



Impact Analysis Report v2

Deliverable 3.4 Impact Analysis v2

Prepared by: Startup Wise Guys

Description

This report is designed to comprehensively cover all aspects of the acceleration programme for women-led deep tech startups analyzing the impact of the acceleration programme, including the execution, results achieved, feedback collected, and analytical insights into the services provided

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Table 2. History of Changes

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1. EXECUTIVE SUMMARY

1.1 Overview of the Acceleration Programme

The EmpoWomen project implemented a distinctive six-month Acceleration Programme structured in two key phases—"Build and Scale" (led by Startup Wise Guys) and "Investment Readiness" (managed by Business Angels Europe)—which successfully supported 14 selected women-led deep tech ventures with equity-free funding and service vouchers. The core intent of this initiative was to unlock the potential of women-led startups from Widening Countries, mitigating significant funding and market entry challenges to ultimately foster a more equitable deep tech ecosystem. Although activities were predominantly online, the programme incorporated four critical physical engagements, including a mandatory onsite Demo Day in Bucharest, attending Hello Tomorrow Conference in Paris, How to Web Conference in Paris and Valencia Digital Summit 2025 in Valencia.

Building on these outcomes, strategic recommendations for future iterations include implementing tailored content tracks aligned with startup maturity, enhancing investor readiness components, expanding mentor diversity, and establishing a robust alumni network for sustained post-programme support. Furthermore, the current programme structure was consciously maintained for delivery consistency, specifically because feedback from previous participants strongly validated the effectiveness of the existing core model and phase sequencing, ensuring that these comprehensive strategic enhancements are targeted for incorporation into subsequent programme cycles.

1.2 Key Findings and Impact Summary

The EmpoWomen project has successfully concluded its 2nd cohort, making significant and measurable progress in empowering women-led deep-tech startups from Widening Area countries. The project delivered targeted equity-free funding, tailored acceleration services, and impactful ecosystem-building initiatives.

Below are the essential insights and critical findings gathered throughout the project's 2nd batch of startups. These highlight the key areas of focus that defined the project's success and shaped its lasting impact on promoting gender equality in the European deep-tech sector:

- The EmpoWomen project successfully launched its 2nd open call, **attracting 251 proposals** from startups from **14/28 widening-area countries**, demonstrating a strong demand for support among women-led deep-tech startups.
- A total of **14 high-potential startups were selected to join the programme**, providing them with equity-free funding and access to essential business development resources to enhance their

growth and scalability.

- The project's acceleration programme, which combined in-person and online activities, received a **satisfaction rating of 4.6/5 from participants**, highlighting the effectiveness of its tailored support.
- Through strategic mentorship, the project connected women founders with **over 50 mentors**, providing valuable guidance on product validation, market entry, and investment readiness.
- EmpoWomen facilitated **direct connections with venture capitalists (VCs) and business angels (BAs)**, enhancing startups' access to potential investors across Europe.
- The programme successfully integrated sustainability and **long-term growth strategies into the participants' business models** through workshops, webinars, and investor engagement opportunities.
- Digital and in-person dissemination efforts generated **over 120,000 social media impressions**, significantly raising awareness of the project's goals and activities, with a focus on engaging female entrepreneurs, investors, and policymakers.

1.3 Recommendations for Future Programmes

Building on the insights gathered throughout the EmpoWomen Acceleration Programme, several key recommendations have been identified to enhance the design and impact of future initiatives supporting women-led deep tech startups.

1. Tailored Content and Earlier Investor Access

The variation in startup maturity within the cohorts made it challenging to design sessions equally relevant to all participants. Early-stage founders required business fundamentals, while advanced startups needed targeted support on scaling and internationalization.

- **Recommendation:** Implement dedicated learning tracks for early-, mid-, and late-stage startups to ensure stage-appropriate content and individualized growth pathways.
- **Recommendation:** Integrate investor interactions earlier in the programme to allow participants to apply investor feedback throughout their strategic and operational development.

2. Administrative and Communication Overload

Participants found the combined workload of online sessions, assignments, and documentation demanding, often difficult to balance alongside day-to-day operations.

- **Recommendation:** Streamline administrative processes, simplify forms, and consolidate deliverables to free up founders' time for business execution.
- **Recommendation:** Establish a single, centralized communication platform to replace multiple tools,

improving coordination and reducing confusion.

