

More Than Scale.

MULTIPLY

endeavor 25TH ANNIVERSARY IMPACT REPORT

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

Letter From Linda

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

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

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

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

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

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

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

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

Onward and Upward!

LINDA ROTTENBERG

Co-founder & CEO,
Endeavor



▶ Watch Linda's speech at the 25th Anniversary Endeavor Gala

INTRODUCING

The Multipliers



Click here to watch
Marco perform

6

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

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

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

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

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

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

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

Endeavor.

More Than Scale, Multiply.

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

7

Redefining Entrepreneurial Success



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

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

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



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

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

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

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

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

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

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

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

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

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

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

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

Brynne M. Rojas, Co-founder & CEO

Habi



The Multiplier Effect in Action



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



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

THE PIONEERS:

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

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

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

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

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

Globant ►



THE PIONEERS:

Careem: Mudassir Sheikha, Abdulla Elyas, and Magnus Olsson

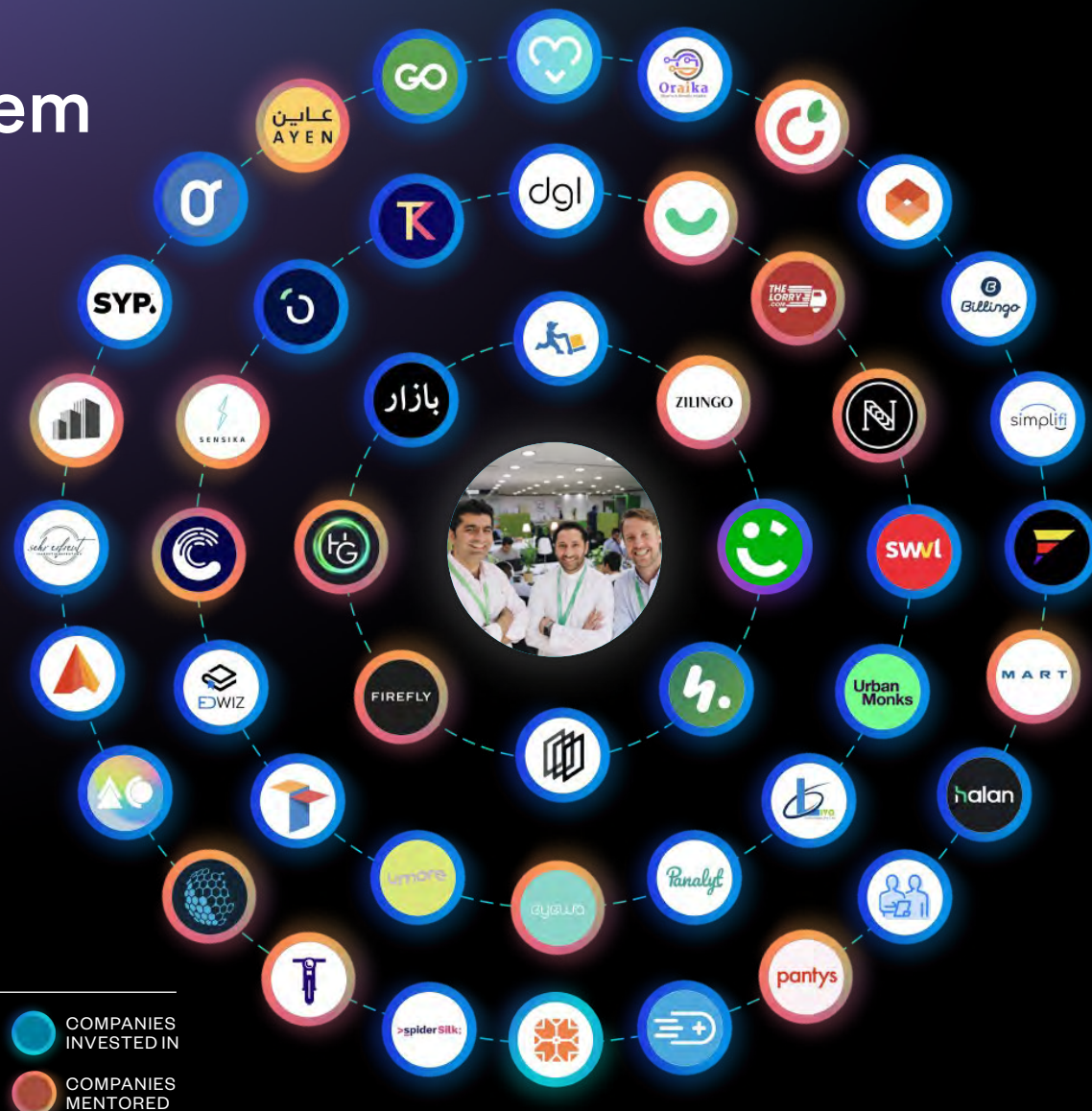
FROM DISRUPTING THE CAR-RIDING BUSINESS IN THE UAE TO IGNITING THE NEXT SUCCESS STORIES IN THE MIDDLE EAST.

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

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

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

Careem



LEGEND:

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

THE PIONEERS:

Cabify: Juan de Antonio

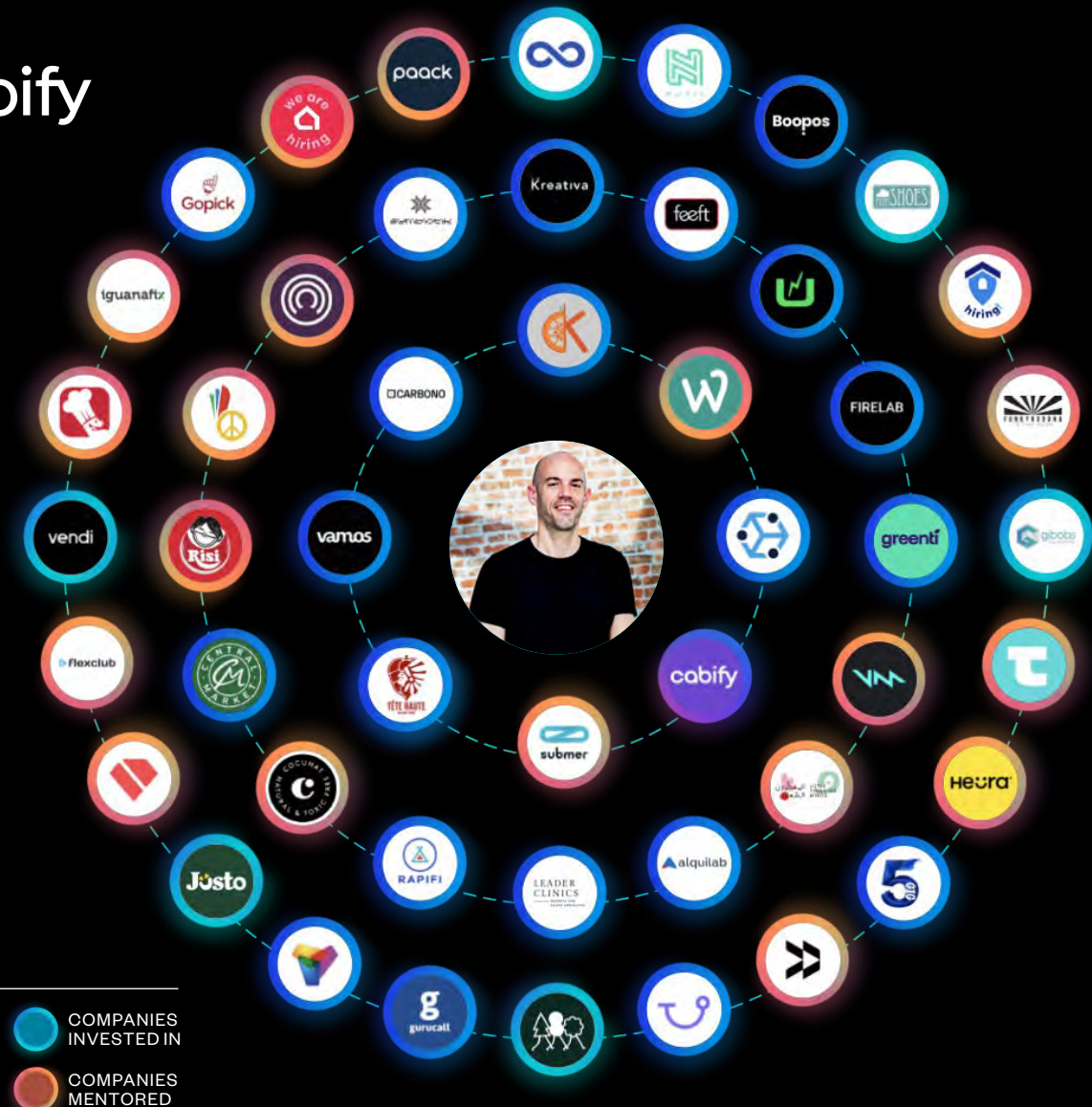
FROM BUILDING THE FIRST UNICORN IN SPAIN TO INSPIRING THE NEXT SUCCESS STORIES AROUND THE WORLD.

