strategies as a Meta EMEA & MENA Advisory Board member.

Fun Facts: Table football (Babyfoot) champion in the making! A true foodie – if there's good food, you'll find me first in line. Lover of jokes – the best way to get my attention? A good punchline! Sour stick addict – the more sour, the better!



PRICEOYE

Adeel Shaffi



Marketplaces

Endeavor Pakistan

Asia

About me: I'm the CTO of PriceOye, a leading marketplace for consumer electronics in Pakistan.

What I'm Currently Working On: I'm currently spearheading the integration of a groundbreaking Buy Now Pay Later product within PriceOye. In emerging markets where access to credit is scarce and device financing is largely unavailable, I firmly believe this innovative solution will empower millions to upgrade from feature phones to smartphones. This transition is crucial for participating in the gig economy and acquiring basic digital literacy skills, ultimately bridging the gap between the digitally connected and those left behind.

Fun Facts: Love exploring new places



PRICEOYE

Adnan Shaffi



Marketplaces

Endeavor Pakistan

Asia

About me: Tech-savvy by nature combined with entrepreneurial zeal, I am a meticulous person who likes to turn complex things simple and deliver superior performance.

What I'm Currently Working On: At PriceOye, we are revolutionizing e-commerce by delivering a seamless and delightful shopping experience, empowering consumers to effortlessly discover and purchase the best products tailored to their needs.

Fun Facts: Ordinary guy among extraordinary people



UNIFONIC

Ahmed Hamdan



B2B Software

Endeavor Saudi Arabia

Middle East

About me: A software engineer by education, Ahmed is passionate about solving business problems by making cloud communications accessible and affordable to the public regardless of technical background and abilities. In 2006, Ahmed was working on his graduation project at King Fahd University and needed to send a large group SMS but back then mobile phones were limited to 50 recipients per message. With his brother, Hassan, they embarked on a journey to create a website that enabled SMS sending to many recipients at once for a small fee. The project quickly evolved into a business now known as Unifonic. In 2018, Ahmed led Unifonic efforts to secure the funding necessary to scale and raised the largest Series-A Round in the region at the time, with \$21 Million from five major local investors. This milestone enabled Unifonic to become a global pioneer for cloud communications in emerging markets globally.

What I'm Currently Working On: Diversifying our company's product offering and internationalizing the market presence by scaling the team.

Fun Facts: Father of 5, travel a lot, bootstrapped for long time, have passion for psychology and coaching and empowering people to be successful.



KARMAFUND

Aldi Haryoprato

Fintech

Endeavor Indonesia

Asia

About me: I got introduced to lending by joining a startup built by an early PayPal PM (Kiva.org) when it just started. A BCG project to build an e-wallet in Pakistan further sparked my interest in payments. Spent the next 6 years building a consumer lending company. Pitched the idea of combining my lending company + payments + digital bank to investors of a friend's ride-hailing company. Toiled away for 5 more years trying to make that promise a reality. Many miracles later, the idea worked (mostly), but when the fintech merged with ride-hailing and e-commerce, I realized it wasn't my cup of tea—so I left. Lately, I've been investing in creative-type businesses. Now toiling away again on that problem, raising debt mostly from friends.

What I'm Currently Working On: 1. Specialty coffee chains 2. Fashion brands 3. Movies 4. Any other higher margin creative business.

Fun Facts: Dad with twin boy girl, so I learned that even if you feed them the same food, teach them the same thing, they will end up different. We had a third child as an extra data point. I used to surf a lot to destress but now mostly do calisthenics. Been into photography but kind of tough as I am color blind.



AJAX SYSTEMS

Aleksandr Konotopskyi

AJAX

Smart City & Climate

Endeavor Ukraine

Europe

About me: Aleksandr Konotopskyi is a serial entrepreneur. He was recognized as the Entrepreneur of the Year in 2021 and has been featured in World of Forbes and the 30 Under 30 list. At the age of 21, Aleksandr launched an online store for security equipment. Within just four years, he propelled his company to the top of Ukraine's distributors. He then launched Ajax.

What I'm Currently Working On: Ajax Systems is Europe's largest developer and manufacturer of security systems with smart home capabilities. The full-scale war and new challenges of 2022 didn't stop the company's growth. Ajax Systems successfully continued operations, relocating its production facilities to a safer region of Ukraine and resuming the production cycle in just five weeks. Additionally, a new factory was launched in Turkey, while Ajax devices entered North and South American markets. Currently, Ajax protects over 2.5 million users in 187 countries worldwide.



ONESKIN

Alessandra Zonari



Commerce

Endeavor Brazil

Latin America

About me: As a scientist, I dreamed of translating science to improve people's lives. After earning my bachelor's, master's, and PhD, I started to doubt if I would accomplish that dream. I applied to a research grant in Portugal for four consecutive years and in 2016, I gave myself a deadline—if I didn't secure the fellowship, I would return home. I missed the grant by 0.1 points. Two days later, I received an email from Carolina, who just launched OneSkin. She invited me to join as a co-founder, and since then, I've been the CSO of OneSkin, bringing cutting-edge science to skin health and longevity.

What I'm Currently Working On: I lead efforts to develop new formulations powered by our OS-01 peptide while advancing innovative solutions to target cellular senescence and skinaging. I focus on partnering with AI companies to design novel molecules and enhance the delivery and efficacy of our technology. We're expanding our research through clinical studies to validate the impact of our technology. We're scaling our scientific efforts and engaging with leaders in longevity and dermatology.

Fun Facts: I love outdoor adventures, from running, scuba diving, and sailing to skiing and kiteboarding.

**BOLD****Ana Sandoval**

Fintech

Endeavor Colombia

Latin America

About me: I am a Colombian economist driven by a commitment to fostering impact on my country's growth and its people. I began my career in private banking before joining PagosOnline, where I witnessed the power of technology in business. I co-founded Bold convinced that small businesses and entrepreneurs deserve the right tools to thrive. Today, through an ecosystem of payments and financial services, we empower half a million SMEs in Colombia.

What I'm Currently Working On: I lead customer acquisition, retention, and growth at Bold, overseeing a team of 700+ employees in Colombia. Our key challenge is transforming our company from a mono-product business to a multi-product financial services provider. We are expanding our portfolio to include credit, bank accounts, debit and credit cards, insurance, and more. Simultaneously, we are exploring opportunities to expand into other markets in the region. My current challenge is to drive cross-sell adoption among our customers, attract new clients, and efficiently replicate our success in Colombia in a new market.

Fun Facts: I like adventure, speed and heights. I like hiking in the mountains and riding a bike, putting things together, puzzles and reading. I love dancing, even though I am not good.

**SKY MAVIS****Andy Ho**

Commerce

Endeavor Vietnam

Asia

About me: I'm the CTO & Co-founder of Sky Mavis, creator of Axie Infinity and Ronin Network—a leading blockchain game and distribution platform. I'm a first-time founder, currently leading engineering and security at Sky Mavis. Prior to this, I graduated from Nanyang Technological University in Singapore, then spent 2 years at a fintech startup called Anduin in Ho Chi Minh City, where I first worked with my current co-founder and CEO, Trung Nguyen.

What I'm Currently Working On: We're working with blockchain—a new frontier that demands different problem-solving approaches. The industry moves fast, so we must keep pace with technology and market shifts. My role involves applying tech to scale the business while staying secure and adaptable. It's more complex since we're already leading the space with few examples to follow, and talent is hard to find. We hire globally, which requires strong systems for communication and collaboration. As we grow, ensuring smooth teamwork across regions is tough, so I want to learn more about management—both of business and people.

Fun Facts: I came from a competitive programming background. I represented Vietnam in IOI and NTU in the world final ICPC contest. Beside work, I enjoy playing soccer with my friends.

**HEADWAY****Anton Pavlovskyi**

Education

Endeavor Ukraine

Europe

About me: A serial entrepreneur at heart, I'm all about building startups, scaling products, and shaping strong teams and cultures. Work energizes me — and so does reading. I devour 50+ books a year and started Headway to help curious minds learn more, faster. When I'm not deep in work or a book, you'll find me riding my motorbike through the mountains or off on a cross-country road trip. Exploring the world is just another way I grow.

What I'm Currently Working On: Scaling the organization to \$1bn in revenue in 5 years.

Fun Facts: I discovered Endeavor six years ago, less than one month after launching Headway, through the Reid Hoffman podcast with Linda. I was immediately convinced that Ukraine needed Endeavor and hoped it would happen someday. Fast-forward six years. I'm proud that Headway is the first Ukrainian-born company at Endeavor.



KITOPi

Bader Ataya



Food & Beverage

Endeavor UAE

Middle East

About me: Two time entrepreneur passionate about launching businesses and scaling them.

What I'm Currently Working On: Scaling a new age restaurant concept that features best selling dishes from other top chefs and brands, and launching and building out a coffee concept that can scale across the Middle East

Fun Facts: Hobby chef, gamer and crypto enthusiast.



CUBIC TELECOM

Barry Napier



Smart City & Climate

Endeavor Ireland

Europe

About me: I am the CEO at Cubic Telecom with extensive experience building innovative technology companies. I enjoy sharing my skills and experience in the areas of leadership, strategy, business and corporate development. High performance growth mindset and transformation are my buzz words. In 2024, I led Cubic in a strategic partnership with Softbank Corp whereby they invested €473 million, valuing the company at over €900 million. I also hold board seats on a range of high-growth companies and was the first Irish entrepreneur selected for the Endeavour Leadership Programme.

What I'm Currently Working On: Scaling Cubic, growing leaders and growing Barry. Where am I in the process? On the journey.

Fun Facts: I love cars, street food and socialising. Swim in the Sea (daily) at 5.30 a.m. Today's temp [7.9°C / 46.3°F] We call it fresh. Have an amazing family and spending time with them is my priority. They keep me grounded. I like white T-shirts. Not all white t-shirts, just the ones I like!



FÉLIX

Bernardo Garcia



Fintech

Endeavor Miami

U.S. & Canada

About me: Originally from Mexico, I earned my bachelor's degree in industrial engineering from Tecnológico de Monterrey. After graduation, I moved to the U.S. to work at McKinsey & Co., but soon realized that the corporate world didn't fully satisfy me. I transitioned to the tech sector, working in strategy at Uber, where I helped launch operations in new markets, and later moved into finance at Waymo, Google's self-driving car spinout. These experiences reignited my passion for hands-on problem-solving and led me to pursue my MBA at Wharton. There, I met Manuel Godoy, and together we co-founded FelixPago to revolutionize cross-border payments for Latinos in the U.S.

What I'm Currently Working On: I'm focused on enhancing our Growth and Operations business units. I'm also actively involved in optimizing our compliance and finance operations to ensure smooth, scalable growth across the company.

Fun Facts: I used to be the voice of Uber Driver phone support for US and Canada (Yes, with the mexican accent)



BMB GROUP

Bilal Ballout



Food & Beverage

Endeavor UAE

Middle East

About me: In 2007, we set up BMB, which became one of the largest manufacturers of chocolate, confectionery and healthy snacks in the MENA region. BMB was acquired by Agthia Group in 2021, which is the UAE's largest food group

What I'm Currently Working On: I'm building a sustainable water brand, Eaula, in the MENA region with a first of its kind, water-as-a-service model

Fun Facts: I love coffee, exercise and travel!