3. Enhancements to Mentoring and Content Quality

While mentorship was widely praised, some sessions were less aligned with specific development needs, particularly where mentors lacked direct entrepreneurial experience or content leaned toward theory.

- **Recommendation:** Enrich the programme with case studies, live demonstrations, and interactive Q&A sessions to enhance practical learning.
- **Recommendation:** Engage higher-profile industry events to increase visibility, networking, and investment opportunities for participants.

4. Post-Programme Continuity

Participants expressed a desire for stronger post-programme engagement to sustain momentum and collaboration.

- **Recommendation:** Establish a structured **Alumni Network** offering continued mentorship, networking events, and investor connections to support long-term growth and community building.

By embedding these elements, future programmes can further empower women-led deep tech startups to grow, attract investment, and lead innovation across Europe.

2. INTRODUCTION

2.1 Purpose and Scope of the Report

The purpose of this report is to present a comprehensive analysis of the impact achieved through the EmpoWomen Acceleration Programme, which aimed to empower and scale women-led deep tech startups from Widening Area countries. The report assesses the programme's outcomes across both cohorts, focusing on its effectiveness in strengthening entrepreneurial skills, supporting product and business development, and enhancing access to funding and international networks.

The scope of this report covers the full lifecycle of the programme — from selection and acceleration to post-programme impact — providing both quantitative and qualitative insights. It includes feedback from participants, mentors, and stakeholders, as well as an evaluation of programme design, implementation, and results. The findings serve to highlight key achievements, identify challenges, and outline recommendations for future initiatives supporting women-led innovation in Europe.

2.2 Overview of Women-led Deep Tech Startups in the Programme

From a total of 251 submitted applications, 14 outstanding women-led startups were selected to join the second cohort of the programme. The selection process focused on identifying ventures that demonstrated strong technological advancement, team excellence, high levels of innovation, and significant growth potential within their respective markets.

The selected startups represent four high-impact sectors driving Europe's innovation landscape:

- HealthTech & Biotech – including AI-driven diagnostics, drug discovery, and digital health solutions;
- CleanTech & Sustainability – focusing on CO₂ capture technologies, sustainable materials, and agricultural efficiency;
- AgriTech – covering precision farming, smart agriculture, and supply chain optimisation;
- Industrial Tech – encompassing robotics, automation, and advanced sensor technologies.

This diversity of solutions—spanning areas from enhanced fertility technologies to marine weather forecasting systems—illustrates the programme's success in fostering innovation across Europe's most critical and emerging markets. All participating startups are in the early stages of growth, focused on transitioning from prototype to market-ready products, achieving initial sales traction, and securing investment to accelerate their scaling journey.

3. PROGRAMME EXECUTION

OVERVIEW

3.1 Objectives and Goals of the Acceleration Programme

The EmpoWomen programme was designed to provide comprehensive, equity-free support to 14 women founders leading deep tech startups across Europe. Its primary goal was to catalyse business growth, maintain a minimal dropout rate, and empower participants to achieve their individual milestones. Beyond supporting the selected companies, the initiative aimed to strengthen the broader ecosystem of women entrepreneurs—fostering inspiration, visibility, and community among female innovators in the deep tech sector.

Over the course of the six-month acceleration journey, each startup worked toward a set of key performance indicators (KPIs) defined at the programme's outset, ensuring a structured, measurable framework for progress. Startups were also given the flexibility to tailor their participation, choosing activities aligned with their development stage, product maturity, and strategic goals—resulting in a highly personalised and impactful experience.

The programme combined customised training modules, expert mentorship, and individual coaching sessions to help founders overcome operational and strategic challenges, refine their business models, and advance their technologies toward commercial readiness and scalability. This holistic approach equipped participants not only with the knowledge and practical tools needed for growth but also with the confidence, resilience, and network to sustain their long-term entrepreneurial success.

3.2 Programme Structure

The programme structure largely followed the successful framework of previous editions, which had received strong positive feedback from both participants and mentors for its practical approach and measurable impact. In this cohort, however, a greater emphasis was placed on mentor diversity, including the involvement of more male mentors and industry specialists. This enhancement broadened the range of perspectives within the programme, encouraged balanced and inclusive discussions, and offered participants a deeper understanding of market dynamics, investor expectations, and sector-specific challenges.