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

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

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

cabify



LEGEND:

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

THE NEXT GENERATION:

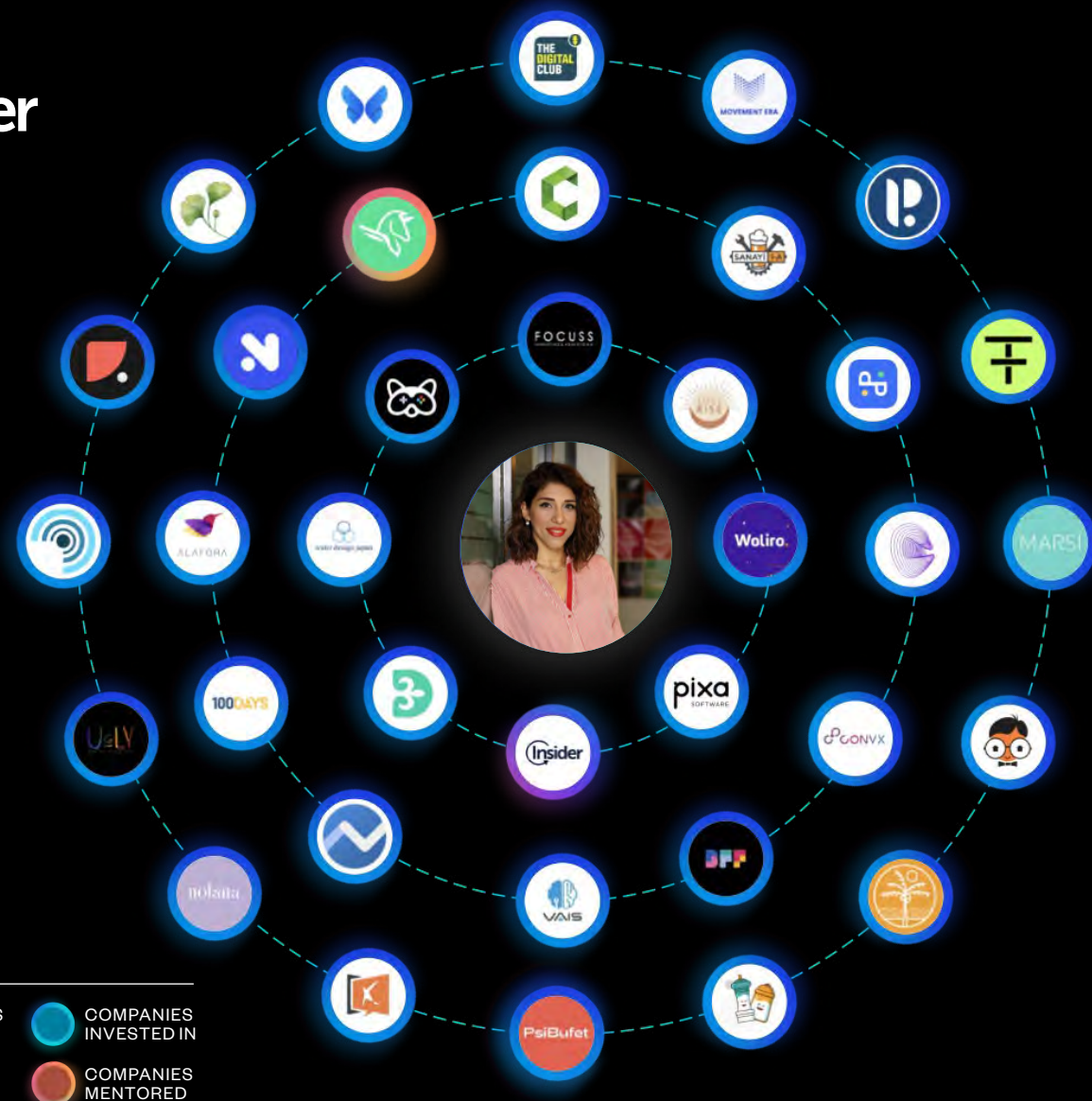
Insider: Hande Cilingir

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

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

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

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

LEGEND:

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

THE NEXT GENERATION:

Twiga Foods: Peter Njonjo

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

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

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

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




LEGEND:

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

 Watch our film about Twiga and other Next Generation Multipliers

The Multiplier Effect Lit up in Times Square



Click here to watch the video



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

MELVYN LUBEGA
Multiplier & CEO of Go!

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

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

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

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



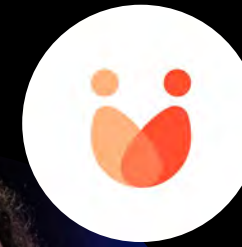
Eric Cheng, Co-founder & CEO

Carsome

Multipliers in the Making

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

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



ITALY

Unobravo

Danila De Stefano & Gregorio Maria Diodovich

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



NIGERIA

Piggyvest

Somto Ifezue, Odunayo Eweniyi, & Joshua Chibueze

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





BRAZIL Cora

Igor Senra, Leonardo Mendes, & Gustavo Viegas

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



PAKISTAN Bazaar

Hamza Jawaid & Saad Jangda

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



COLORADO soona

Liz Giorgi

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



INDONESIA Pinhome

Dayu Dara Permata & Ahmed Aljunied

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



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

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



Guillaume Pousaz, Founder & CEO

Checkout.com



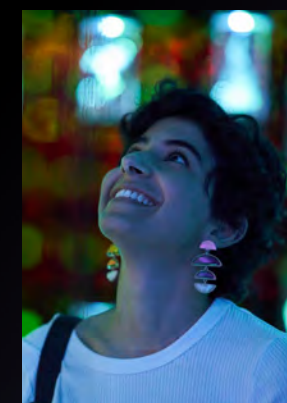
Watch highlights from the
2022 Endeavor Retreat

FINALLY, BACK TOGETHER AGAIN!