KAVAK

Carlos García



Marketplaces

Endeavor Mexico

Latin America

About me: CEO and Co-Founder of Kavak.com, Mexico's #1 e-commerce platform to sell and buy certified used vehicles. In October 2020, it was announced that Kavak became the first Mexican unicorn, just 4 years after its launching. Prior to Kavak, I co-founded and led the overall marketplace roll-out at Linio.

What I'm Currently Working On: Integrating AI across our marketplace, logistics, fleet management and fintech infrastructure across our operations.

Fun Facts: I love skiing



INSIDER

Carolina Matsuse



Commerce

Endeavor Brazil

Latin America

About me: I've worn many hats as Co-Founder of Insider over the years—from CMO to interim CFO—and now COO. A few months ago, I was CMO, simultaneously holding down CFO responsibilities while we searched for a new finance lead. When our COO exited unexpectedly, I stepped into that role overnight. This journey has sharpened my ability to operate across disciplines with urgency and a reconstruction bias, helping the company navigate inflection points with resilience and beginners mindset.

What I'm Currently Working On: I'm focused on scaling Insider's operational engine to support our growth including: reorganizing the Ops Tribe, from sourcing to logistics and CX, establishing a culture of continuous improvement, partnering with our new CFO to align finance and ops, and finding a new COO. I'm fully immersed in building a company that can scale with cultural adherence and speed.

Fun Facts: Although I graduated in engineering from one of the most rigorous schools in Brazil—ITA, I've always felt deeply connected to the arts. I have a soft spot for specialty coffee, local art scenes, and discovering alternative neighborhoods. I geek out on architecture and furniture design, and I feel most alive when I'm surrounded by nature.



ONESKIN

Carolina Reis de Oliveira



Commerce

Endeavor Brazil

Latin America

About me: Carolina is the CEO and co-founder of OneSkin. She holds a Ph.D. in stem cell biology and tissue engineering and is a co-inventor of five patents, as well as a co-author of numerous scientific publications in regenerative medicine and aging. Her career has been dedicated to pioneering advancements in skin health and longevity. Originally from Brazil, Carolina relocated to Silicon Valley in 2016 to co-found OneSkin, leveraging cutting-edge science to develop the first skincare technology proven to reverse skin's biological age at the molecular level.

What I'm Currently Working On: Building OneSkin and making it top of mind for skin health and rejuvenation. I am also building our leadership team and expanding the distribution channel into retail. I am hiring a CMO and our team is working with an agency to revamp our brand look and feel and solidify our positioning.

Fun Facts: I am fascinated by health and longevity, so I love chatting about supplements, sports, sleep tracking, cold plunge, meditation, etc. I play golf, beach volleyball, ski, and learning kite surfing. Also, I am far from being a great singer, but I love karaoke, sorry for those who are around.



WELLHUB

Cesar Carvalho



Marketplaces

Endeavor Brazil

Latin America

About me: I'm Brazilian, and have moved around the world with my family to help expand the business. My family of 5 has lived in Brazil, US, Spain, Germany. I love working with people and doing group projects. Aside from wanting to make the world a healthier place, I love to invest time and resources in education.

What I'm Currently Working On: Government and Institutional Relations, M&A integrations, Growing/Scaling in a new geography

Fun Facts: Love steaks, have 5 grills, love wine, have been trying a lot of new things on the wellness side - infrared sauna, cold plunging, sleep techniques.



CARRY1ST

Cordel Robbin-Coker



Commerce

Endeavor South Africa

Africa

About me: I am originally from Sierra Leone and educated in the US

What I'm Currently Working On: I now run Africa's leading video game publisher and consumer fintech platform. We're excited about the opportunity on the continent and expansion to the Middle East!

Fun Facts: I am a big boxing fan both for personal fitness and entertainment. Outside of work I'm currently pretty obsessed with the intersection of diagnostics, wearables, and software/AI to transform healthcare in Emerging Markets.

**BLIP****Daniel Costa**

B2B Software

Endeavor Brazil

Latin America

About me: Innovation, endurance and hard work! I met my business partner while serving in the Army. My entrepreneurial journey started in 1997, selling the first mobile phones from a small booth at university. We later pioneered Brazil's ringtone market, introducing innovative value-added services to the country. In 2005, we achieved one of Brazil's first successful tech M&A deals, selling our company to a publicly listed Japanese firm. Later on, we repurchased the company and evolved our strategy, creating one of Brazil's first AI platforms focused on the new Conversational Paradigm, recently accelerated by exceptional investors.

What I'm Currently Working On: I am Chairman of the Board, acting on a daily basis along Sales, Marketing and Partnerships Officers on big deals.

Fun Facts: Outside of business, my favorite way to spend time is with my wife and our three boys. We love playing tennis, snowboarding whenever we can, enjoying chess matches, and watching funny moments from Nürburgring Track Day races.

**UNOBRAVO****Danila De Stefano**

Healthcare

Endeavor Italy

Europe

About me: Psychologist passionate about innovation and technology. Building the new generation of mental health support in a company of 300, leading Italy, Spain and France (for now).

What I'm Currently Working On: International expansion, product expansion, company culture, both B2B and B2C scaling

Fun Facts: I love music, dancing salsa, playing piano, singing (even if I am not good) and creative arts in general

**SQUIRE****Dave Salvant**

B2B Software

Endeavor Western New York

U.S. & Canada

About me: Dave is the Co-Founder and President of Squire Technologies. He believes that technology can genuinely help improve lives and that Squire's most important impact is on helping local communities. By reducing the amount of time spent on back office, administrative, and daily operational tasks through using Squire's technology, the often family or independently owned barbershop businesses have more time to spend with their own families and in service to their communities.

What I'm Currently Working On: Building the premier all-in-one barbershop management platform. My vision is to create a way for getting haircuts to become seamless for the client and barbershops to become more efficient in running their businesses.

Fun Facts: I'm an up and coming DJ

**ZIG****David Pires**

B2B Software

Endeavor Brazil

Latin America

About me: I've been building things in tech for over 10 years. I co-founded Cubos Tecnologia, a software house in Salvador that ended up launching some cool startups, making 5 successful exits. In 2017, I jumped full-time into Zig, which I co-founded to change the way people experience live entertainment.

What I'm Currently Working On: I'm the CIO at Zig, working on making live entertainment smoother through tech. My focus is on scaling our solutions and making everything run smarter and faster. I'm really into how AI can help us be more efficient and rethink how we do things across the board.

Fun Facts: I come from a super musical family, my dad sings really well, and growing up in such a musical environment definitely shaped a big part of who I am, although I cannot sing myself. Also, fun fact: I actually had my first entrepreneurial idea during a short-term kidnapping. Definitely not the usual startup origin story!

**SIIGO****David Ortiz**

B2B Software

Endeavor Colombia

Latin America

About me: As CEO of Siigo, I've had the opportunity to lead a company that empowers small and medium-sized businesses across Latin America with innovative accounting solutions. I've been deeply involved in strategic expansions, M&A, helping Siigo grow its presence in multiple countries. Each challenge has reinforced my belief in the power of adaptability, innovation, and strong leadership.

What I'm Currently Working On: Once we hit \$150 million in recurring revenue, we will aim to maintain a 20% growth in a sustainable way. Start contributing to public affairs to help drive legislation that supports the SMB ecosystem and entrepreneurship growth. Continue working on M&A strategies to drive inorganic growth.

Fun Facts: Tech & business enthusiast – I thrive on scaling businesses and driving innovation in Latin America. Passionate mentor – I love supporting entrepreneurs, sharing insights, and helping businesses reach their full potential. Family man – when I'm not working, I'm spending quality time with my wife and kids. Always learning – whether it's a new market trend, leadership strategy, or a random fact, I believe in constant growth. Adventure seeker – whether it's exploring new cities or taking on new challenges, I'm always up for an adventure.

**OMNIRETAIL****Deepankar Rustagi**

Marketplaces

Endeavor Nigeria

Africa

About me: I am driven by the vision to transform the retail and FMCG landscape across Africa. My journey began with a deep passion for solving complex supply chain challenges and empowering small businesses. I've led OmniRetail to become one of the fastest-growing platforms in Africa, connecting manufacturers, distributors, and retailers while unlocking access to credit and digital solutions for small businesses. I'm passionate about developing teams, enabling leaders, and scaling businesses that create lasting impact.

What I'm Currently Working On: I'm currently focused on scaling OmniRetail into the leading platform powering Africa's retail and FMCG ecosystem. We're driving expansion across Nigeria and West Africa, deepening our partnerships with manufacturers, distributors, and small retailers, while unlocking working capital solutions to drive their growth. I'm deeply engaged in developing leadership within our team. I'm working to balance high performance with decentralized decision-making, enabling our leaders to run faster and further.

Fun Facts: My family and friends are my source of joy and grounding. I'm a watch enthusiast, collecting timepieces that mark special life milestones. I'm curious about team dynamics and leadership development. I love exploring emerging markets. Racquet sports are a personal favorite. I'm drawn to adventure sports, energized by pushing my limits outdoors. I believe in celebrating the wins.



ASAAS

Diego Contezini



Fintech

Endeavor Brazil

Latin America

About me: I was born into a humble family in southern Brazil and founded my first software company at 23. I was involved in the foundation of several successful startups, the most recent being ASAAS, where I became CEO. Today, at 39, I feel honored to be a “humanities-oriented programmer,” able to align and understand both technical and non-technical profiles. At the same time, I am passionate about numbers and data as well as human behavior and evolution.

What I’m Currently Working On: I am the CEO of a fully remote startup with 800 employees and approximately \$100 million in revenue, which is expected to double every two years, paving the way for an IPO in the coming years. I am focused on evolving the company’s organizational structures to support our goals for the next 10 years. I align an internally developed team with brilliant new people who have joined to help us turn our dreams into reality. I focus on finding talent in the market and bringing them into Asaas.

Fun Facts: I enjoy playing chess (**@dcontezini** on Chess.com), surfing, and tennis. I’m passionate about making a great barbecue and caipirinha—just like any good southerner from Brazil.



IMPRESS

Diliara Lupenko



Healthcare

Endeavor Spain

Europe

About me: Co-Founder of the No 1 Chain of Tech driven Clinincs in Europe. Prior to Impress worked as CFO/ COO at one of the world’s largest sanitaryware production companies. Have experience in management consulting and transactions.

What I’m Currently Working On: Scaling profitably the company, working on improving operations to reach NPS 90.

Fun Facts: Both my boys play football so all my weekends are on the football pitch.



SWAP

Douglas Storf



Fintech

Endeavor Brazil

Latin America

About me: Doug Storf is the CEO and Co-founder of SWAP, a pioneering fintech company that provides scalable and secure Banking as a Service (BaaS) solutions, empowering businesses to embed financial services and drive innovation in their offerings. With over two decades of experience spanning management consulting, product development, and financial services, Doug has led SWAP in reshaping the Brazilian fintech landscape, creating a platform that brings economic empowerment to communities through technology. Known for his strategic insights and commitment to fostering value-driven ecosystems, Doug is also an active angel investor, supporting and advising early-stage startups in their growth journeys. His leadership and passion for innovation continue to transform disruptions into opportunities, helping companies stay competitive in a dynamic market.

What I’m Currently Working On: I’m excited about scaling the company and operating it as a sustainable business. I’m currently looking into ways to expand the business even further via organic and inorganic opportunities.

Fun Facts: I’m also passionate about homebrewing.