The structure and framework for the six-month EmpoWomen acceleration programme was provided by SWG, specifically tailored for early-stage women founders and entrepreneurs in deep tech. The training was built around the core pillars of startup growth, focusing on:

- Developing a strong business concept with a clearly defined problem statement and value-driven solution;
- Acquiring the first customers and validating market demand;
- Advancing product development from the R&D phase to the creation of a Minimum Viable Product (MVP) or functional prototype;
- Building a supportive network of peers, mentors, and role models;
- Preparing for the first round of investment through pitch refinement and fundraising readiness.

The programme was divided into two parts:

PART 1: "Build and Scale" (led by SWG) – 8 Weeks + Progress Day

This phase focused on helping startups solidify their business foundation and scale their operations. It included:

- **Q&A Sessions** covering weekly topics.
- **Peer-to-Peer Sessions** for knowledge sharing and collaboration.
- **Webinars** on key business and scaling topics.
- **Individual Pitch Training** to refine pitch decks and presentation skills.
- **Fireside Chats with Role Models** to inspire and share practical insights.
- **Progress Day**, where startups presented their progress and received feedback.

PART 2: "Investment Readiness" (led by BAE) – 10 Weeks + Demo Day

- **Webinars** focused on investment readiness and pitching to investors.
- **Dedicated Mentor Day**, where startups received targeted mentorship from industry experts.
- **Demo Day**, the final event where startups showcased their progress to investors and stakeholders.

Programme Timeline for 6 months

Timeline

Programme timeline during 6 months



FIGURE. 1 Programme Timeline

Important Milestones

Table 1. Programme Important Milestones

Time period	Task	Result	Achievements
Month 1	<ul style="list-style-type: none"> Preparation of the KPIs Hello Tomorrow attendance 	<ul style="list-style-type: none"> Delivered Goals & KPIs PDF document Received 5K EUR grant after its confirmation 5k EUR Mentor voucher unlocked 5k EUR Events voucher unlocked 	All 14 startups
Month 3	<ul style="list-style-type: none"> Report on Part 1 KPIs including sufficient evidence Participation in Progress Day 	<ul style="list-style-type: none"> Received 20k EUR grant after confirmation Investment Readiness voucher unlocked 	All 14 startup
Month 6	<ul style="list-style-type: none"> Report on Part 2 KPIs including sufficient evidence How-To-Web conference attendance Demo Day attendance 	<ul style="list-style-type: none"> Received 20k EUR grant after confirmation¹ 	All 14 startup

In addition to the core programme activities, several additional activities were organized throughout the EmpoWomen programme to provide ongoing support and opportunities for the startups:

- **On-demand Meetings** with Lead coaches, arranged upon request.
- **Extra Mentoring Sessions** with industry experts.
- **Attendance at Two Major Tech Events** to enhance networking and market exposure (Hello Tomorrow & How To Web).
- **Demo Day** was held as an onsite event in Bucharest, Romania, where startups presented their progress to a broader audience.

During Part 1, startups had access to comprehensive learning materials, including:

- **Pre-recorded Videos on key topics.**
- **Numerous Tasks** provided in Word and Excel document templates.
- **Other Resources** to help startups understand each topic and apply the concepts to their own

¹Subject to final payment from the EC

businesses.

As in the first cohort, the tools and communication channels remained consistent, ensuring a structured and efficient programme delivery. All materials were integrated into the Airtable platform, enabling startups to track their progress and apply practical insights directly to their business cases. Throughout the programme, daily communication was facilitated via Slack, providing an open and responsive channel for real-time interaction and support. The Programme Lead remained readily available to address questions and provide ongoing guidance. All live sessions were conducted via Zoom.

3.3 Participant Selection Criteria

After closing the second open call for the EmpoWomen programme, the open call management team initiated and managed the evaluation process, ensuring fairness and thoroughness at every stage. This process, which is further detailed in D2.4 Open Call Documentation and D2.5 Discovery Impact Report v2, started with an eligibility check, aimed at confirming whether the applications adhered to the administrative conditions of the programme. Out of the 251 applications received, 64 were found ineligible, leaving 188 submissions to proceed further.