#OneEndeavor Community

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

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



DUBAI

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



GREECE

BRAZIL



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

COSTANTZA SBOKOU-CONSTANTAKOPOULOU
Chairwoman of Endeavor Greece

ATHENS, GREECE Worldwide Gathering

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



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

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

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



Songe LaRon, Co-founder & CEO

SQUIRE

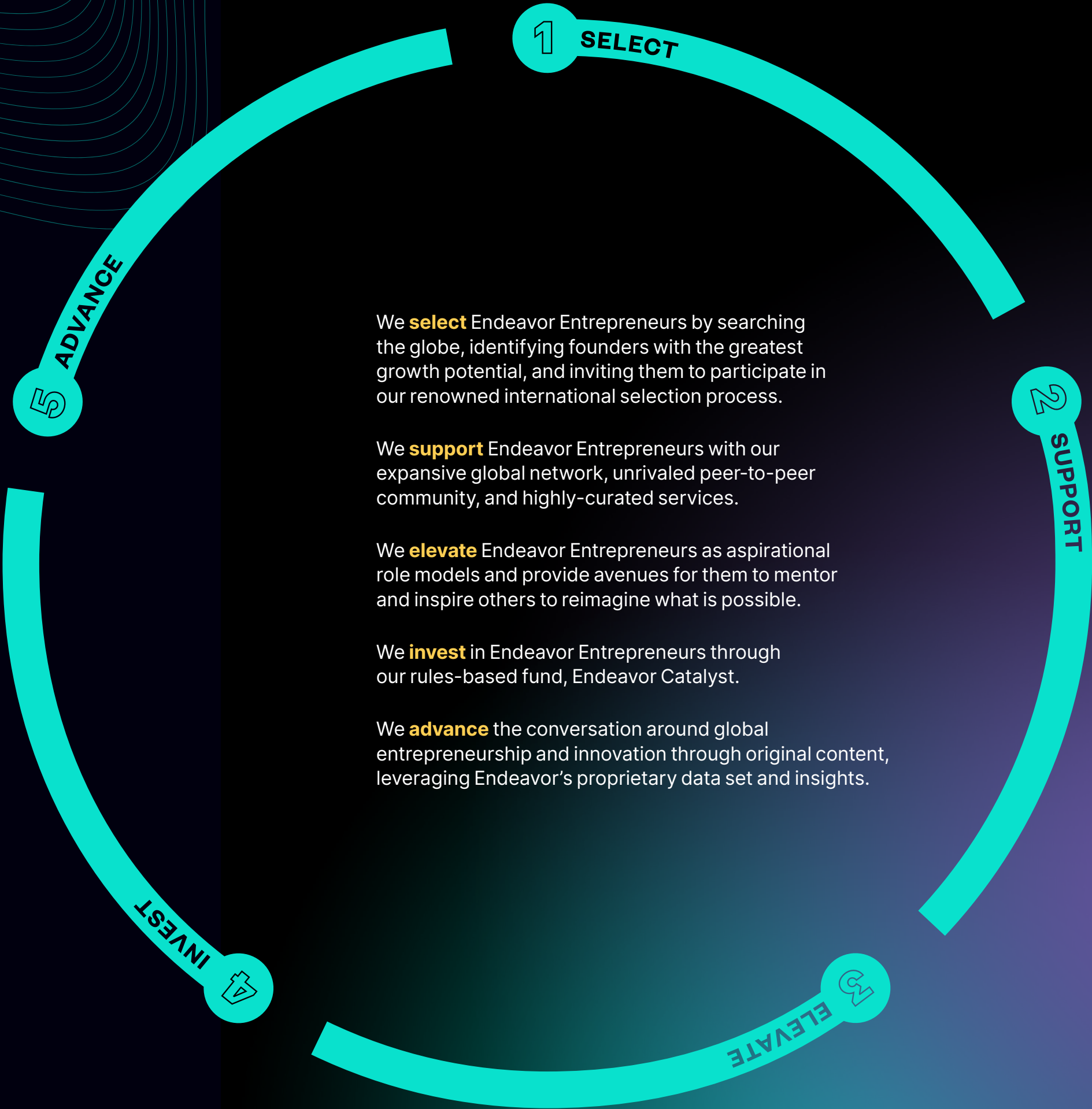
OUR OPERATING MODEL

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

Our Core Belief:
High-Impact Entrepreneurs transform economies.

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

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



OUR GLOBAL FOOTPRINT

Endeavor supports over 2,400 high-impact entrepreneurs today across 42 markets — and counting. This year we continued our active expansion, searching the world to identify markets with a growing pipeline of high-impact entrepreneurs and a vibrant startup scene lacking in scale-up support. In 2022, we launched offices in Pakistan and Poland and will be launching in Portugal in 2023.



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

ENDEAVOR
HAS OFFICES IN:

42

MARKETS

67

CITIES

Endeavor launches in markets with:

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

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

GLOBAL SUPPORT OFFICES

New York
San Francisco
Singapore

ARGENTINA

Buenos Aires
Córdoba
Rosario
Noa
Cuyo
Patagonia

ATLANTA

BRAZIL

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

BULGARIA

Sofia

CANADA

Calgary

CHILE

Santiago
Patagonia: Puerto Varas
Atacama: Antofagasta

COLOMBIA

Bogotá
Barranquilla
Medellín

COLORADO

DETROIT

ECUADOR

Quito

EGYPT

Cairo

GREECE

Athens

INDONESIA

Jakarta

IRELAND

Dublin

ITALY

Milan

JAPAN

Tokyo

JORDAN

Amman

KENYA

Nairobi

LEBANON

Beirut

LOUISVILLE

MALAYSIA

Kuala Lumpur

MEXICO

Mexico City
Puebla
Querétaro
Mérida
Guadalajara
Monterrey

MIAMI

MOROCCO

Casablanca

NIGERIA

Lagos

NW ARKANSAS

PAKISTAN

Karachi

PERU

Lima

PHILIPPINES

Manila

POLAND

Warsaw

PORTUGAL

Lisbon

PUERTO RICO

ROMANIA

Bucharest

SAUDI ARABIA

Riyadh

SOUTH AFRICA

Johannesburg
Cape Town

SPAIN

Madrid

TUNISIA

Tunis

TURKEY

Istanbul

UNITED ARAB EMIRATES

Dubai

URUGUAY

Montevideo

VIETNAM

Ho Chi Minh City

WESTERN NY

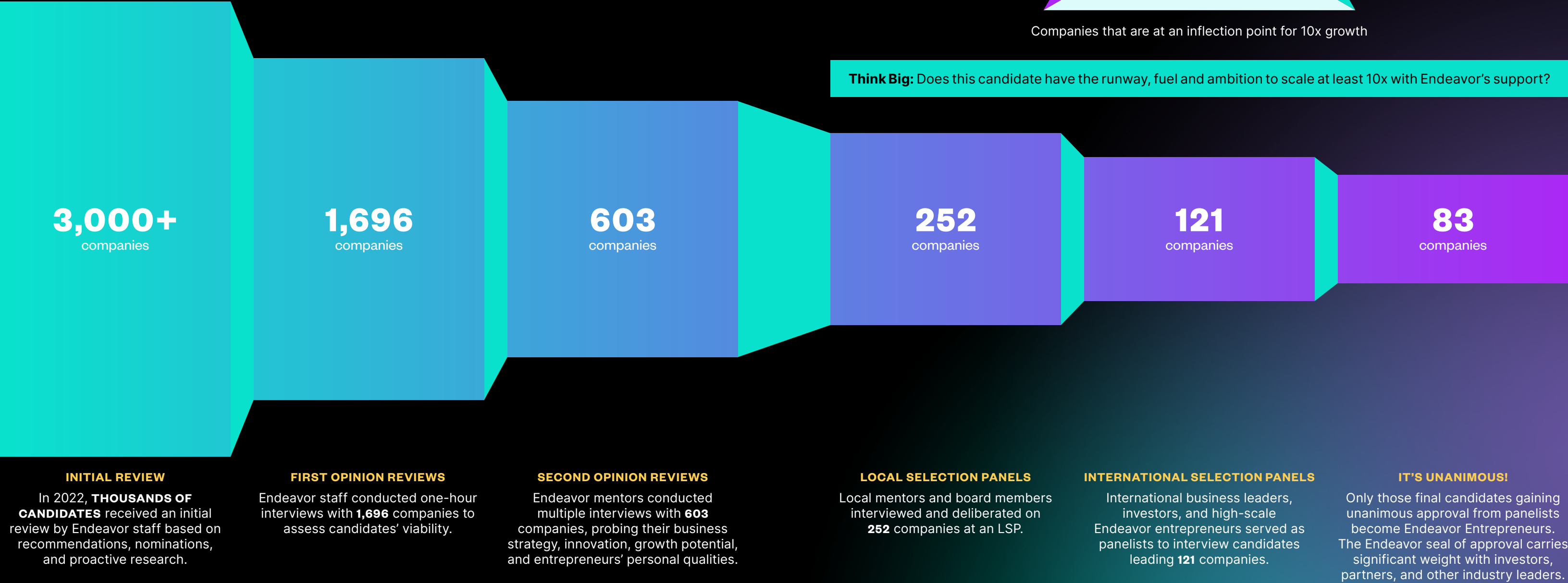
HIGH-POTENTIAL

Bangladesh
New Zealand
Thailand

SELECT

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

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



SUPPORT

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



Peer Network

Network of Trust

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

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

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

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



Mentorship & Expertise

Unrivaled Global Network

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

- Endeavor’s world class **Global Network** of functional and industry operators and experts across 42 markets pay it forward by providing direct feedback and advice, sharing their experiences, and opening doors.
- Endeavor structures **Advisory Boards** to guide entrepreneurs on their main challenges.
- Endeavor supports entrepreneurs’ **geographic expansion** by plugging them into the broader network of relevant Endeavor offices worldwide. We also connect them with other founders who’ve gone through a similar experience.
- Endeavor connects entrepreneurs with students and consultants from **top-tier MBA and corporate partners** to work on short-term projects. These partners also extend their support as mentors and advisors.



Access to Capital

Unparalleled Fundraising Knowledge

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

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

Personal Growth

Focus on Scaling Yourself

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

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

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

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

ELEVATE

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

Pay it Forward Platform

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

Inspiring the Next Generation

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

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

Mentoring Fellow Entrepreneurs

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

Investing in the Future

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

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

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

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

INVEST

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

About Endeavor Catalyst

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

Endeavor Catalyst invests in:

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

A Brief History



1997

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



2012

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



2013

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



2017

Endeavor Catalyst I is fully deployed in 42 companies across 17 markets.

Endeavor closes **Endeavor Catalyst II** (~\$80M).



2019

Endeavor Catalyst II is fully deployed in 78 companies across 26 markets.

Endeavor closes **Endeavor Catalyst III** (~\$130M).



2022

Endeavor Catalyst III is fully deployed in 110 companies across 30 markets.

Endeavor closes **Endeavor Catalyst IV** (~\$290M).



PRESENT

Endeavor Catalyst IV has made 48 investments across 24 markets.