LIVEMODE

Edgar Diniz



Commerce

Endeavor Brazil

Latin America

About me: LiveMode is the second company I co-founded in the same arena, sports media/marketing. I have always been passionate about sports and entrepreneurship and have the privilege to work with my passion and make an impact as well.

What I'm Currently Working On: Starting to make very long term investments in sports properties after having raised capital from General Atlantic and XP.

Fun Facts: I love to travel with family and friends, but I have to confess that most of my leisure time is dedicated to watching and practicing ...sports, so I always have an excuse to be "working"



HALA

Esam Alnahdi



Fintech

Endeavor Saudi Arabia

Middle East

About me: Mr. Al-Nahdi is the Founder and Chairman of Riyadh-based Hala (previously HalalaH), Saudi Arabia's leading Fintech. Prior to Hala, Mr. Al-Nahdi founded multiple entities in the trading, retail, and technology fields. Before starting his entrepreneurial journey, he worked in the banking sector, in both credit and investment banking, including in Banque Saudi Fransi, Venture Capital Bank, and Arcapita. Mr. Al-Nahdi has a bachelor's degree in economics and finance from the UK's University of Surrey.

What I'm Currently Working On: I am beyond excited about where we are in the journey of building this innovative company. As Chairman, I have the privilege of working alongside an incredibly talented team, and it's truly inspiring to see how we're transforming the financial landscape.



SOLFÁCIL

Fabio Carrara



Smart City & Climate

Endeavor Brazil

Latin America

About me: I founded Solfácil, Brazil's first technology ecosystem dedicated to green energy for homes and businesses. We're the solar industry's Swiss Army knife: we provide financing, insurance, equipment distribution, and IoT solutions to a thriving B2B2C network of 4,000+ solar installers, reaching 150,000+ customers across the country. In 2024, Solfácil became Brazil's #1 rooftop solar financier, leading the charge in a nation that's not just riding the solar wave — it's a global rooftop solar superpower, ranking third worldwide with unmatched growth and unbeatable economics. We raised over \$200M in equity from SoftBank, QED, Valor, IFC, Fifth Wall, and VEF, and \$800M+ in debt from financial giants including Goldman Sachs and Itaú — all while delivering strong unit economics and a rare combo of hypergrowth + profitability. Before diving into entrepreneurship, I sharpened my business and strategy toolkit at BCG and Project A Ventures. I also hold an MBA from Wharton.

What I'm Currently Working On: Turning Solfácil into LatAm's largest energy company. We're not just scaling — we're transforming the future of energy in the region.

Fun Facts: My wife might divorce me because I'm absolutely obsessed with tennis. Game, set, match — on and off the court.



NEXU

Fernando Gomez Arriola



Fintech

Endeavor Mexico

Latin America

About me: Resilience, hard work and passion for what we do have brought me here. This would not be possible with all the support from my team and family.

What I'm Currently Working On: We are working on making auto loans easier and more accessible in Mexico.

Fun Facts: Love mountain biking because it is lots of fun and it makes me relax at the same time.



POMELO

Gaston Irigoyen



Fintech

Endeavor Argentina

Latin America

About me: I'm the Co-Founder & CEO of Pomelo. Previously I was CEO of Naranja X, CBO of Restorando (acquired by TripAdvisor), CEO of Guidecentral (acquired by wikiHow), and one of the first employees for Google in Latin America. I am a Technology Pioneer and a Global Innovator by the World Economic Forum, Lecturer at Universidad de San Andres (Buenos Aires) and received the 2024 Endeavor Entrepreneur of the Year award in Argentina. I am married, have three daughters and am passionate about skiing and trail running.

What I'm Currently Working On: Pomelo builds tech infrastructure for issuing, processing and managing card payments in Latin America, allowing banks, fintechs and other companies to launch and scale their card businesses in multiple markets with just one integration. Founded in 2021, Pomelo has raised \$105M and works with 150 customers across 8 markets in LatAm.

Fun Facts: I lived in 5 countries, ran a 100km trail race in Patagonia, and participated in a Guinness World Record.



TRUKKER

Gaurav Biswas



Smart City & Climate

Endeavor UAE

Middle East

About me: I Co-founded TruKker, a platform that started as the 'Uber of Trucks' and has grown into a multi-country logistics powerhouse. Before TruKker, my career was in real estate investments and transaction advisory. My experience sharpened my ability to identify inefficiencies and unlock value, a skillset that led to my entry into logistics. Then came a dinner conversation that turned into TruKker: the journey has been about disrupting an industry, solving problems at scale, and pushing the boundaries of what's possible in freight and mobility.

What I'm Currently Working On: We are focused on consolidating TruKker's growth while ensuring a clear path to breakeven in 2025. Profitability and EBITDA are at the center of our execution as we scale. We are expanding beyond trucking to offer air and sea freight services, leading the commercial EV transition, and empowering transporters with financial inclusion. The next milestone? Scaling with precision.

Fun Facts: I'm passionate about cruiser bikes, long-haul riding, and speed. I'm influenced by "The Hard Thing About Hard Things" by Ben Horowitz, as a mindset. I have a hunger for travel—not just to explore, but to observe how different economies move, industries evolve, and businesses adapt globally.

**BILLEASE****Georg Steiger**

Fintech

Endeavor Philippines

Asia

About me: I am passionate about technology, finance, and innovation, with a strong focus on expanding access to financial services. My journey started in consulting, mostly for banks in South East Asia. I always had an itch to build something, leading me to co-found BillEase, a leading digital consumer finance platform in the Philippines.

What I'm Currently Working On: Tech, AI and product, Building out our executive team, Scaling

Fun Facts: I have 2 kids in middle and high school - I love scuba diving, wine and keeping up with technology, esp AI

**HLPY****Graziano Cavallo**

Smart City & Climate

Endeavor Italy

Europe

About me: I am father of Marco (14yo) and husband of Laura, whom I met during university. I started my experience in 2003 at Ducati Motor, and in 2004 I began my adventure at Europ Assistance, first in sales and then in marketing, where I spent 13 years. During that time, I completed an MBA and an AMP at Bocconi and IMD, respectively, before moving to another industry, that of hospitality in NH Hotel, and subsequently in AmTrust Insurance, where I reconnected with Valerio.

What I'm Currently Working On: We launched hlpY 5 years ago, and the process of growth and expansion has been significant and challenging, but I am sure that it is still the beginning of something greater. I feel that I am in a phase of my professional and personal experience where I can give back to others in terms of lived experiences, skills, and knowledge to share. I am a strong advocate of the concept of 'gratitude' and believe that there is no better way than sharing with others.

Fun Facts: Music and sport lover. I do several sport: crossfit, hyrox, run, body building, bike. I really enjoy drawing as well, especially with watercolors.

**TONIK****Greg Krasnov**

Fintech

Endeavor Philippines

Asia

About me: Serial fintech entrepreneur, focused on credit inclusion internationally for the last 20 years

What I'm Currently Working On: My current startup, Tonik, is the first digital bank in the Philippines, focused on credit inclusion of the 90% of Filipinos that don't have access to bank credit. We now have solid unit profitability and are scaling fast.

Fun Facts: Spotify-published musician. Sailor who spent 2 yrs full time living aboard during a sabbatical. Enjoy martial arts and tennis. Hardcore Startrek TNG.



UNOBRAVO

Gregorio Diodovich



Healthcare

Endeavor Italy

Europe

About me: Mechanical engineer who moved from working on diesel engines to psychologists performance. Scaling mental health internationally, with a data-driven and evidence-based approach to provide the best therapy possible around the globe.

What I'm Currently Working On: International expansion, org evolution, B2C scaling, supply-demand and community management

Fun Facts: Football (and Lazio) lover, if you like football let's have a chat



GLOBANT

Guibert Englebienne



B2B Software

Endeavor Argentina

Latin America

About me: Guibert Englebienne is the Co-founder of Globant and President of Globant X, the company's AI-driven platform development unit. In this role, he leads the creation and evolution of Globant's AI-powered Products, Platforms, and Agents — including the Globant Enterprise AI accelerator platform, which helps organizations scale their AI adoption, as well as innovative solutions like the Agents for Software Development, StarMeUP, Navigate and daXia.

Beyond his leadership at Globant X, Guibert also oversees corporate governance at Globant and plays a key role in driving the company's regional expansion into strategic markets.

A passionate advocate for entrepreneurship, Guibert serves as Board Member of Endeavor Argentina, a global organization that supports high-impact entrepreneurs. He is a frequent speaker at major international events such as TEDx, Communicating the Museum, La Red Innova, and Innoribe, where he shares insights on innovation, technology, and the future of business.



ALICE

Guilherme Azevedo



Healthcare

Endeavor Brazil

Latin America

About me: First company started in 2000. Internet portal, Ad agency, fish farming, healthcare provider and health insurance. First 2 companies failed. Last 13 years in healthcare. Brazilian, married, 15, 13 and 6yo kids. EE since 2015. Love healthcare and the challenge to solve problems in such a large and complex sector.

What I'm Currently Working On: Scaling B2B. 50k members, \$100m ARR, growing 8% per month. Building a trustworthy brand in an industry totally dominated by legacy players. Biggest challenge is direct sales and brand building vs legacy brands in health insurance.

Fun Facts: Ocean lover. Freediving and spearfishing. World record holder for spearfishing. Still trying to get my 2 boys in the sport. Back in the days used to organize huge rave parties for 000s of people in the countryside of Sao Paulo/Brazil. Still love EDM and pro sound systems. My 15 year-old is starting to like parties too!



CHECKOUT.COM

Guillaume Pousaz



Fintech

Endeavor Global

Global

About me: Born and raised in Switzerland, I have since lived in the US, the UK and Dubai. I am back living in London full time now. I am a board member of Endeavor and love the organization.

What I'm Currently Working On: CEO of Checkout.com, this is a full time job. We are building the best performing payments platform for the world's largest brands.

Fun Facts: Surfing, skiing, running, freediving and spearfishing are all passions of mine. When I am not working I am always on an adventure somewhere far and remote.



BAZAAR

Hamza Jawaid



Marketplaces

Endeavor Pakistan

Asia

About me: Grew up in Pakistan. College at LSE. Consulting at McKinsey.

What I'm Currently Working On: M&A, Growth, Launching and Scaling consumer e-commerce and fintech

Fun Facts: Avid padel player. For downtime, mainly playing Catan to destress. Pakistan is the best technology investing opportunity today!



UNIFONIC

Hassan Hamdan



B2B Software

Endeavor Saudi Arabia

Middle East

About me: An engineer by education and entrepreneur by nature, my passion for impacting at scale led me to build companies, travel across the world and become an Endeavor Entrepreneur.

What I'm Currently Working On: I'm focused on AI and how it transforms the way we build, operate, and scale businesses.

Fun Facts: I've traveled to 60+ countries—exploring languages, savoring unique foods, and embracing random adventures everywhere I go. I balance these adventures by geeking out on health, fitness, and longevity.



INDIE CAMPERS

Hugo Oliveira



Marketplaces

Endeavor Portugal

Europe

About me: I come from a family with entrepreneurial roots, my father was a local businessman, and my upbringing involved working various manual jobs, which instilled in me a strong work ethic and a sense of resourcefulness. Inspired by my father, I have always aspired to become an entrepreneur and build something of my own.

What I'm Currently Working On: I am especially excited about: Expanding our own rental operations by expanding to new countries and by increasing fleet size, focusing on developing the RV sales business unit, continuing to refine our digital platform to offer a seamless, modern booking and travel experience, making global travel effortless for our customers

Fun Facts: I would like to have 10 kids.