Proposals that passed the eligibility check proceeded to the remote evaluation stage. To ensure impartiality and consistency, each application was reviewed by two external and independent evaluators—one with a business focus and one with a technical focus—who possessed expertise in entrepreneurship, investment, and innovation, and were not part of the consortium. Evaluators assessed each proposal based on three key criteria:

- **Excellence:** The novelty, innovation, and technological viability of the project.
- **Impact:** The potential societal, economic, and market benefits.
- **Implementation:** The feasibility of the work plan, including team capacity and resource management.

In total, 188 eligible applications were evaluated by two experts each. Of these, 49 were marked as under the evaluation thresholds, while 139 were positively assessed, indicating that over 55% of proposals demonstrated strong quality and potential. As in the first call, a normalisation process was implemented to ensure impartiality and comparability among evaluations. Each proposal was assessed independently by two reviewers who were unaware of each other's evaluations to prevent bias. A standardisation procedure—outlined in detail in the applicant guidelines and D2.4—was applied to balance the distribution of scores and correct for any discrepancies between evaluators. This mathematical normalisation allowed all proposals to be ranked fairly based on

their standardised scores, ensuring transparency and equity in the evaluation outcomes.

The online interview phase followed the same structure as in the first open call and aimed to assess both the project ideas and the teams behind them in greater depth. The top-ranked 28 proposals from the remote evaluation stage were invited to participate in virtual interviews. Each interview was conducted by at least two external experts together with a consortium representative to evaluate the project’s alignment with the programme’s objectives and confirm the team’s capabilities. Following this stage, 14 of the highest-performing projects were selected for participation in the EmpoWomen programme.

At the end of the evaluation process, the final ranking was based on the cumulative results of both the remote evaluation and interview phases. The top-scoring proposals were invited to sign the sub-grant agreement and officially join the EmpoWomen programme. All applicants received detailed feedback through an Evaluation Summary Report (ESR), ensuring transparency and providing constructive insights for future development.

The evaluation process of the second EmpoWomen open call was designed and executed with rigour, impartiality, and transparency. Through multiple layers of expert review, normalisation, and interviews, only the most promising, innovative, and impactful proposals were selected. The strong quality of the evaluated projects—more than half surpassing the established thresholds—demonstrates the excellence and competitive spirit of the applicants, reinforcing the credibility and effectiveness of the EmpoWomen selection framework.

3.4 Timeline of Key Activities and Milestones

The key activities and milestones are as follows:

Table 2. Key activities and milestones

Events & Date	Short Description
<p>Programme start “Welcome session” and onboarding (March 3, 2025)</p>	<p>The programme officially began with an online Welcome Session, bringing together 14 selected startups and the project’s partners. The session aimed to provide a comprehensive overview of the programme’s structure, expectations, and key milestones. It also served as an opportunity to address participants’ remaining questions, ensuring that everyone was fully onboarded and ready to embark on the journey ahead.</p>

<p>Contract, Legal Aspects + QA (February 25, 2025)</p>	<p>As part of the EmpoWomen training curriculum, participants engaged in a dedicated module on Contracts and Legal Aspects, followed by a Q&A session tailored to their individual business needs. This segment aimed to strengthen the founders’ understanding of the legal foundations essential for building and scaling a startup, ensuring that participants could make informed decisions and mitigate common risks in early-stage development.</p>
<p>Hello Tomorrow (March 13- March 14, 2025)</p>	<p>EmpoWomen’s startups attended the event to meet the Project Officer and showcased their innovations to investors, executives, and entrepreneurial enthusiasts at their dedicated booth.</p>
<p>Progress Day (May 23, 2025)</p>	<p>The Progress Day served as a key milestone in the EmpoWomen programme. This online event brought together all 14 startups, project partners, and lead coaches to evaluate the startups’ progress following the completion of Part 2. The session focused on reviewing achievements, challenges, and key performance indicators (KPIs) reached by each team, while providing constructive feedback to help them prepare for the next phase of their development journey.</p>
<p>Summer break (August 4, 2025 - August 29, 2025)</p>	<p>Following Progress Day, the programme paused for a summer break, giving startups time to recharge and reflect. While no live sessions took place during this period, participants were assigned a summer task focused on developing their financial plans and defining their investment needs. Startups also had the option to continue mentoring sessions throughout the break, allowing them to stay aligned with their goals despite the pause in structured programming.</p>
<p>Start of Part 2 “Investment Readiness” (September 8, 2025)</p>	<p>The second phase of the programme, Investment Readiness, began with an online group session. During this event, startups were introduced to the main objectives and structure of Part 2. The session provided an overview of the upcoming support, activities, and milestones designed to help participants strengthen their investment readiness and prepare for business growth.</p>
<p>Demo Day (September 30, 2025)</p>	<p>The programme concluded with Demo Day, which served as the graduation event for the 14 participating startups. Each team delivered a pitch presentation, competing for one of three cash prizes awarded to the most promising companies. The event brought together programme partners, external jury members, and potential investors, providing startups with a valuable platform to showcase their</p>