OUR OPERATING MODEL

By the Numbers:

10

Years of Operations

280+

Investments

\$500M+

Assets Under Management

190+

Co-Investment Partners

21

Exits¹

37

Markets

47

Companies Valued at \$1B+

11

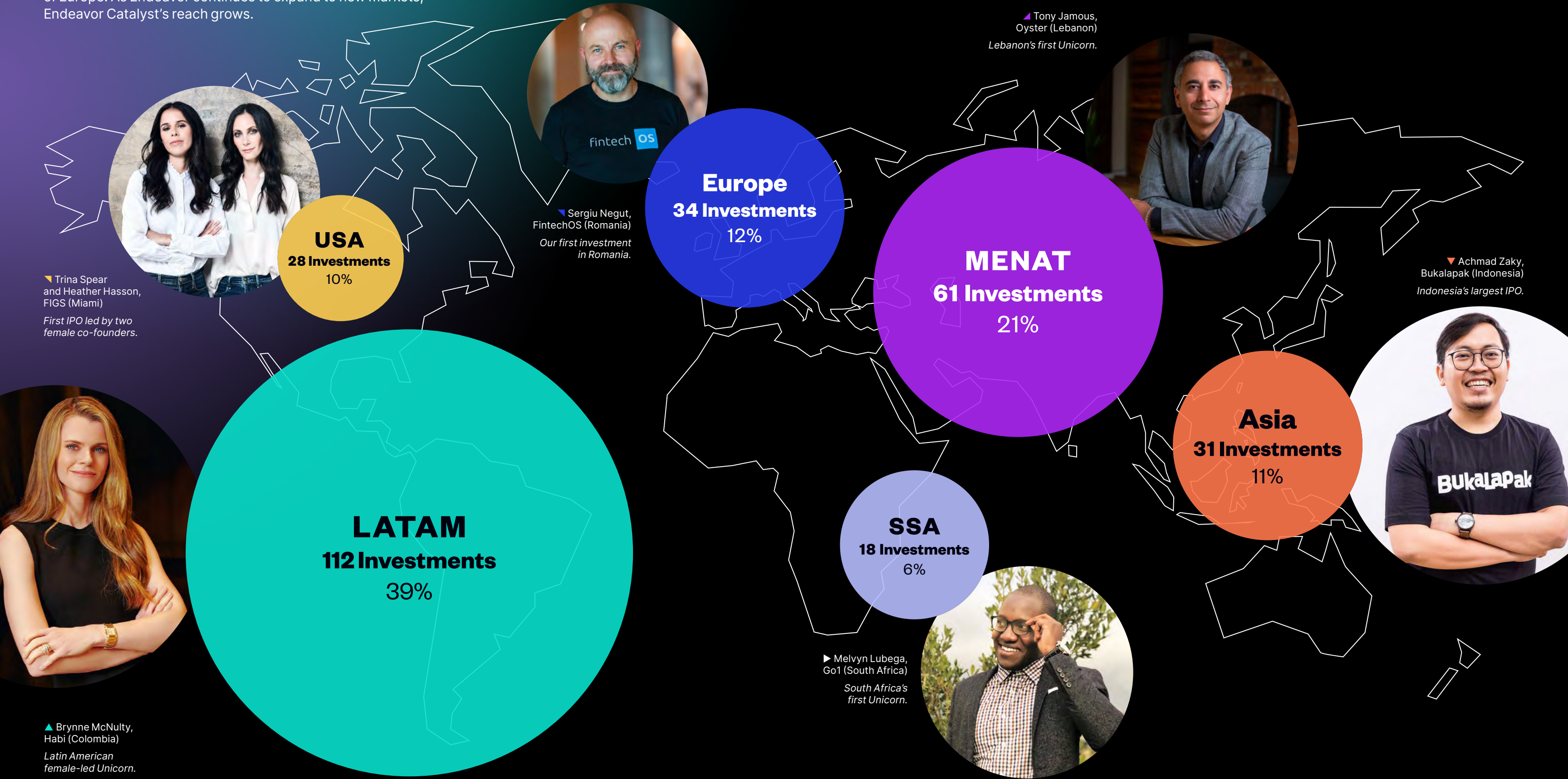
Publicly-Listed Companies



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

A Truly Global Fund

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



Impact and Sustainability

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

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

**Total General
Partner Commitments:**

\$30M+

**Total Gross
Proceeds Generated:**

\$100M+

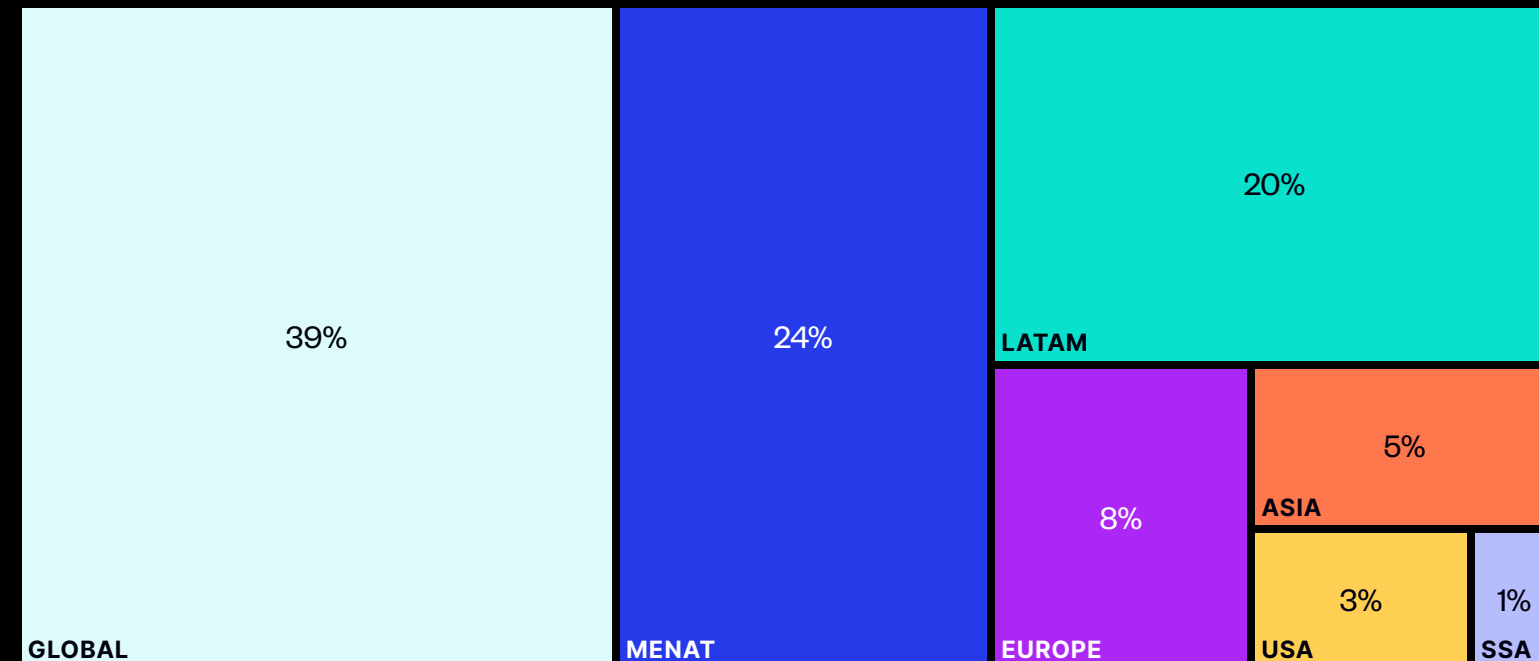
The Endeavor Catalyst Model:

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

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

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

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



ENDEAVOR ENTREPRENEURS AS INVESTORS

30% of our Limited Partners are Endeavor Entrepreneurs!

FUND I:

38

FUND II:

51

FUND III:

60

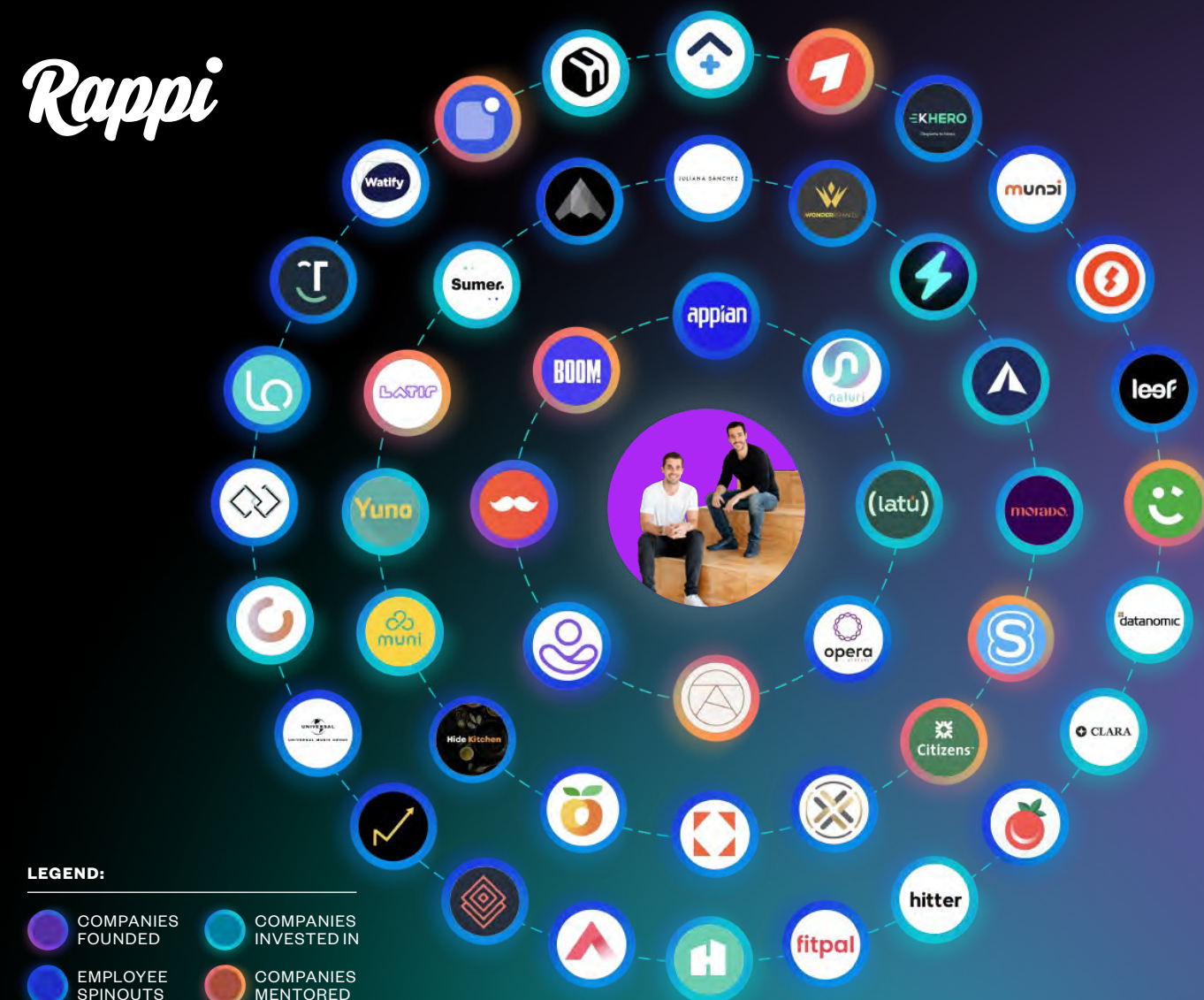
FUND IV:

125

MULTIPLIER EFFECT

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

Rappi



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



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

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

[Read the article](#)



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

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

[Read the article](#)



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

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

[Read the article](#)

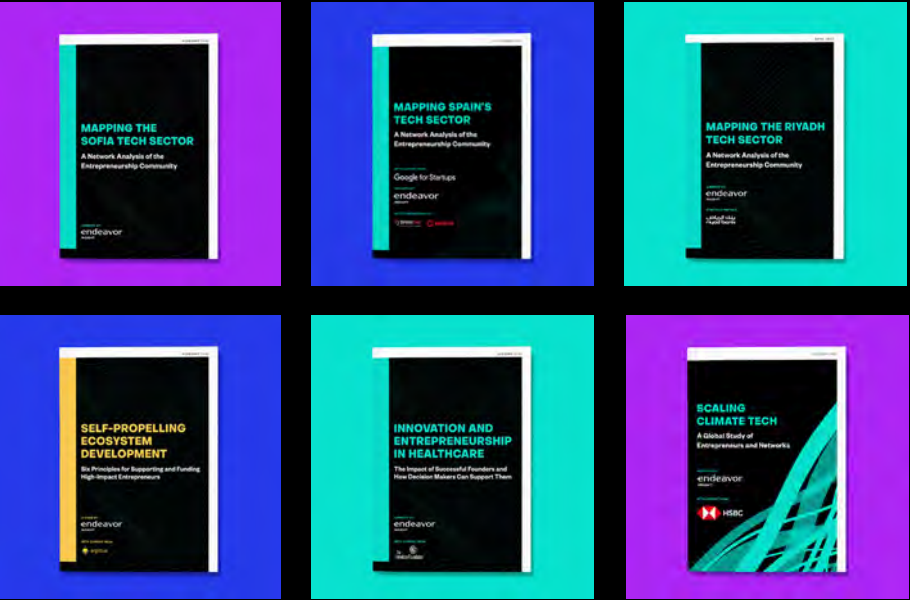


Pulled Term Sheets, Pinched Valuations, But No Lack of Entrepreneurial Conviction: Tracking Latin America’s VC Downturn

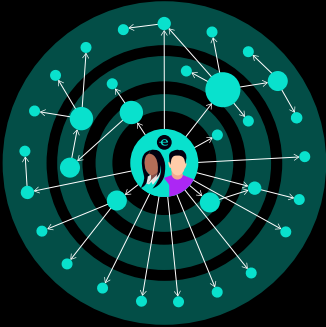
How will Latin America startup hubs weather the chill in startup funding and the changed power balance between entrepreneurs and investors? We rounded up quotes from investors, entrepreneurs, and analysts.

[Read the article](#)

OUR OPERATING MODEL



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



Multiplier Effects

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

[Read more](#)



Connectivity Across Geographies

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


[Read more](#)



Founder Pathways

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

[Read more](#)

A black and white photograph of two women, Verónica Pascual and another woman, working together on a circuit board. Verónica Pascual is on the left, pointing at the board, and the other woman is on the right, looking at the board. The background is blurred, showing what appears to be a workshop or laboratory setting. The image is overlaid with a series of teal circles of varying sizes on the left side.

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

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

Verónica Pascual, President

ASTI

Board Members

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

GUILLAUME POUSAZ

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

Global Board of Directors

Edgar Bronfman, Jr.

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

Guillaume Pousaz

Founder & CEO, Checkout.com
Endeavor Entrepreneur

Jason Green

Founder & General Partner, Emergence Capital Partners

Javier Olivan

VP of Central Products, Meta

Linda Rottenberg

Co-founder & CEO, Endeavor

Martin Escobari

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

Matt Harris

Partner, Bain Capital Ventures

Nick Beim

Partner, Venrock

Nicolas Szekasy

Co-founder & Managing Partner, Kaszek Ventures
Endeavor Entrepreneur

Reid Hoffman

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

Shu Nyatta

Managing Partner, Softbank

Veronica Allende Serra

Founding Partner, Pacific Investments & Innova Capital

Peter Kellner

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

Global Ambassadors

Our global ambassadors are an annual cohort of leading entrepreneurs and executives who pay it forward by sharing their knowledge and expertise with the next generation of successful entrepreneurs. See our 2022 Global Ambassadors below.

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

Anderson Thees

Managing Partner & Co-founder, Redpoint e.ventures

Chris Misner

Advisor and Former President of International, Roblox

Diego Piacentini

Founder, View Different

Francisco Alvarez-Demalde

Co-founder and Managing Partner, Riverwood Capital Partners

Jeff Brody

Partner and Co-founder, Redpoint Ventures

Joanna Rees

Managing Partner, West Ventures

Josh Silverman

CEO, Etsy

Kevin Ryan

Founder and CEO, AlleyCorp

Luis Lora

Managing Partner, Globo Ventures

Nicolas Aguzin

CEO of International Private Bank, J.P. Morgan

Roshini Bakshi

Managing Director, Everstone Capital Advisors

Scott Sobel

Co-Founder and Managing Director, Valor Capital Group

Local Boards of Directors

Indicates Board Member is an Endeavor Entrepreneur



ARGENTINA

Guibert Englebienne
Co-founder & CTO, Globant
Board Chair

Alejandro Larosa
Co-founder & President, Agrofy

Carlos Miguens
President, Grupo Miguens

Eduardo Bastitta
Co-founder & CEO, Plaza Logística

Eduardo Elsztain
Chairman, IRSA

Federico Braun
President, SAIEP

Gustavo Grobocopatel
President, Grupo Los Grobo

Luciano Nicora
Co-founder, Addventure Club Investor

Luis Zambonini
Partner, McDonalds

Marcos Galperin
Co-founder & CEO, MercadoLibre.com

Martín Migoya
Co-founder & CEO, Globant

Nelson Duboscq
Co-founder & CEO, Digital House


Nicolás Sanchez
CEO, Grupo Prima

Nicolás Szekasy
Co-founder & Managing Partner, Kaszek

Ricardo Neme
President, Censys

Roberto Souviron
Founder, Win Win Ventures

Vanesa Durán,
Founder Vanesa Joyas



ATLANTA

Lynne Laube
CEO, Cardlytics
Board Chair

David Cummings
Founder & CEO, Atlanta Ventures

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

Dave Gray
CEO, Stonybrook Ventures

Dave Keil
CEO, Lakeside Software

Jeff Arnold
Chairman & CEO, ShareCare

Jewel Burks Solomon
Managing Partner, Collab Capital

Mark Lewis
VP, Strategy & Corporate Development, Cox Enterprises

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

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

Nicolas Sanchez
CEO, Grupo Prima

Nicolas Szekasy
Co-founder & Managing Partner, Kaszek

Ricardo Neme
President, Censys

Roberto Souviron
Founder, Win Win Ventures

Vanesa Durán,
Founder Vanesa Joyas



BULGARIA

Kalin Radev
CEO, Software Group
Board Co-Chair

Hristo Hristov
CEO, Darik Radio
Board Co-Chair

Atanas Simeonov
CEO & Owner, Ocean Investments

Christo Iliev
Founder, AG Capital

Dennis Smith
Partner, Evolution Capital Partners

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

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

Kiril Boshov
Co-founder & Chairman, Eurohold Group

Lyubomir Minchev
Founder, Telink

Nedelcho Spasov
Co-founder, Management Financial Group


Petia Dimitrova
CEO & Chairperson, Eurobank Bulgaria

Pressian Karakostov
Founder, PhoneArena

Sabina Gyosheva
Co-founder & CEO, BY FAR

Stefan Gugushev
Founder & Managing Partner, Gugushev & Partners Law Office

Vassil Terziev
Managing Partner, Eleven Ventures



CANADA

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

Brad Zumwalt
President, Zinc Ventures

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

Chris Huskilson
Former CEO, Emera Inc.