ALTRUIST

Jason Wenk



Fintech

Endeavor Detroit

U.S. & Canada

About me: Altruist is my third company and second company since being selected as an Endeavor Entrepreneur. I'm passionate about making a huge impact with my work, both for society at large via our products, but also for my team. I'm a solo founder and connecting with others on a similar journey of highs and lows, combined with hearing about the inspiring work people are doing, keeps me focused and energized. I live in Los Angeles, CA with my wife and 3 kids.

What I'm Currently Working On: My company, Altruist, is a modern financial custodian for financial advisors (in the US, for now). We combine custody with elegant software to make it easier for advisors to deliver better outcomes for a wider range of customers; ultimately making advice better, more affordable, and more accessible. We're a post Series F company that is a little more than 6 years old. We custody over \$32b USD and are very much in hyper growth mode.

Fun Facts: I'm hyper focused on primarily 3 things: my work, my family, and my health. I try to maximize my output so that doesn't leave a lot of time for hobbies, but do enjoy a good surf session when time permits.



YALO

Javier Mata



B2B Software

Endeavor Mexico

Latin America

About me: I'm Javier Mata, CEO and Founder of Yalo. I grew up in Guatemala. I started my first company at 19 for property rentals while I was studying engineering at Columbia University. Outside of Yalo, I spend my time training for ultra marathons or Ironman and Freediving.

What I'm Currently Working On: I'm building Yalo—an intelligent sales platform that helps companies sell more, and forge deeper customer relationships through AI agents and our orchestration layer. Right now my focus is on leveraging agents for better product, turning our company AI first, and building a great team.

Fun Facts: One of my personal passions is freediving. I recently got back into it and was reminded how much it feels like entrepreneurship: needing to stay present, trust that you'll come out on the other side, and that you have everything to go through it - if you lose your head you're dead.

I also love cooking - favorite dishes are Thai or Peruvian.

I geek out on AI. Spend weekends building stuff and also reading spiritual stuff or philosophical like Krishnamurti, Yogananda, Buddhist texts or Carl Jung.



EBANX

Joao Del Valle



Fintech

Endeavor Brazil

Latin America

About me: Computer Science background, 13y at EBANX, passionate about global scale.

What I'm Currently Working On: Leading EBANX 100%.

Fun Facts: Playing music and sports.



BOLD

Jose Velez



Fintech

Endeavor Colombia

Latin America

About me: I am a Colombian economist with an entrepreneurial spirit. While graduating from university, I co-founded PagosOnline, which later became PayU. That experience led me to continue driving financial inclusion, and together with a great team, we founded Bold. We started by selling card readers, but our purpose has always been bigger: to build a comprehensive ecosystem of financial and technological services that empower small businesses and entrepreneurs across the country.

What I'm Currently Working On: International expansion and figuring out how to grow Bold by 10x

Fun Facts: I truly enjoy cooking, playing poker, and chess.



VICTORY FARMS

Joseph Rehmann



Food & Beverage

Endeavor Kenya

Africa

About me: If we deploy talent and innovation into traditional food systems, we can create positive impacts on climate, biodiversity, and the communities we serve. In Africa especially, there is a major social need for improved diets. So I set out to develop a model that could address these pressing global needs. I spent half my youth living abroad and the other half on a small farm in Wisconsin -- somehow that 50/50 blend turned into sustainable fish farming in Africa!

What I'm Currently Working On: We are layering modern technology into a 4000-year old value chain to massively improve affordability and impact, building the world's first truly climate-positive and biodiversity-positive animal protein business to serve the mass market. We start with novel and indigenous crops, processed in a 100% geothermal powered feed mill, and then fed to fish in Lake Victoria and Lake Kivu. We cold chain and distribute those fish through our own retail stores throughout East Africa.

Fun Facts: I'm passionate about re-wilding, or the process of turning human-degraded zones back into abundant wildlife zones. I think trees are the cornerstone for biodiversity--I love learning more about indigenous trees and how they foster more natural diversity.



WYNWOOD HOUSE

Juan Garay



Commerce

Endeavor Peru

Latin America

About me: VC turned Entrepreneur, loved traveling so much I built a next generation hospitality brand

What I'm Currently Working On: Transforming the way people, live, travel and invest in real estate

Fun Facts: I'm big on fitness—currently balancing running, gym, and yoga



AGROTOP

Karina von Baer



Food & Beverage

Endeavor Chile

Latin America

About me: Serial Entrepreneur in Agriculture business in South of Chile

What I'm Currently Working On: I'm now working on Araucaria Ventures... a new VC for Agt-Tech, Food-Tech and Climate

Fun Facts: Family and Hiking



BOOKSY

Konrad Howard



B2B Software

Endeavor Poland

Europe

About me: I am the co-founder and former CPO/CTO of Booksy, currently serving as Chief Innovation Officer. With nearly 20 years of experience in startups, I specialize in building platforms with embedded network effects, mobile apps, marketplaces, and e-commerce. Booksy is a unicorn and the leading SaaS-driven marketplace for the beauty industry, serving 40 million users and 140,000 businesses. It ranks among the top 10 most popular apps in the U.S. and holds the #1 spot in the lifestyle category across 11+ countries. I'm excited to connect with visionary founders, exchange ideas, and explore new opportunities for innovation.

What I'm Currently Working On: I'm working on a framework that will enable Booksy to scale rapidly while staying focused on what truly matters—without losing our spirit of innovation and ability to experiment. As an organization scales, processes and compliance become increasingly important. But on the flip side, innovation thrives on change—it means breaking rules, challenging norms, and, perhaps most difficult of all, taking risks and embracing failure. Finding the right balance is an ongoing challenge—but I'm working on it! :)

Fun Facts: I'm a data-driven IT guy who firmly believes that intuition often matters more than data.



BUSBUD

LP Maurice



Marketplaces

Endeavor Canada

U.S. & Canada

About me: I Co-Founded Busbud, a leading global mobility group operating a B2C marketplace focused on booking intercity ground travel with coverage on over 3 million routes in 80+ countries. I am a serial entrepreneur with 20 years of experience leading tech startups and developing e-commerce & consumer web products at global scale. I hold an MBA from Harvard University, a Master's in Corporate Law, and a Bachelor's in Finance. A few years after completing my graduate studies, I backpacked across South America where the idea for Busbud was born on a 10-hour bus trip between Argentina and Brazil.

What I'm Currently Working On: Current key challenges: 1) Growth of our consumer marketplace beyond 100M annual users, 2) Scaling a vertical SaaS business to better serve our partners, 3) International M&A, including the integration of teams, 4) Geographic expansion, notably in some emerging markets, as well as 5) Building a global remote high-performance team with different cultures and on different timezones!

Fun Facts: I live in Montreal and love to travel for work and pleasure! I love music, design & photography. I'm really enjoying being part of Endeavor's global community so far.



D-ORBIT

Luca Rossetini



Smart City & Climate

Endeavor Italy

Europe

About me: I used my Fulbright Scholarship experience to turn my research project into a business plan; after an experience at NASA I came back to Italy to found D-Orbit. When we started, in 2011, we were four people; today we are 363, and we just embarked in a business merger raising our total headcount to 500.

What I'm Currently Working On: Next generation space logistics (orbital cloud computing, satellite-as-a-service model, in orbit servicing, interplanetary transportation), supporting the growth of the Space environment thanks to institutional and entrepreneurial collaborations; expansion in new markets.

Fun Facts: I almost became an astronaut; in 2008 I applied for the European Astronauts Corp and positioned among the first 200 (out of 10,000 candidates). I love parachute jumping, scuba diving, and science fiction books.



NOMAD

Lucas Vargas



Fintech

Endeavor Brazil

Latin America

About me: I'm an entrepreneur with a passion for building and scaling businesses. I'm currently the CEO of Nomad, a fintech company empowering Brazilians to access global financial markets with ease. I have been an Endeavor Entrepreneur since 2023.

What I'm Currently Working On: At Nomad we're expanding our product suite, including new USD fixed-income opportunities and financial domestic products. We're also scaling beyond B2C into B2B, deepening our tech infrastructure, and exploring international growth. On the venture side, I actively invest in startups that push the boundaries of fintech and global markets.

Fun Facts: I ran a marathon in under four hours—and still question why I did it. I geek out on history, geopolitics, and tech—especially where they intersect.

**ATHENA****Luke Nguyen**

Commerce

Endeavor Vietnam

Asia

About me: Luke Nguyen is the founder and CEO of Athena Studio, a mobile game studio found in 2015 and served more than 10 millions active players a month. He is also a founding partner of Earth Venture Capital, a climate tech VC investing in deep tech startup. With a background in engineering and entrepreneurship, he has been instrumental in the game studio success, and lead Earth VC to invest in more than 20 deeptech startups in 8 different countries.

What I'm Currently Working On: AI, Robotics

Fun Facts: I'm a licensed skydiver.

**HALA****Maher Loubieh**

Fintech

Endeavor Saudi Arabia

Middle East

About me: I'm the Co-founder, CEO and board member at Hala; a leading regional fintech company. Previously, an investor at Seeders Angel Investing Fund, mentor at The American University of Beirut's OSB and IM Capital's "CONFIDEO Venture Mentoring" and a coach for startups at ESA Business School. Held a Director position for Corporate Finance Advisory at SaudiMed Investment Company, an investment banking firm based out of Saudi Arabia and regulated by the Saudi Capital Market Authority. Prior to SaudiMed, worked at Abudawood Group, a regional partner of P&G, and was responsible for private equity deals and fund investments. Worked on advisory mandates for regional companies spanning across multiple sectors including healthcare, fintech, consumer electronics, among many others.

Fun Facts: Not very adventurous in activities unlike my wife – My time these days is fully taken by work, my 2 daughters and the single sports activity that keeps my sanity (Basketball)

**FÉLIX****Manuel Godoy**

Fintech

Endeavor Miami

U.S. & Canada

About me: I was born and raised in Venezuela and have always been passionate about technology and its potential to solve real-world problems. My journey brought me to the U.S., where I earned both a bachelor's and master's degree in electrical engineering from Caltech. I began my career as a Senior Electrical Engineer at Schlumberger, working on advanced sensor technologies and underground robotics for the energy sector. Later, I co-founded Bitely, a platform focused on digitizing the food industry. Although Bitely closed after 15 months, the experience deepened my understanding of product development and startup dynamics. I then returned to the energy sector as Director of Product Development at MicroSilicon Inc., driving innovation in industrial technology. In 2019, I pursued my MBA at Wharton, where I met Bernardo García, and together we co-founded FelixPago, with the goal of transforming cross-border payments for Latinos in the U.S.

What I'm Currently Working On: I'm currently excited about developing our payment infrastructure even more while improving our product and user experience. I am also currently focusing on closing a capital raise.

Fun Facts: In Siberia I experienced -46C temperature!



REMOTE

Marcelo Lebre



B2B Software

Endeavor Portugal

Europe

About me: Marcelo is the President and co-founder at Remote. Marcelo was previously VP of Engineering at Unbabel and has held several CTO positions. He frequently speaks at events about leadership and managing remote teams. Marcelo is also a startup advisor and mentor to entrepreneurs.

What I'm Currently Working On: Passionate about building products and scaling architectures

Fun Facts: Love all things sci-fi and martial arts.