	achievements and attract further support.
<p>How-To-Web conference</p> <p>(October 1-2, 2025)</p>	<p>In a similar manner to the first event voucher, the startups attended the How-To-Web conference in Bucharest, Romania, benefiting from an enhanced platform for networking and exposure. This time, a shared booth provided a central space for the startups to present their innovations collectively, drawing increased attention from attendees. Additionally, all startups actively participated in one-on-one meetings with investors, corporates, and mentors, maximising their opportunities to build strategic connections and gain valuable insights for their growth.</p>

3.5 Mentorship (vouchers)

The mentorship component of the EmpoWomen programme was a vital pillar in ensuring the success of the participating startups.

At the outset of the programme, each startup was assigned a Lead Coach. The primary role of the Lead Coach was to support the startup throughout the six-month programme, ensuring that the set KPIs were both reasonable and achievable. Lead Coaches held regular meetings with their assigned startups to discuss critical challenges, provide guidance, and agree on actionable next steps. Their main responsibility was to ensure that the KPIs were met and that the evidence provided was sufficient to demonstrate the startup's progress and achievements.

Tabel 3. Lead coaches by startups

Expert	Assigned startups	Origin of expert	Areas of expertise
Nadiia Yuzkova	W2W (Wearify)	Ukraine	Full-Stack Web Development AI-Powered SaaS Platforms Product Architecture & Leadership Automation & API Integrations

			AdTech & Creative Automation
Karina Lapina	Tay Wasit Corium Biotech	Ukraine	Goals and KPIs Product market fit Product differentiation, problem definition Sustainability and Sustainable Tech Circular business models
Zane Bojare	Skin Future Centrum Cognitio	Latvia	3 min investor pitch (storytelling, slides, feedback) B2B branding and rebranding Personal brand on LinkedIn Company culture and values development Storytelling and public speaking
Camelia Isaic	AMYGDALAEHELTH PURR.AI	Hungary	Fundraising, Growth, Investor Relations
Rita Katona	AlongRoute Shin Rai Robotics Veles Sense	Hungary	Business Development, Business Models, Entrepreneurship, Growth, Growth Hacking, Landing Pages, User Acquisition, Tech, Go-to-market Strategy
Svitlana Malovana	Helios Enhanced Fertility eDynamics	Ukraine	B2B Sales, Go-to-market Strategy, Product-Market Fit, Idea Validation, Negotiation, Legal

Table 4. Ad-hoc mentoring by startups

Startup	Mentors
eDynamics Technologies	Mike Bomas, Alberto Manas, Daria Demchenko, Emil Syundyukov, Francisco Mejia, Nilanjay Ghura

Veles Sense	Gilles DC, Martin Roos, Lee Lam, Mario Krivokapić, Daria Demchenko, Nilanjay Ghura
PURR.AI	Mariia Tintul, Gilles DC, Jarek Dudko, Francisco Mejia, Daniel Kulig, Daria Demchenko
Amygdala Health	Ismael Cruces, Mariia Tintul, Martin Roos, Mario Krivokapić, Eoin McGuinness, Daria Demchenko
AlongRoute	Francisco Mejia, Mariia Tintul, Diana Karyan, Jarek Dudko, Lee Lam, Hamza Najjar
Shin Rai Robotics	Mario Krivokapić, Martin Roos, Mariia Tintul, Farook Shahabi, Nilanjay Ghura, Mike Bomas
SkinFuture	Zane Bojare, Hamza Najjar, Mario Krivokapić, Gilles DC, Daria Demchenko, Tatiana Chavarriaga
TAY Software Technologies Inc.	Zane Bojare, Mario Krivokapić, Priit Uulstund, Francisco Mejia, Mikk Mihkel Vaabel, Diana Karyan
Wasit	Jarek Dudko, Herty Tammo, Francisco Mejia, Diana Karyan, Krista Jakobson-Hadar, Daria Demchenko
Centrum Cognitio	Mariia Tintul, Dag Ainsoo, Lee Lam, Mario Krivokapić, Diana Karyan, Francisco Mejia
HELIOS	Nilanjay Ghura, Lee Lam, Karina Lapina, Daria Demchenko, Francisco Mejia, Zane Bojare
Enhanced Fertility	Mariia Tintul, Jarek Dudko, Daniel Kulig, Daria Demchenko, Mike Bomas, Emil Syundyukov
Corium Biotech	Martin Roos, Mikk Mihkel Vaabel, Diana Karyan, Daniel Kulig, Daria Demchenko, Brianna Quintero