Jim Estill
CEO, Danby Appliances

Joanna Harries
SVP of Expansion, Endeavor Global

Lindsay Machan
Co-founder, Angiotech Pharmaceuticals

Mike Mannix
Founder & Managing Partner, Band Capital Partners

Paul Desmarais III
Chairman & CEO, Sagard

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

Christoph Schiess
President, Tanica
Board Chair

Ariel Gringaus
CEO, Colegium

Javier Donoso
CEO, Geomar

Jorge Nazer
CEO, ALTO

Juan Enrique Rassmuss
Director CAP, Cemin


Kathleen Barclay
Director KCB

Mario Araya
Chairman, Kibernetum

Paula Jaras
Director, Entrelagos

Paula Valverde
Chairman, Limonada

Salvador Said
Scotiabank Director; Parque Arauco President; Embonor President



COLOMBIA

Kenneth Mendiwelson
Founder, Refinancia
Board Chair

Andrés Echavarría
Board Member, Organización Corona Colombia

Albert Douer
Chairman & Co-CEO, UBQ Materials

Diana Gómez Kopp
Co-Chair of the Board, Memo SAS

Eduardo Pacheco
President & CEO, Colpatria

Gonzalo Córdoba
President, Caracol Televisión

Julio Rojas Sarmiento
CEO, Cordillera Capital

Nicolás Loaiza Galeano
Executive President, Bodytech

Rubén Minski
President & CEO, Grupo Procaps

Simon Borrero
Co-founder & CEO, Rappi

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

Courtnee Chun
Chief Portfolio Officer, Liberty Media

David Cohen
Co-founder & Chairman, Techstars

Eric Remer
CEO, Evercommerce


Eric Roza
Managing Director, Vista Equity Partners

John Street
Founder & CEO, Pax8

Kent Thiry
Former Chairman & CEO, Davita

Mike Fries
CEO, Liberty Global

Sandi Lewis
Co-founder, Zayo Group



DETROIT

Nate Lowery
Co-founder & CEO, LexTM3 LLC
Board Chair

Jason Wenk
Founder & CEO, Altruist

Lynda Applegate
Baker Foundation Professor, Harvard Business School

Mike Vichich
Co-founder, Wisely

Stephen Shaya, M.D.
Managing Director, Akkad Holdings

Steve Jbara
President, Grand Rapids Gold

Alfredo Peña
CEO, Graitman

Andy Wright
Executive Vice President, La Favorita

Christof Leuenberger
Nestlé

Eduardo Berg
Danec

Fabián Baca
Casabaca

Fernando Moncayo
Inspectorio

Guillermo Lasso Alcivar
VP, Banco de Guayaquil


Juan Ribadeneira
Director, Independent

Juan Carlos Serrano
CEO, Grupo KFC

Pablo Salazar
CEO, Banco Diners Club

Rodrigo Ribadeneira
Marathon Sports

Roque Sevilla
President, Grupo Futuro



EGYPT

Amr Shady
Co-founder & CEO, Tribal
Board Chair
Ahmed Mekky
Chairman & CEO, Benya

Amir Barsoum
CEO & Founder, Vezeeta

Ashraf Zaki
Managing Partner, Lorax Capital Partners

Ayman Essawy
Co-founder & MD, Lucky App

Belal El-Megharbel
CEO, MaxAB

Dalia Ibrahim
CEO, Nahdet Misr Publishing House

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

Hisham Khazindar
Co-founder & MD, Qalaa Holdings

Hussein Rifai
CEO & Founder, Inertia Egypt

Mohamed Azab
Co-founder & CEO, Grinta

Mounir Nakhla
CEO, MNT Halan

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

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

Harun Hajadi
Managing Director, Ciputra Group

Husodo Angkosubroto
Chairman, Gunung Sewu Kencana


Nick Nash
Managing Partner & Co-founder, Asia Partners

Pandu Patria Sjahrir
Managing Partner, Indies Capital Partners

Dr. Raoul Oberman
Managing Director Sasya Terra Pte Ltd

Svida Alisjahbana
CEO, GCM Group

BOARD MEMBERS



GREECE

Costantza Sbokou-Constantakopoulou
Onwer & CEO, Pháea Resorts; Senior Architect, TEMES SA
Board Chair

Alexander Macridis
President & CEO, Chryssafidis SA

Andreas Stavropoulos
Partner, Threshold Ventures

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

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



IRELAND

The Edge
U2
Board Chair

Alan Foy
Chairman, VentureWave Capital

Anne Heraty
Founder, Cpl Resources

Denis O'Brien
Chairman, Digicel


Elaine Coughlan
Managing Partner & Founder, Atlantic Bridge

Mark Roden
Chairman & CEO, Ding

Matthew O'Dowd
Director, Investment Banking, Numis Securities

Paddy McKillen

Tony Kilduff
Chairman, Elgin Energy Holdings Ltd



ITALY

Pietro Sella
CEO, Sella Group
Board Chair

Monica Mandelli
Managing Director, KKR
Board Vice Chair

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

Diego Piacentini
Founder, View Different

Fabio Troiani
Digital entrepreneur and former CEO and founder of Bip

Fulvio Renoldi Bracco
CEO, Bracco Imaging SpA

Mario Costantini
CEO, Neva SGR

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

Paolo Merloni
Executive Chairman, Ariston Thermo



JAPAN

Taizo Son
Board Chair

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

Makoto Takano
CEO, MT Partners K.K.

Oki Matsumoto
Chairman & CEO, Monex Group, Inc.

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

Nadia Al Saeed
CEO, Bank al Etihad
Board Chair

Ahmad Abu Ghazaleh
CEO, International Wings Group & Abdali Hospital

Ali Al-Husry
Director, Hikma Pharmaceuticals

Dawod Alghoul
CEO, Capital Bank

Fahad Al Jasem
CEO, Zain Jordan

Hussam Hammo
CEO, Tamatem

Maher Kaddoura
Angel Investor & Management Consultant, nextmove

Michael Wakileh
CEO, ProgressSoft Corporation

Qais Sabri
Founder & CEO, Eon Dental

Randa Sadik
Deputy CEO, Arab Bank

Saad Mouasher
Chairman, Jordan Ahli Bank

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

Said Darwazah
Chairman & CEO, Hikma Pharmaceuticals

Samar Obaid
Partner, Ernst & Young

Walid Tahabsem
President & CEO,
Integrated Technology
Group

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

Ziad Shatara
CEO, Umniah


KENYA

Dr. Benson Wairegi
Board Chair

Anthony Muthusi
COO & Partner,
EY Kenya

Darshan Chandaria
Director & Group CEO,
Chandaria Group

Isaac Awuondo
Chairman, NCBA
Bank Kenya PLC

Julian Kyula
Founder, EDOMx

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

Michael Mutiga
Chief Business
Development & Strategy
Officer, Safaricom

Muhoho Kenyatta
Chairman of the Board &
CEO, Brookside Dairies

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

Sachen Chandaria
Executive Director,
Orbit Chemicals Ltd

Sylvia Mulinge
CEO, MTN Uganda


LEBANON

Fadi Majdalani
Board Chair

Gaith Yafi
Co-founder,
BY Venture Partners

Karim Farra
Managing Director,
Manara Capital

Maher Mikati
Executive Director,
M1 Group

Mouhamad Rabah
General Manager, ZRE

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

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

Sami Khouri
CEO, Teeba Holding

Tarek Sadi
Partner,
Cornerstone Global


LOUISVILLE

Matt Thornton
Founder & Partner,
Thornton Capital
Board Chair

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

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

Brook Smith
CEO & Founder,
Smith-Manus

Doug Grissom
Managing Director,
Madison Dearborn Partners

Greg Pope
Louisville Office
Managing Partner, EY

Jackson Andrews
Managing Director,
Endeavor Louisville

Joe Kelley
President & CEO,
Kelley Construction

Kimberly Halbauer
President, Fifth Third Bank

• **Kaveh Zamanian**
Founder & CEO,
Rabbit Hole Distillery

Ron Turnier
Co-founder & CEO,
WhatChefsWant!