NELOGICA

Marcos Boschetti



Fintech

Endeavor Brazil

Latin America

About me: I'm CEO and Co-founder of Nelogica, which my co-founder Fabiano and I started in 2003. With a background in Computer Science, my journey has been rooted in building cutting-edge technology for financial markets in Latin America. My early career as a software engineer and my executive studies at Harvard and Wharton helped shape the leader I am today. I've been proud to mentor startups and scale-ups through Endeavor since 2018, driven by a belief in innovation and shared growth.

What I'm Currently Working On: Right now, I'm deeply focused on understanding cross-cultural dynamics, especially as Nelogica continues to grow beyond Brazil. After leading our first international M&A last year, I've been immersing myself in the challenges and opportunities of building a great culture across countries.

Fun Facts: I've known my co-founder since I was three years old! Outside of work, I'm deeply connected to my family and value quality time with them above all.



MURAL

Mariano Battan



B2B Software

Endeavor Argentina

Latin America

About me: Long entrepreneurial journey. Social games company that we sold to Playdom/Disney. Then Mural from a 10 year grind, to an overnight success to a \$2B acquisition offer that we said no to, to growing the business past \$100M, to getting tired and taking a break from being a CEO. Hiring and firing a CEO and now supporting another one. Enjoying my work life balance and now I'm starting up again with a new vibe.

What I'm Currently Working On: planta.network. Thinking about bringing more human connection into events. Hope to also help not have to fill out these forms again but doing it in a better way to get deeper into information about attendees through AI conversations.

Fun Facts: Tennis, kite, learning to wingfoil, bought a small boat in Miami... traveling a lot and trying to find more connections with fun and interesting people. Geeking out about AI killing us all soon.

**VTEX****Mariano Gomide de Faria**

B2B Software

Endeavor Brazil

Latin America

About me: Mariano Gomide de Faria is a Founder and co-CEO of VTEX (NYSE: VTEX), a global ecommerce platform recognized as a leader in digital technology by the Gartner, IDC and Forrester operating brands and retailers in 43 countries. With over 25 years in the industry, Mariano plays a pivotal role in overseeing the company's global growth strategy encompassing marketing, sales, delivery, support, and global go-to-market operations. He holds a Mechanical Engineering degree and is a respected educator at the EICOM Institute in Cambridge. Mariano is known for his expertise in digital commerce, helping over 2,500 brands and retailers worldwide transform their businesses. He actively engages in thought leadership as speaker through prestigious events like NRF and UNCTAD ecommerce week.

What I'm Currently Working On: I am currently focused on expanding VTEX's global footprint, strengthening relationships with enterprise customers, and fostering innovation to drive long-term business success. My mission is to ensure that VTEX continues to empower retailers and brands to thrive in an ever-evolving digital commerce landscape.

Fun Facts: I have a strong passion for Spearfishing - Hunting fish under the water with a spear gun.

**SONDERMIND****Mark Frank**

Healthcare

Endeavor Colorado

U.S. & Canada

About me: CEO and co-founder of SonderMind, a behavioral health company focused on improving access, utilization and clinical outcomes for mental health. I believe in leading with transparency, authenticity and courage, and my passion is to build an organization that has a positive and transformative effect on the field of behavioral health and ultimately the entire healthcare ecosystem. Before SonderMind, I founded a few other companies (two I sold, one died), did a stint in investment banking (M&A), and served in the US Army.

What I'm Currently Working On: Finishing up a cultural turnaround, getting back to 40% growth this year, doing a LOT with AI.

Fun Facts: Outdoor Likes: hiking, mountain biking, skiing & snowboarding, kitesurfing (slowly getting better). Indoor Likes: poker, reading, movies. Family: 3 kids (17, 15, 13)

**GLOBANT****Martin Umaran**

B2B Software

Endeavor Argentina

Latin America

About me: As co-founder of Globant, I have been responsible for driving Globant's growth, guaranteeing its global reach. Together with my three partners, we founded Globant as a startup in 2003 in Buenos Aires. Today Globant (NYSE:GLOB) is a world leader in digital and cognitive transformation, with a presence in more than 30 countries and more than 27,000 professionals.

What I'm Currently Working On: I am a member of the Board of Globant S.A., where I lead the Mergers and Acquisitions area. In 2020 I became the President of EMEA to contribute and lead the growth of the region.

Fun Facts: When I'm not busy with meetings, calls and journeys abroad, you'll probably find me on the golf course (still chasing that perfect swing!) or geeking out over books about engineering and mechanics. Yes, I'm the kind of person who finds the beauty in gears, systems, and how things work. If you've got a book recommendation that combines innovation and creativity, I'm all ears—bonus points if I can read it after a round of golf!



GLOBANT

Martin Migoya



B2B Software

Endeavor Argentina

Latin America

About me: My father was an entrepreneur. I grew up in La Plata, Argentina. In 2001, Argentina went into one of the worst economic crises in its history. I met up at a bar with three of my friends. We needed to reinvent ourselves and find a way to do business. We set out a business plan on a napkin at the bar to bet on local talent and sell software all over the world. We created Globant.

What I'm Currently Working On: Today Globant has 30,000 employees in 35 countries and was recognized by Forbes as one of the fastest growing companies in the world in 2023. I'm an advocate for entrepreneurship as a pathway to development and serve as the Chairman of Endeavor Argentina.

Fun Facts: I'm a musician, husband, and a father of three sons. I have my own band with my friends called Sonic Diamonds and when we get the chance we rehearse and play at concerts in South America.



BALY

Martin Rohland



Smart City & Climate

Endeavor UAE

Middle East

About me: Martin from Germany. Studied at Cambridge, worked briefly in consulting & finance, and started building tech companies globally 10 years ago. I came to the Middle East first time for skiing. Fell in love with the people / nature / opportunity, and built Snapp as the largest tech company in Middle East (superapp of 15 services, incl 5m daily orders in ride-hailing). Before that, I worked with Delivery Hero (Europe, Canada) and Daraz/Kaymu (largest ecommerce in Pakistan, sold to Alibaba).

What I'm Currently Working On: Baly is a superapp of ride-hailing/food-delivery/grocery/logistics, and Iraq's largest tech company (>200k daily orders, 80% marketshare). Excited to build the digital economy of Iraq. 45m people (growing +1m annually), oil-rich (with big baskets), and underserved tech-economy (20x smaller than neighboring countries).

Fun Facts: I love nature and traveling. Climbed Iran's largest mountain (Damavand, 6k) and explored the country with couchsurfing. 68 countries and counting. Sports lover. Weekly table-tennis, paddel and football sessions in Baghdad. Occasional skiing weekend in Europe or Middle East. My tango and judo used to be better. Food explorer. Better at eating than cooking, though I enjoy baking my family's German Christmas cookie recipes



GO1

Melvyn Lubega



Education

Endeavor South Africa

Africa

About me: I'm a tech entrepreneur and venture investor passionate about building and backing transformative businesses across Africa. I co-founded Go1, one of the continent's first unicorns, and today I am using those learning to transform the logistics sector. I also support founders as a VC partner and through various board roles.

What I'm Currently Working On: I'm building the future of logistics in Africa and investing in early-stage startups that solve foundational challenges on the continent.

Fun Facts: My Playtomic score needs serious attention and I had my First Communion at the same church where my niece recently had hers <3.



PROPERTY FINDER

Michael Lahyani



Marketplaces

Endeavor UAE

Middle East

About me: Introduced the first real estate classifieds in the Middle East and founded Property Finder in 2007, shaping the region's proptech landscape.

What I'm Currently Working On: Furthering the impact of Property Finder, with a focus on data, digital transformation, and diversity, driving growth and modernization in real estate.



SARY

Mohammed Aldossary



Marketplaces

Endeavor Saudi Arabia

Middle East

About me: My name is Mohammed Aldossary, a father of three (Faisal, Joury, and Salman). I started in academia then moved to wealth management (specifically "supply chain & food security") with RBC, but after watching a lot of Dragons' Den, my curiosity drove me to startups. I failed in my first startup (Edtech) and sold the second (Foodtech). Before launching my third (Sary), I decided to join Uber (aka "Careem" in MENAP) to launch 25 markets and then lead the delivery business vertical. Today, I'm leading Sary with 400 people in 3 countries, supporting 100K+ small businesses to procure their supply seamlessly.

What I'm Currently Working On: Building Sary to become the digital B2B ecosystem for local merchants in MENAP. I'm a designer by heart, so I spend a lot of time talking to the product team about future roadmap and customers' stories. As a CEO, I spend most of my time building strategic partnerships, fundraising, and meditating (the latter is depending on the first two.)

Fun Facts: I love food and enjoy reading about gastronomy, and I was once a food critic in the National Post. Thinking about Culinary School after retirement.



BMB GROUP

Mohamad Khachab



Food & Beverage

Endeavor UAE

Middle East

About me: Building from the ground up, resilience, adaptability and pivoting, vision driven execution (long term impact rather than short term), building strong teams and networks, commitment to excellence, focused on big markets

What I'm Currently Working On: I am excited about solving a problem rather than selling a product. I'm in a process of building a technology that is going to disrupt parenting (helping parents to raise their children) globally.

Fun Facts: I'm a coffee lover might spend a full day in a coffee shop. I'm a good dancer



KITOPI

Mohamad Ballout



Food & Beverage

Endeavor UAE

Middle East

About me: Lebanese born in Dubai, two-time Endeavor entrepreneur (earlier with BMB). Passionate about finding ways to live long, food and travelling.

What I'm Currently Working On: Fully focused on Kitopi (FCF mode)

Fun Facts: The idea of doing something meaningful in Lebanon to help its citizens excites me



MUMZWORLD

Mona Ataya



Commerce

Endeavor UAE

Middle East

About me: Exited my business after 14 years of hyper scale to a strategic buyer. At an exciting inflection point now for what's next.

What I'm Currently Working On: I am also a co-founder of bayt.com the first and largest jobs board in the arab world. After my exit returning to support bayt move to its next phase of innovation. Also exploring new ideas that excite me. Serving on private and public boards and interested in joining 2 more so want to explore opportunities.

Fun Facts: Love playing piano. Love the sea. Terrified of cats.



BREADFAST

Mostafa Amin



Commerce

Endeavor Egypt

MENA

About me: I am passionate about emerging markets, love fixing broken supply chains by developing sophisticated technology, failed 4 times before starting Breakfast, and love to contribute to massive job creation.

What I'm Currently Working On: We just hit 1 (0 to 1) after running Breakfast for 8 years. Currently we're gearing up and preparing for the journey of (1 to 10).

Fun Facts: My wife relocated to Europe to pursue her master's, and while I wholeheartedly encouraged her, I was secretly panicking about handling everything with our son on my own. Turns out, it has been the most rewarding experience of my life and apparently, I make his favorite almond butter sandwich better than anyone on the planet!



NAWY

Mostafa El Beltagy



Marketplaces

Endeavor Egypt

MENA

About me: Mostafa El Beltagy is the CEO of Nawy, a leading proptech startup in MENA revolutionizing real estate through technology. With a decade at Vodafone and experience founding startups, he brings strategic expertise to drive Nawy's growth.

What I'm Currently Working On: Scaling Nawy's growth and expanding its impact in the MENA real estate market. Currently focused on enhancing our tech-driven solutions, growing our mortgage and fractional investment offerings, and strengthening key partnerships to drive innovation in proptech.