• **Stacy Griggs**
CEO, El Toro


MALAYSIA

Brahmal Vasudevan
Founder & CEO, Creador
Board Chair

Afzal Abdul Rahim
Commander-in-Chief,
TIME dotCom

Chern Yuan Lim
Group CEO,
Yinson Holdings


• **Eric Cheng**
Co-founder & Group CEO,
Carsome

• **Loi Tuan Ee**
Founder, The Holstein
Milk Company

Mark Chang
Founder, JobStreet

• **Fadzarudin Shah Anuar**
Co-founder & CEO,
FV Group

Thomas G. Tsao
Co-founder, Gobi Partners


MEXICO

• **Adolfo Babatz**
Co-founder & CEO, Clip

Agustín Coppel Luken
Chairman & CEO, Coppel

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

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

Elías Cababié Daniel
Chairman & CEO, GICSA

Emilio Azcárraga Jean
Chairman, Televisa

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

Jean Michel Enríquez
Partner, Creel, García-
Cuellar, Aiza y Enríquez

Karla Berman
Former Operating Leader,
SoftBank


Luis Cervantes
Head of Mexico,
General Atlantic

• **Mariana Castillo**
Co-founder & Co-CEO,
Ben & Frank

Paqui Casanueva Pérez
Chairman, INTERprotección

Sergio Rosengaus Leizgold
Founder & CEO,
KIO Networks

Sergio de la Vega
CEO, Gulf Mexico


MIAMI

Andres Moreno
CEO, Open Education
Board Co-Chair

Ernest Bachrach
Former Managing Partner,
Advent International
Board Co-Chair

• **Abi Mandelbaum**
Co-founder, YouVisit;
Visionary; Innovator;
Investor; Advisor

AJ Nahmad
President, Watsco, Inc.

Alberto Beeck
Partner, VH Properties

Anshu Motwani
SVP, Bayview Asset
Management

• **Emiliano Abramzon**
Co-founder, Nearpod

Henry “Hank” M. Dudgeon, III
Partner, Future Labs
Capital; Co-founder, Davin
Holdings; Owner, Real
Estate Buildings in Ashburn
Virginia

Jamie Knall
Partner, The Knall Cohen
Group of Stifel Nicolaus

Jessica Mindich
Founder & CEO,
Caliber Collection


Julia Figueiredo
Director for Latin America,
Partners For Growth

Matt Haggman
Executive Vice President,
Opportunity Miami,
Beacon Council

Maurice R. Ferré, M.D.
CEO & Chairman,
INSIGHTEC

Michael Simkins
President & CEO,
Lion Development Group

Raul Moas
Senior Director,
Knight Foundation


MOROCCO

Khalid Zitouni
Founder & CEO, MaroTech
Board Chair

Adnane Filali
Managing Partner,Azur
Innovation Management

Ali Bettahi
Chairman, Equity Invest


Brahim El Jai
Senior Partner, Africinvest

Ely-Michel Ruimy
Chairman, Aerium

Ilan Benhaim
Partner & Cofounder,
IB Participations

Salma Benaddou Idrissi
Founder & Managing
Partner Baker Tilly Burj
Finance

• **Sophia Alij**
Co-founder & COO,
Chari


NIGERIA

Atedo Peterside (con)
President & Founder,
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Edgar (Injap) Sia II, Double
Dragon Properties Inc.
Eduardo Brenner
Eduardo Elsztain
Ekechi Nwokah
El Toro
Elise Mitchell
Endeavor Chile
Endeavor Detroit
Endeavor Greece
Endeavor Poland
Endeavor Puerto Rico
Endeavor Saudi Arabia
Endeavor South África
Eric Remer
Eric Roza
Erich Muschellak
Ernst Gouws
Eugenio Mattar
Fábio Barbosa
Fabio Cannavale
Fabio Troiani

Fadi Majdalani
Fahad Al Jasem / Zain Jordan
Federico Braun
Fernando Oliveira
Finaccess Filantropia
Fleetio
Fortbrasil
Francisco Agustín
Coppel Luken
Francisco Alvarez-Demalde
Fred Kneip
Frederico Trajano
Inácio Rodrigues
FTV Capital
Fulvio Renoldi Bracco
Fundacion Fleishman IAS
Fundación Universitaria
del Norte
Gaith El Yafi
General Atlantic Service
Company, LLC
George Crowley
GICSA
Gilberto Zancopé
Go Cases
Goldman Sachs
GPA
Greg Gatesman
Grissom Family Fund at
Goldman Sachs Philanthropy
Gruindag
Grupo Bursatil Mexicano
Grupo De Inversiones
Suramericana S.A.
Grupo Trigo
Guibert Englebienne
Guilherme Affonso Ferreira
Guilherme Weege
Gulf
Gunderson, Dettmer, Stough,
Villeneuve, Franklin &
Hachigian, LLP
Gupy
Gustavo Grobocopatel
Haakon Lorenzetsen
Handle Global
Harmac Medical
Harris Beach Pllc
Heinz Family Foundation
Herman Bosman, RMB
Holdings & RMI Holdings
Hernan Lopez
Family Foundation
Hotmart
Housi
Hristo Hristov
Hussam Hammo / Tamatem
I Systems
IBM Argentina
Idwall
ifood
Impact46

IMS Corporate –
Aleph Group Inc.
In Loco
Independent Health
Association, Inc.
Información Localizada
Intelipost
Interconexión Eléctrica
S.A. E.S.P.
INTERprotección
Inversiones MCN
Involves
Ipiranga
Isaac Awuondo-NCBA
Bank Kenya PLC
Itau Unibanco
Jaideep Gulab
James Madden
Jared Weinstein
Jasper Graf von Hardenberg
Jean-Marc Etlin
Jeff Brody
Jewel Burks Solomon
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Joanna Rees
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José Galoo
José Leopoldo Figueiredo
Josh Silverman
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Julio Ricardo
Julius Baer
Kalín Radev
Kaluz
Karim Farra
Kavak
Kelley Construction
Kene Okwuosa
Kent Thiry
Kevin Ryan
Khazanah
Kinedu
King & Spalding
Kio Networks
Kiril Boshov
Knotion
Korn Ferry
Kovi
KPMG (Ireland)
Kyle Porter
La Haus S.A.S
Landing, Inc.
LATU
Le Thi Tran
LeaseQuery LLC
Lee Mayer
Lightship Foundation
Lim Chern Yuan
Liv Up
Luciano Nicora
Luis Stuhlberger