Fun Facts: I enjoy gaming, not your typical extrovert, comfort food - pizza



BREADFAST

Muhammad Habib



Commerce

Endeavor Egypt

MENA

About me: I've always been passionate about building things. My career began as a "web designer," and in 2008, I started a books delivery side hustle. In 2012, I co-founded my first startup, Nafham, in the ed-tech industry. Later in 2016, the founding team of Nafham decided to transform it into a social enterprise due to its focus on social impact. This is when I co-founded Breadfast with Mostafa and Abdallah, and the rest is history :)

What I'm Currently Working On: I'm currently focused on redesigning the Breadfast portfolio to cater to a broader range of customers as we expand into new markets.

Fun Facts: I'm absolutely passionate about personal knowledge management tools. Sometimes, I dedicate my entire night to building my next operating system, and I could easily spend countless hours on that alone. My current favorite tool is Tana!



TOTERS

Nael Halwani



Commerce

Endeavor Lebanon

Middle East

About me: I'm responsible for driving growth and operations at Toters. I want to scale and grow and learn from others.

What I'm Currently Working On: Focused on the expansion of our B2B vertical

Fun Facts: I used to sing, I play basketball, and I like padel

**ZIG****Nerope Bulgareli**

B2B Software

Endeavor Brazil

Latin America

About me: I'm originally from Bahia, with a background in tech and an MBA in finance from FGV. I spent most of my career in consulting, first at Arthur Andersen, then nearly 20 years at Deloitte, focusing on Risk Management, Governance, and Compliance. At the same time, I've always had a strong passion for entertainment. I've owned over 10 bars in São Paulo, plus nightclubs, restaurants, and an event production company, basically, I was the kind of customer Zig was created for.

What I'm Currently Working On: Right now, I'm focused on shaping Zig's long-term vision, thinking 10 years ahead and studying how we can build a solid strategy to get there. I've also been diving deep into organizational structure, figuring out the best way to set up the company for sustainable growth and clear direction.

Fun Facts: I'm a proud father and really value quality time with my family, it's what keeps me grounded. And other fun facts is that when I eat, I organize everything on my plate like shelves, then go through each item one by one. No mixing!

**GLOBANT****Nestor Nocetti**

B2B Software

Endeavor Argentina

Latin America

About me: Passionate engineer and tech enthusiast, co-founder of Globant. Recently moved to Europe, but always with a global mindset - excited to share experiences and keep learning!

What I'm Currently Working On: Two topics that currently excite me are the AI revolution and quantum computing. At Globant, we're working on how AI will impact our industry and positioning ourselves to lead these changes. Quantum computing fascinates me from a theoretical perspective - it's completely different with an enormous disruptive potential!

Fun Facts: I love hosting gatherings and meals with friends, and I'm also a great cook. I'm passionate about photography and personal manufacturing with 3D printing - it has reignited my engineering spirit!

**FINTECH FARM****Nick Bezkrorny**

Fintech

Endeavor Ukraine

Europe

About me: Co-founder of Fintech Farm. Spent 15+ years in M&A, mostly at KPMG UK, advised on 100+ deals across Europe and Central Asia.

What I'm Currently Working On: Launching neobanks in emerging markets. 4 operational, 2 in development, goal - 50 neobanks. We partner with traditional banks to launch digital banks together — we provide tech + ops for a slice of the upside.

Fun Facts: Big fan of basketball and kite surfing. Backed Revolut, Plum, and gohenry early on.



ABHI

Omair Ansari



Fintech

Endeavor Pakistan

Asia

About me: Global mut, having lived in over 10 countries. Always emerging markets focused. First time entrepreneur. Always been on the investing side.

What I'm Currently Working On: 2 things. 1) International expansion in the GCC and 2) Converting into a full digital bank

Fun Facts: podcast addict. Adrenaline junky, into adventure sports. Play the saxophone.



QIDA

Oriol Fuertes



Healthcare

Endeavor Spain

Europe

About me: Grew up in Barcelona (Spain). Studied Business Administration and MBA in London. Worked 10 years at McKinsey (in Spain and UK) and discovered that to really transform health and social care systems at scale I had to create a business whose purpose was to keep elderly patients at home and healthier for longer.

What I'm Currently Working On: We are building Qida, the leading business that aims to keep patients at home for longer, through humans and technology. What excites me is to think that we are really helping build a better world, where we can age healthier and we can live for longer at home, with quality of life. We have a team of 230 FTEs in office and 1750 directly employed caregivers (and 5000 indirect)

Fun Facts: I love running long distance (not an especially fast runner, but love keeping a stable pace for long periods of time), I love mountaineering, spending time in the pyrenees, alps, hiking around.



SIIGO

Oscar Plaza



B2B Software

Endeavor Ecuador

Latin America

About me: Oscar Plaza holds the position of Chief Product Officer at Siigo, the first accounting software for SMBs in LATAM. His journey with Siigo began in 2020 following the merger with Contífico, a company he had founded in Ecuador and led to become the first accounting software in the country. Oscar lives in Ecuador, with his wife and their three children and has been an Endeavor Entrepreneur since 2019.

What I'm Currently Working On: As Chief of Product at Siigo, I'm responsible for steering the company's product innovation strategy and overseeing the roadmap planning and execution. My main goal is to deliver the best accounting solution for SMBs in Latam to help connect and provide solutions that can help our clients grow their businesses.

Fun Facts: I have a passion for psychology as much as for technology. I nearly completed a minor in psychology during college, falling just one class short. As a hobby, I'm developing a tech solution aimed at helping people manage their emotions and relationships, ultimately guiding them to become better individuals.



CLIKALIA

Pablo Fernandez



Marketplaces

Endeavor Spain

Europe

About me: Serial entrepreneur and investor looking forward to learning from my Endeavor entrepreneur peers and see how we could multiply our impact!

What I'm Currently Working On: Scaling Clidrive as founder and CEO (€25M in ARR in 2.5 yrs without external funding)

Fun Facts: I swam accross the Congo River



THUNES

Peter De Caluwe



Fintech

Endeavor Indonesia

Asia

About me: I co-founded Ogone, a global payments leader, and successfully exited in 2012. I then became CEO of Payments at Naspers and later joined TransferTo as CEO of DT One, where I tripled its revenue growth to \$500M+ in 3 years. I incubated, spun out and scaled Thunes into a global cross-border payments network operating in 140+ markets. I led the acquisition and turnaround of Mode (Ezra), restructuring it into a profitable business. I'm deeply involved in mentoring and investing in startups, supporting 30+ companies as an angel investor.

What I'm Currently Working On: As Deputy Chairman of Thunes and CEO of DT One and Ezra, I'm committed to driving innovation, expanding financial inclusion, and creating seamless global connectivity. One of my greatest passions is mentoring the next generation of leaders. I'm focused on scaling impactful businesses and dedicating time to supporting emerging leaders who will shape the future.

Fun Facts: Impact goes beyond business. I'm passionate about helping local communities and giving back as a mentor. I enjoy supporting entrepreneurs and guiding them through their journey. I also love good food and great conversations—over a meal or simply exchanging ideas and stories.



CLICKATELL

Pieter de Villiers



B2B Software

Endeavor South Africa

Africa

About me: I am the co-founder and CEO of Clickatell, a South African born, Silicon Valley experienced entrepreneur and angel investor with a passion for Chat Commerce and the empowerment of people. I serve on Endeavor South Africa's board as well as www.thecollectivex.org (driving digital skills & educational outcomes in South Africa) and www.SiMODiSA.org (entrepreneurship advocacy driving the StartUp-Act of South Africa).

What I'm Currently Working On: We are creating a new category called 'Chat Commerce' whereby brands can serve and transact with their customers via AI powered digital self-serve journeys on any chat platform.

Fun Facts: I love Mountain biking and have many broken bones and stories...moved back from Silicon Valley to Stellenbosch (near Cape Town) South Africa and love good food & wine. Married to an incredible woman, Maria and we have 3 children whom run our lives ;-)



GOCASE

Rafael Lobo



Commerce

Endeavor Brazil

Latin America

About me: Driven by curiosity, shaped by challenges, and fueled by ambition, my journey has been a mix of bold decisions, relentless learning, and deep passion for building, creating, and evolving every day.

What I'm Currently Working On: Gogroup is a holding of digital brands.

Fun Facts: Sometimes when talking to me I sometimes lose the conversation.



D-ORBIT

Renato Panesi



Smart City & Climate

Endeavor Italy

Europe

About me: After studying aerospace engineering and working in R&D for a few years, I spent one year in SF Bay Area in 2010 as a Fulbright scholar with the goal to transform my PhD research project into a business plan. As an outcome, I co-founded D-Orbit in 2011 and became an Endeavor Entrepreneur in 2017.

What I'm Currently Working On: I'm working on expanding D-Orbit to the US and Asian markets

Fun Facts: I'm a big fan of outdoor life. I love surfing, snowboarding and scuba diving.



BAZAAR

Saad Jangda



Marketplaces

Endeavor Pakistan

Asia

About me: Product and design geek. Grew up in Pakistan. College at UMich. Product at Snap and Careem.

What I'm Currently Working On: Designing and building the best consumer platform for Pakistan

Fun Facts: Obsessed with a good design. Just got married, in the middle of my honeymoon.



KITOPi

Sam Darkan



Food & Beverage

Endeavor UAE

Middle East

About me: Techie meets foodie. Serial entrepreneur. Love to talk efficiency through systems and product innovation.

What I'm Currently Working On: Leveraging tech to achieve fine dining level hospitality at scale for fast casual f&b, system compliance and governance, driving internal productivity with AI

Fun Facts: Biohacking enthusiast, ice baths, saunas, fitness tracking and nutrition is part of my routine. However so are cigars and peated whiskey.



SQUARE ROOT

Samuel Dennigan



Food & Beverage

Endeavor Ireland

Europe

About me: Samuel founded Strong Roots, Exec Chair of Square Root, Non Exec Chair of Omos and Founder and Producer of The Alternative Route. Samuel founded Strong Roots in 2015 with a mission to fix the freezer aisle. Strong Roots has grown from Dublin to a global brand with sustainability always at its fore, becoming the first ever Irish plant-based food B Corp in 2021. The brand has become a fan-favorite for consumers globally, available in over 30,000 stores across 10 countries. Strong Roots was acquired in 2024 by McCain Foods to bring more vegetable-forward, environmentally responsible food choices to more consumers around the world. Samuel is passionate about educating industry professionals on building more sustainable food systems. He serves on the Endeavor Ireland board, is an Endeavor Entrepreneur and Outlier and is an advisor and mentor to entrepreneurs in the consumer space.

What I'm Currently Working On: About to launch a sustainable TV show and lifestyle brand, The Alternative Route. Have just launched a BCorp investment fund. Square Root. Chairing an exciting restaurant project called Ómós in Ireland. Advising McCain Foods on the growth of Strong Roots.

Fun Facts: Cars, Craic, Ceoil, Food and former cowboy.



TRAFILEA

Santiago Zabala



Commerce

Endeavor Uruguay

Latin America

About me: Co-founder & CEO at Trafilea, a private, global tech e-commerce group growing direct-to-consumer brands online, focusing on the US market for women, specializing in shapewear, intimate apparel, beauty, and wellness.

What I'm Currently Working On: Massive AI adoption to bring our core advantage to a whole new level. Accelerating International expansion Omnichannel expansion: +1000 doors in department Stores and Mass. Growth financing (Equity + Debt)

Fun Facts: Kitesurfing. Fatherhood.



XERTICA

Saul Chrem

Xertica

B2B Software

Endeavor Peru

Latin America

About me: We founded Xertica 2016, got into Endeavor Peru 2017 and it helped us to grow all across Latam, today most of our revenue comes from Brazil, Mexico and Colombia where we have received tremendous support from the Endeavor community

What I'm Currently Working On: Xertica leverages advanced AI technologies to empower our customers, especially those in the public sector, to make informed and equitable decisions. Furthermore, we are committed to transforming LATAM through values, plans, and solutions that align with the Sustainable Development Goals of the United Nations Development Programme.

Fun Facts: I love to do running and sing Karaoke (which I do very bad)



CREDITAS

Sergio Furio

creditass

Fintech

Endeavor Brazil

Latin America

About me: Sergio Furio is the Founder & CEO of Creditas, the leading fintech platform operating in Latam across 3 ecosystems: Home, Auto and Employee Benefits. Creditas is one of the top tech companies in Latam and a reference in innovation and talent management. Total equity funding has reached US\$950 million and backers include Softbank, Kaszek, Fidelity, Advent, Wellington, Lightrock, Redpoint eVentures, VEF, QED Investors, Headline, IFC, Quona Capital, Mouro Capital (Santander) among others. Using the customer properties, Creditas reduces the high interest rates paid by the Latin American population. Before founding Creditas in 2012, Sergio was an executive at The Boston Consulting Group and Deutsche Bank's investment bank. Sergio is also the Chairman of Endeavor Brasil and partner at Actyus, a venture capital Fintech fund.

What I'm Currently Working On: We are working on scaling nationally in Brazil and also about to select a Global investment bank to work on transaction

Fun Facts: 252km running in the desert



LIVEMODE

Sergio Lopes

LIVE
MODE

Commerce

Endeavor Brazil

Latin America

About me: Part of the founding group of Esporte Interativo, sold to Time Warner in 2015. Co-founded LiveMode with Edgar Diniz.

What I'm Currently Working On: Scaling up LiveMode and our unique sports streaming channel CazeTV

Fun Facts: I love sports and music. I am currently a runner and a kitesurfer. On the music side, I play the drums.

**DLOCAL****Sergio Fogel**

Fintech

Endeavor Uruguay

Latin America

About me: Sergio co-founded dLocal in 2016, is Co-President, Chief Strategy Officer, and a Board Member. He is an active angel investor and has invested in over 15 tech startups. Sergio serves as Vice-President of Endeavor Uruguay and sits on the board of Impulso, a school serving underprivileged children in Montevideo, and REDALCO, an NGO that aims to reduce food insecurity sustainably. Sergio founded several companies, including ElAgora.com (a B2B marketplace), Uniotel (VoIP), Astropay (a payments processor) and Datanomik, a strategic treasury SaaS solution.

What I'm Currently Working On: Helping Pedro take dLocal to new heights. Bringing CAR-T cancer therapies to Latam

Fun Facts: I once tried to gather a few tech people in Punta del Este. 16 years later, that gathering turned into Punta Tech Week, a series of events with 2000 people taking place every January. Also, in another Endeavor Retreat, Wences told me about some crazy idea called Bitcoin and blockchain. There was no Binance or Coinbase back then, only non-custodial wallets. To experience it hands-on, I bought two BTC, and paid in cash - 10 bucks each. Years later, I tried to recover them... to no avail. I am still looking :-(

**NUMAN****Sokratis Papafloratos**

Healthcare

Endeavor Greece

Europe

About me: I've been a founder for the last 19 years, currently on my third company. A mix of successes (one successful exit, a couple of fruitful angel investments, one startup failure), and the usual entrepreneurial roller coaster. Originally from Greece, moved to the UK to study engineering and stayed, despite a couple of escape attempts. Living in London, with my spouse and young daughter. Equally accepting and battling middle life as much as I can.

What I'm Currently Working On: Our mission at Numan is to help everyone live a happier, healthier, longer life by changing the way we understand our health and experience healthcare. Numan is a vertically integrated virtual care provider. We treat patients for issues ranging from sexual health to obesity; we're a fast-growing, profitable business, and I'm spending a lot of time on our next phases of growth through product and geographical expansion, along with M&A.

Fun Facts: I (try to) play basketball once or twice a week; love being in the mountains as much as I can, and I can cook a mean moussaka.

**SQUIRE****Songe LaRon**

B2B Software

Endeavor Western New York

U.S. & Canada

About me: Songe is the Co-Founder and CEO of SQUIRE Technologies. Founded in 2015, SQUIRE created a new software category - barbershop business management - to reinvent the way daily operations are handled and give barbers and shop owners the tools they need for the business side of barbering. Today, SQUIRE delivers the only all-in-one barbershop management platform to over 3,000 barbershops, and 7.6 million clients having booked appointments through the platform.

What I'm Currently Working On: Building the world's greatest vertical SaaS company.

Fun Facts: Recently started learning Brazilian JiuJitsu. My favorite genre of film is bad sci-fi.



SHOPFULLY

Stefano Portu



B2B Software

Endeavor Italy

Europe

About me: I co-founded Shopfully to empower smart shopping decisions at scale. Now, as a top global player, we connect 400+ million people with deals they love while boosting local sales for 500+ retailers and brands, operating in 27 countries across Europe, Australia and Latin America. Building something meaningful from Italy, with an international impact, and surrounding myself with brilliant, passionate people who want to shape the future of Retail drives me daily.

What I'm Currently Working On: After more than a decade of building and growing the company and completing strategic acquisitions and mergers in Europe, we're now building a global platform capable of redefining how retailers and brands connect with consumers. Retail Media is the fastest-growing segment in advertising, and we're uniquely positioned to help our partners tap into it with precision and scale via our proprietary AI-powered platform.

Fun Facts: I'm passionate about sports, music and football. I train 6 days a week combining crossfit, strength training and skiing all weekends in winter. I love tennis. I started playing acoustic guitar. I am a supporter of Inter Milan and try to spend time at the legendary San Siro stadium singing for the nerazzurri.



TOTERS

Tamim Khalfa



Commerce

Endeavor Lebanon

Middle East

About me: Co-founder and CEO of Toters (Quick Commerce platform in Lebanon and Iraq with US\$ >500Mn annual GMV and 1000 employees). I've been part of Endeavor since 2018 and sit on Endeavor's local Board in Lebanon.

What I'm Currently Working On: I'm currently incubating a fintech vertical within the company while simultaneously managing the ongoing scale and growth of our core business. It's reminiscent of the early days of product development, but now with the added complexity of our larger organizational scale. In some ways, it's easier with the resources and experience we've gained, but in other ways, the challenges are more nuanced. I'm also assessing M&A as a strategy for expansion.

Fun Facts: Love boxing, walking, surfing. After spending many years living and working in Canada without ever properly learning to ski (mostly awkward moments of tumbling and sliding down on my butt), I finally took lessons with my 7-year-old son. Now, I can ski down a slope confidently without injuring myself!



CHICKIN

Tebe Syailendra



Food & Beverage

Endeavor Indonesia

Asia

About me: I'm a serial entrepreneur who got started with a small chicken farm in a rural part of Indonesia. As a farmer, I faced a lot of challenges early on, which made me more resilient and helped me better understand the market structure and the poultry value chain. I started the chicken business while I was still in college with my co-founder Ashab. We began with just 1,000 chickens—and today, Chickin's ecosystem manages a total population of 45 million chickens.

What I'm Currently Working On: I'm currently building Chickin, a poultry tech startup that aims to connect and support poultry farmers by offering a full farm-to-table solution. We provide end-to-end farm technology to boost productivity and give farmers better access to financing. Today, we're working with 50,000 farmers across 12,000 farms, producing 45 million chickens each month. Our mission is to democratize access to protein and modernize the poultry industry across the region.

Fun Facts: I was bitten by a shark when I was on vacation in the Maldives, and it went viral on social media and reached 15 million views.



TYMEBANK

Tjaart Van der Walt



Fintech

Endeavor Singapore

Asia

About me: Tyme is my third startup - always in partnership with exceptional people. Have experienced ups and downs within ventures, and have also been on the receiving end of downturns, sweating them out and learning from mistakes.

What I'm Currently Working On: Tyme is a multi-country digital banking group, involved with strategy, securing capital, and getting Tyme IPO-fit over the next few years. Also making investments with my co-founder in other high-growth high-impact ventures, being it directly or as LP in funds.

Fun Facts: Love travelling with my wife and children. We attempt to travel once a year together to align our agendas over a couple of weeks. Love mountain biking and racing ultra-distance races. Love learning more about the advent of technology platforms and its convergence.



CODEWAY

Tolunay Tosun



Commerce

Endeavor Turkey

Europe

About me: I'm the co-founder of Codeway, where I lead culture, organizational architecture, and the people side of our business. My journey started in ecosystem building, community leadership, and cultural marketing. Today, I focus on turning Codeway into one of Turkey's strongest talent hubs—enabling high-potential individuals and continuously shaping a high-performance organization.

What I'm Currently Working On: I'm building frameworks that empower our team to scale sustainably—across talent, strategy, and company culture. I'm also exploring how to align organizational design with human potential, as we grow globally.

Fun Facts: I'm passionate about the psychology of high performance, rituals of reflection, and exploring the creative mind. I love studying personal growth, diving into self-work, and learning from unfamiliar perspectives. Listening deeply is one of my favorite ways to connect.



ONPOINT

Tran Quang



B2B Software

Endeavor Vietnam

Asia

About me: I've spent the last decade building businesses in e-commerce, scaling Onpoint into a leading e-commerce enabler in Southeast Asia. Before that, I was the Chief Commercial Officer at Lazada Vietnam and have been deeply involved in shaping the digital commerce ecosystem. I'm also an active member of YPO and Endeavor, passionate about helping entrepreneurs grow.

What I'm Currently Working On: I'm focused on scaling Onpoint's regional presence, strengthening operations, and leveraging AI to drive better outcomes for brands. We recently acquired a majority stake in Crea, a leading enabler in Thailand, marking our first M&A expansion. Beyond that, I'm driving initiatives in talent development, digital transformation, and innovation.

Fun Facts: I'm a passionate traveler and marathon runner, working towards completing all six World Marathon Majors (completing Boston Marathon as the final one in April). I've visited ~50 countries and love exploring new cultures. I also enjoy learning about history, geopolitics, and connecting with fellow entrepreneurs.



SKY MAVIS

Trung Nguyen



Commerce

Endeavor Vietnam

Asia

About me: I'm CEO and co-founder of Sky Mavis, the company behind Axie Infinity and Ronin Network. We set out to revolutionize the gaming industry by leveraging the power of blockchain to give players true ownership of their digital assets. I believe that blockchain is the future of the gaming industry.

What I'm Currently Working On: This year, our team is focused on two key missions: making Ronin fully permissionless and developing a new blockbuster game. Ronin is now open to builders everywhere, empowering anyone to build on the network. We're also excited to introduce a brand-new MMO game called Atia's Legacy, designed to showcase the power and potential of player-owned assets within our ecosystem.

Fun Facts: I'm an avid gamer, so you can often find me immersed in games during this trip.