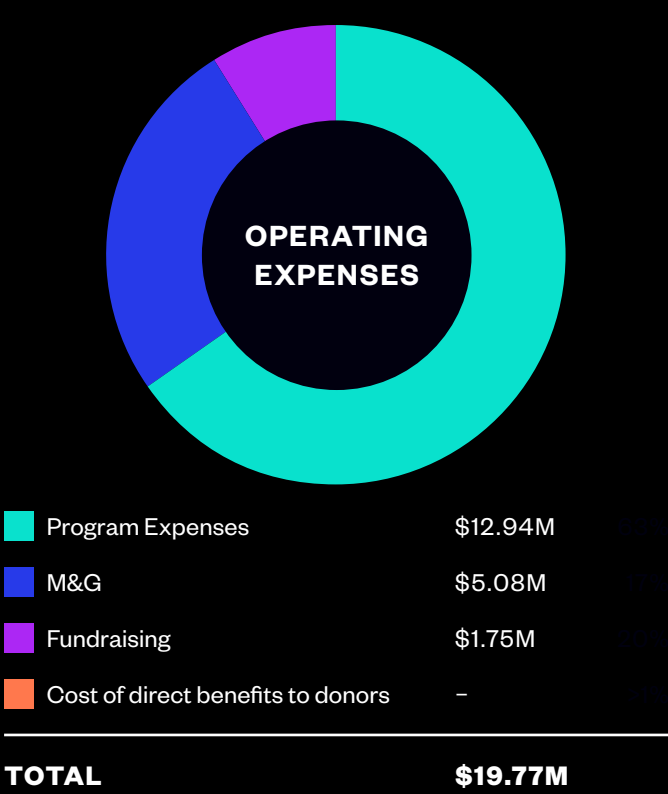
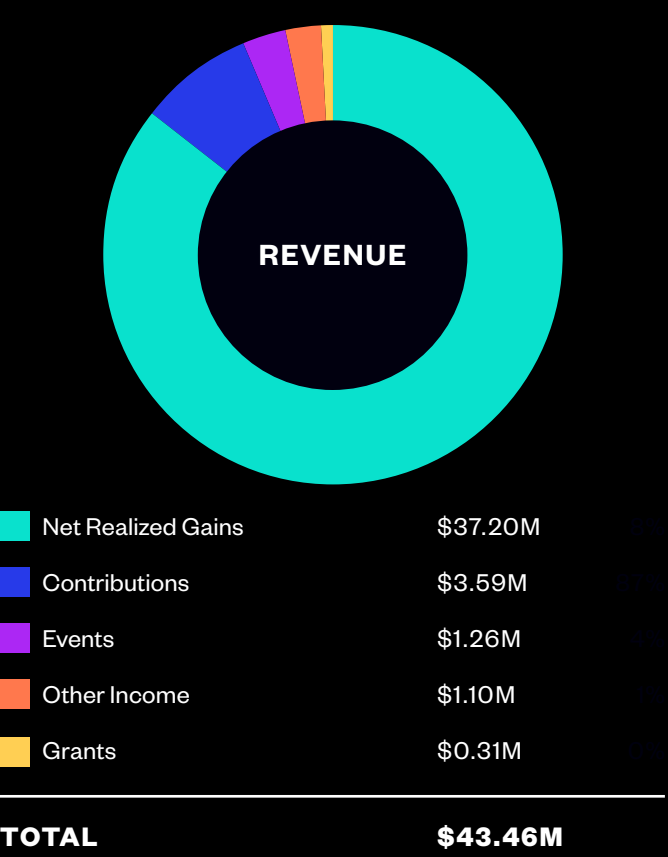
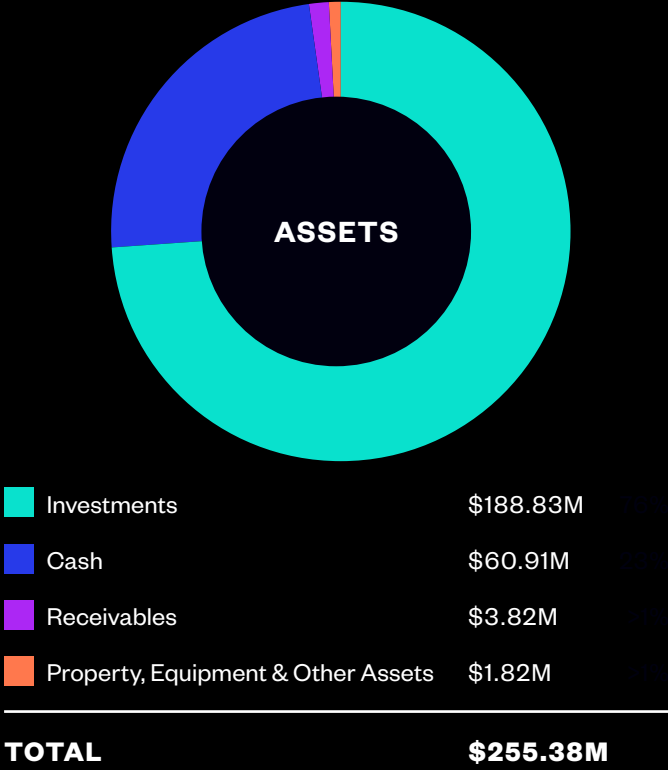
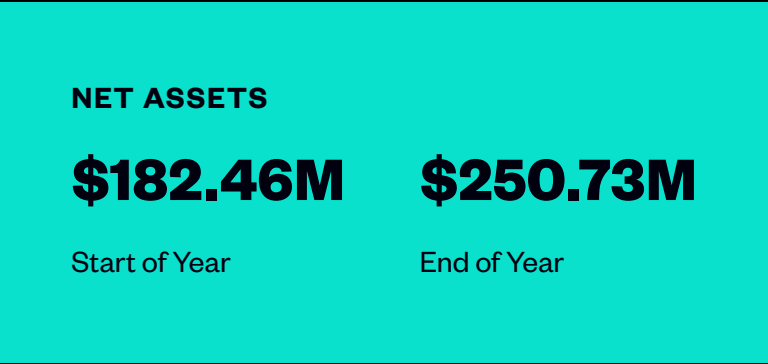
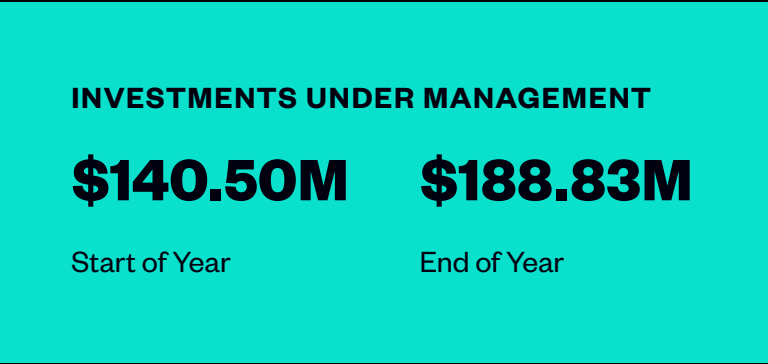
Luiza Helena Trajano
Lynda M. Applegate,
Harvard Business School
Lynne Laube
M2
Madeira Madeira
Maher Kaddoura
Maher Mikati
Maples Group (Ireland)
Marc Haas Foundation
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Marcelo Lacerda
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Martín Escobari
Martín Migoya
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Matthew Thornton
Matthew Wetschler
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Nedelcho Spasov
Nelogica
Nelson Family Foundation
Neoenergia
Neon
Nestor Nocetti
Nicolas Aguzin
Nicolás Sanchéz
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Nowports
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Refinancia S.A.S
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Roadsync
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Rock Content
Rocketchat
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Roy Haddad
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RxLightning
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Sami Khouri
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To Hong Trang
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Visa
Viviane Martins
Vodafone Turkey
Votorantim
Vtex
Vu Lam
Vukani Mnxgati, Accenture
Walid Tahabsem / ITG
Wegmans
Weston Gaddy
Wilfred Steven Uytensu /
Alaska Milk Corporation
Worthix
Yemi Lalude
Yousef Shamoun
Zakhe Khuzwayo
Zebrands
Zendesk
Zenvia
Ziad Shatara / Umniah
Zubale

Financial Snapshot

Per Endeavor Global Inc Consolidated financial statements
As of December 31, 2021



Information on the current financial statements is from Endeavor for the fiscal year ending December 31, 2021. The information is presented in U.S. dollars and is unaudited. Endeavor is not a public company and is not subject to the same requirements as public companies.

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- Adrian Garcia-Aranyos**
President
- Allen Taylor**
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- Jackie Carmel**
Managing Director, Endeavor Catalyst
- Joanna Harries**
SVP, Global Expansion
- Margarita Chavez**
SVP, Finance & Administration
- Santiago Muro**
VP, Global Partnerships
- Silvia Cavalcanti**
VP, Marketing & Communications
- Carmela Bulacan Tran**
Finance Director
- Dustin Poh**
Creative Director
- Evan Bullington**
Director, Entrepreneur Selection
- Kirk Benson**
Chief of Staff
- Leah Barto**
Senior Director, Research
- Marina Turner**
Senior Director, Entrepreneur Services
- Marta Ghiglioni**
Director, Entrepreneur Services
- Nasim Novin**
Senior Director, Entrepreneur Services
- Nathan Cohen**
Senior Director, People

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- Atlanta:** Aaron Hurst
- Brazil:** Camilla Junqueira
- Bulgaria:** Momchil Vassilev
- Canada:** TBA
- Chile:** José Manuel Correa
- Colombia:** Camila Salamanca
- Colorado:** Daniel Feld
- Detroit:** Diana Callaghan
- Ecuador:** Pablo Freund
- Egypt:** Amr El Abd
- Greece:** Panagiotis Karampinis
- Indonesia:** Wayah Wirotu
- Ireland:** Rory Guinan
- Italy:** Marco Rampazzo
- Japan:** Rina Otsuka
- Jordan:** Dina Shawar
- Kenya:** Maryanne Ochola
- Lebanon:** Christina Chehade
- Louisville:** Jackson Andrews
- Malaysia:** Adlin Yusman
- Mexico:** Vincent Speranza
- Miami:** Claudia Duran
- Morocco:** TBA
- Nigeria:** Ireayomide Oladunjoye
- NW Arkansas:** Canem Arkan
- Pakistan:** Ali Samir Oosman
- Peru:** Paloma Aramburu
- Philippines:** Manuel Ayala
- Poland:** Bartosz Lipnicki
- Portugal:** Ricardo Mesquita
- Puerto Rico:** Cristina S. Tamayo Pérez
- Romania:** Mihnea Craciun
- Saudi Arabia:** Lateefa Alwaalan
- South Africa:** Alison Collier
- Spain:** Antonio Iglesias
- Tunisia:** Walid Bellagha
- Turkey:** Aslı Kurul
- UAE:** Noor Shawwa
- Uruguay:** Analia Mígues
- Vietnam:** Lan Anh Nguyen
- Western NY:** Alan Rosenhoch

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

REID HOFFMAN

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