KREDIVO

Umang Rustagi



Fintech

Endeavor Indonesia

Asia

About me: Umang Rustagi is the Co-founder, President and Board Member of Kredivo Group, which operates Kredivo, a "buy now, pay later" platform in Indonesia, Thailand, Philippines and Vietnam, and Krom, a digital bank in Indonesia. Kredivo provides fast, affordable financial services to tens of millions of underbanked customers in Southeast Asia. Previously, Umang was an Engagement Manager at McKinsey & Company, with expertise in operational transformations and credit risk modeling. He holds an MBA from IIM Bangalore and an engineering degree from IIT Delhi.

What I'm Currently Working On: Scaling up the organization to support multi-country operations. Our company has expanded from 2 markets to 4 markets recently and that involves establishing presence in these new markets and scaling up the organization structure, people and processes to support these markets. Building synergies across our BNPL and digital banking business in Indonesia to be able to provide more value to our customers. This is especially challenging given both are regulated businesses. Personally passionate about AI adoption in our company across multiple functions.

Fun Facts: Blessed with 2 young kids, 5-year-old daughter and 2-year-old son. Hobbies include making 3-D puzzles, badminton and scuba diving. Met my cofounder over LinkedIn!



HLPY

Valerio Chiaronzi



Smart City & Climate

Endeavor Italy

Europe

About me: I am Italian, 51 married with a son. I have over 20 years of experience as an executive in big corporations before the launch of hlpy in 2020. My ambition is to scale up the project worldwide, creating the most innovative company in the motor assistance business.

What I'm Currently Working On: Global expansion, scaling, AI/ML opportunities

Fun Facts: I have always had the ambition to become a rock star...so I play guitar, bass and a bit of drum. When I do not work and play music I go windsurfing, snowboarding and I like playing golf.



ASTI MOBILE ROBOTICS

Verónica Pascual



Smart City & Climate

Endeavor Spain

Europe

About me: I have been leading ASTI Mobile Robotics Group for 18 years. Company based in Spain, France, Germany and US, producing driverless vehicles for streamlining industrial facilities working for main industries in 20 countries, 5 years European leader. The company was acquired by ABB Robotics in 2021 being on of the most successful exits in Europe.

What I'm Currently Working On: I am Chair of Endeavor Spain, executing BP2030, I am also Chair of ASTI Talent & Tech Non-profit, we have 5000 students (mainly primary and secondary) in 13 sites in Spain discovering passion for tech. I am investor in tech based purpose driven start ups

Fun Facts: I enjoy being mother of 4, love traveling and discovering, driven by curiosity and constant development. Love watching rugby, meeting with friends, reading, dancing, good wine and also cold beers ;)



DANA

Vince Iswaratioso



Fintech

Endeavor Indonesia

Asia

About me: I've started my journey as tech entrepreneur about 20 years ago. 3 companies, Internet 1.0, digital voucher, and currently financial platform, they are all rewarding journey and deepen my passion on how technology can improve people's lives. My latest company, DANA now serves over 70 million users monthly, and in most cases becoming the financial inclusion entry point for the majority of the underserved population.

What I'm Currently Working On: Currently we are very excited about adopting AI internally in our company operations and democratizing it to our customer base to accelerate not only access but also education for achieving financial well-being.

Fun Facts: Outside of AI and inclusion, which honestly is not just my work, my life, but also my hobby, and my companion; I love traveling with my wife to new places and find amazing delicious local food, local artisan, local events and making friends all over the world. In-between, we also love to do bingeing mostly Sci-Fi, and we are both serious about our sports. Me with Basketball and my wife with Tennis.



IMPRESS

Vlad Lupenko



Healthcare

Endeavor Spain

Europe

About me: Doing entrepreneurship for the last 20 years. Almost never worked in corporates (except for only 2 years in KPMG – my first and last corporate job). Serial entrepreneur, Impress in fourth business in my career. Father of 2 boys: 9 and 12yo. Moved to Spain 6 years ago to start Impress. Despite challenging macro and competitive environment we were able to create market leader in Europe in our category and still have a lot of potential to grow.

What I'm Currently Working On: I am working on making Impress into an even bigger and profitable company with the primary focus in Europe. We are considering an IPO in 2-3 years time. Currently working on integration of recently acquired business in Europe and also initiate last (I hope) private fundraising (primary and secondary).

Fun Facts: Fun facts about me: it's a challenging request, not sure that I am funny person :). One odd fact is that I have difficulties in distinguishing colors, it creates a lot of fun in my daily life). My hobbies: mounting ski, running/cycling, tracking and wild trips (I like nature).



INSIDER

Yuri Grichenov



Commerce

Endeavor Brazil

Latin America

About me: I co-founded Insider and spent five years as CEO—today I lead as CMO, a role I took on during a recent leadership transition. My background is in communications and business, but I’ve always thrived at the intersection of analytics and creativity. Building Insider from a scrappy, bootstrapped experiment into Brazil’s leading DTC essential wear brand has been the most intense and rewarding ride of my life.

What I’m Currently Working On: Right now, I’m focused on reshaping Insider’s brand and marketing engine to be as bold, relevant, and high-performing as our products. That means defining and expressing our brand narrative across everything we do, building a world-class marketing team, bringing brand and growth closer together, and experimenting with creative stunts, cultural activations, and storytelling that pushes boundaries. For me, brand is the center of gravity that holds everything else together.

Fun Facts: I’ve always been an early adapter and tech geek tech geek—which sometimes backfires. On a vacation to rural Texas, I insisted we rent a Tesla. With barely any Superchargers on the route, it turned into a Tesla survival adventure: rationing energy, charging at random outlets, and planning every stop based on plugs.

ENDEAVOR GLOBAL BOARD MEMBERS



Hooi Ling Tan
Co-Founder, Grab

Hooi Ling is the Co-Founder and former COO of Grab, Southeast Asia's leading superapp serving millions with mobility, delivery, and digital financial solutions. Before stepping down from her operational and board roles in 2024, she played a key role in driving Grab's growth, leading the Technology, Strategy, and Ads divisions, and prior to that, oversaw functions including People Operations, Customer Experience, and Business Operations.

She is also a board member at Wise (formerly TransferWise), where she contributes her expertise in scaling innovative technology businesses.

Hooi Ling holds a Bachelor of Engineering in Mechanical Engineering from the University of Bath and an MBA from Harvard Business School. A passionate lifelong learner, she enjoys exploring diverse interests such as photography, tennis, and acrylic paint pouring.



Guillaume Pousaz
Founder & CEO, Checkout.com

Guillaume Pousaz founded Checkout.com in 2012 with a mission to simplify online payment processes for both merchants and their customers. Starting to code from the early age of eight, Guillaume has always been driven by curiosity, a love for art and math, and solving real-world problems. His obsession with performance has led Checkout.com to become a key player in digital payments worldwide, leading a team of over 1800 across 16 countries. Living in London with his family, Guillaume balances his tech career with being an avid endurance athlete and engaging in philanthropy. He is deeply committed to improving educational access and nurturing new talent, actively mentoring and investing in startups to support future entrepreneurs.



Javier Olivan
Chief Operating Officer, Meta

Javier Olivan is Chief Operating Officer at Meta, where he oversees the firm's business teams, as well as the infrastructure and central products for the company's family of apps. He joined the company then called Facebook in 2007 and previously served as Meta's Chief Growth Officer.

Prior to Meta, Javier was a product manager at Siemens Mobile, where he led a cross-functional team charged with the development and market launch of handset devices. Javier holds a master's degree in business administration from Stanford University and master's degrees in both electrical and industrial engineering from the University of Navarra. He sits on the board of Endeavor, a nonprofit supporting the global entrepreneurial ecosystem. Javier grew up in a small town in the Pyrenees mountains of Spain.



Joanna Rees
Executive Chariman, West Global

Joanna Rees is the Executive Chairman of West Global, a brand and strategy firm. West clients have included Twitter (now X), Square, Impossible Foods, Chegg, Inception Fertility, Ro, Statespace, Honeybook and NewFront, to name a few. Joanna is an experienced director having brought her significant brand and finance expertise to multiple venture backed and public company boards. She currently serves on the board of FICO (Chair LDCC), Inception Fertility, Altro Credit and Illumyn.

Joanna's entire career has been about building brands across a broad range of industries including retail/ecommerce, software and fintech as operating executive, investor and advisor. Joanna has significant experience in venture capital, finance and investment banking as the Founder of VSP Capital, after roles in Mergers & Acquisitions at BA Securities and Vrolyk & Co. She led the formation and capital raise for Endeavor Catalyst, the impact investment fund at Endeavor.org.

Joanna Chairs the non-profit boards of The Representation Project and Him for Her, as well as, serving on the Endeavor Global board. She earned her MBA in Finance from Columbia University and a BS in Psychology from Duke University where she was also an NCAA Division I Gymnast.



Matt Harris
Partner, Bain Capital Ventures

Matt Harris is a Partner at Bain Capital Ventures and leads the New York City office. He started his investing career in the private equity group at Bain Capital in 1995, having worked previously at Bain & Company. In 2000, Matt founded Village Ventures where he focused on early-stage FinTech investments. In 2012, Matt rejoined Bain Capital Ventures and leads investments in financial technology and services including AvidXchange, BillTrust, Chrome River, Digital Currency Group, Flywire, IEX, Justworks, Novus Partners, OpenFin and Sigfig.

Outside of work, Matt enjoys spending any free moments with his wife, Jessica, and their six children. Matt serves on the Board of the Williamstown Theatre Festival, a regional theater associated with Williams College. He is also a board member at Endeavor, GreaterNY and the Partnership Fund for New York City. He is obsessed with military history, and some day will write a book connecting the strategy and tactics of insurgency with what he has learned about entrepreneurship.



Nick Beim

Partner, Venrock

Nick Beim is a Partner at Venrock, a venture capital firm, where he focuses on artificial intelligence, software and fintech. Nick's investments include Dataminr, an information discovery platform that detects global events in real time; Interos, a supply chain visibility and risk management platform; Percipient.ai, an advanced computer vision and machine learning analytics platform; Rebellion, a maker of AI-driven products for national defense; Altruist, a digital investment and custodial platform for financial advisors; and Vanilla, an estate-planning software platform for financial advisors.

Nick serves on the Board of Directors of Endeavor, the Council on Foreign Relations and America's Frontier Fund. Nick also serves on the Advisory Board for the Center on Global Energy Policy. Prior to joining Venrock, Nick worked at Matrix Partners, Goldman Sachs, McKinsey and USAID.



Nicolás Szekasy

Co-founder & Managing Partner,
Kaszek Ventures

Nicolás Szekasy is a co-founder and Managing Partner of KASZEK, the largest venture capital firm in Latin America with over \$3 billion of raised capital. The firm was launched in 2011 and has invested in more than 140 startups.

Notable early-stage investments include Nubank, QuintoAndar, Credits, NuvemShop, Bitso, NotCo. Before KASZEK, Nicolás was CFO for 10 years at MercadoLibre (Nasdaq: MELI), Latin America's largest online commerce and payments platform, where he led its \$333 million IPO in 2007.

Nicolás is Chairman of the Board at LAVCA (Association for Private Capital Investment in Latin America), Board Member at Endeavor Global, Vice Chairman at Endeavor Argentina and Trustee at Universidad Torcuato Di Tella. He was invited as Arjay Miller Distinguished CFO Lecturer by the Stanford GSB, selected Entrepreneur Master of the Year by EY and received the Visionary Investor of the Decade recognition by Americas Society / Council of the Americas. Nicolás received an MBA from Stanford University and graduated from the University of Buenos Aires with a degree in Economics.

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