Wearify	Mariia Tintul, Jarek Dudko, Priit Uulstund, Daniel Kulig, Patrick Collins, Daria Demchenko
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Table 5. Mentor day by startups

Startup	Mentors
eDynamics Technologies	Tiberiu Iacomi (x2), Emmett King, Flavia Richardson, Elsa Hyland, Katrin Kiviselg
Veles Sense	Claire Harbour, Sergey Kudryashov, Dagnija Veide, Anastasiia Zahorodniuk
PURR.AI	Tiberiu Iacomi, Michael Honoré, Oleksandra Vlasiuk, Marton Medveczky, Kalev Kaarna
Amygdala Health	Tiberiu Iacomi, Flavia Richardson, Elsa Hyland, Oleksandra Vlasiuk, Kalev Kaarna
AlongRoute	Johanna Fräki, Elsa Hyland, Dagnija Veide, Anastasiia Zahorodniuk
Shin Rai Robotics	Elsa Hyland, Oleksandra Vlasiuk, Katrin Kiviselg, Priit Uustulnd, Kalev Kaarna
SkinFuture	Johanna Fräki, Flavia Richardson, Elsa Hyland
TAY Software Technologies Inc.	Kalev Kaarna, Eyal Livne, Elsa Hyland, Tiberiu Iacomi, Karina Lapina
Wasit	Tiberiu Iacomi, Claire Harbour, Jorim Holtey-Weber, Elsa Hyland, Karina Lapina

Centrum Cognitio	Iryna Manukovska, Jorim Holtey-Weber, Flavia Richardson, Elsa Hyland, Maha Gselman
HELIOS	Johanna Fräki, Tiberiu Iacomi, Elsa Hyland, Flavia Richardson, Karina Lapina
Enhanced Fertility	Tiberiu Iacomi, Emmett King, Flavia Richardson, Elsa Hyland, Marton Medveczky
Corium Biotech	Anastasiia Zahorodniuk, Dagnija Veide, Tiberiu Iacomi, Johanna Fräki, Karina Lapina
Wearify	Emmett King, Sergey Kudryashov, Dag Ainsoo, Richard Georg Engström

Each startup had the opportunity to choose up to six mentors during the six-month programme, selecting individuals who best matched their specific needs. A total of 76 individual mentoring sessions were conducted throughout the Cohort 2, with an additional 56 one-on-one sessions held on the dedicated Mentor Day. These mentor sessions provided crucial support in helping startups achieve their KPIs and business goals. To assess the effectiveness and impact of these sessions, feedback was collected from both the startups and the mentors, ensuring a comprehensive evaluation of the mentorship experience.

3.6 Networking events (vouchers)

3.6.1 Hello Tomorrow Conference

Founded in 2014 and held annually in Paris, France, Hello Tomorrow has grown into one of the world’s leading deep-tech conferences. The event serves as a global platform for science and technology innovation, connecting groundbreaking startups with investors, corporations, and research institutions. Each year, it showcases cutting-edge solutions addressing major global challenges and fosters collaboration across disciplines, driving the future of technology and entrepreneurship.



FIGURE. 2 EmpoWomen stand and EmpoWomen Startups at Hello Tomorrow with the Project Officer and Project Partners

3.6.2 How-To-Web Conference

Established in 2012 and hosted annually in Bucharest, Romania, How to Web has become a leading startup and technology conference in Eastern Europe. The event serves as a key platform for innovation, knowledge exchange, and investment, bringing together entrepreneurs, investors, and industry experts. Each year, it highlights the region’s technological potential and fosters collaboration within a global network of stakeholders.

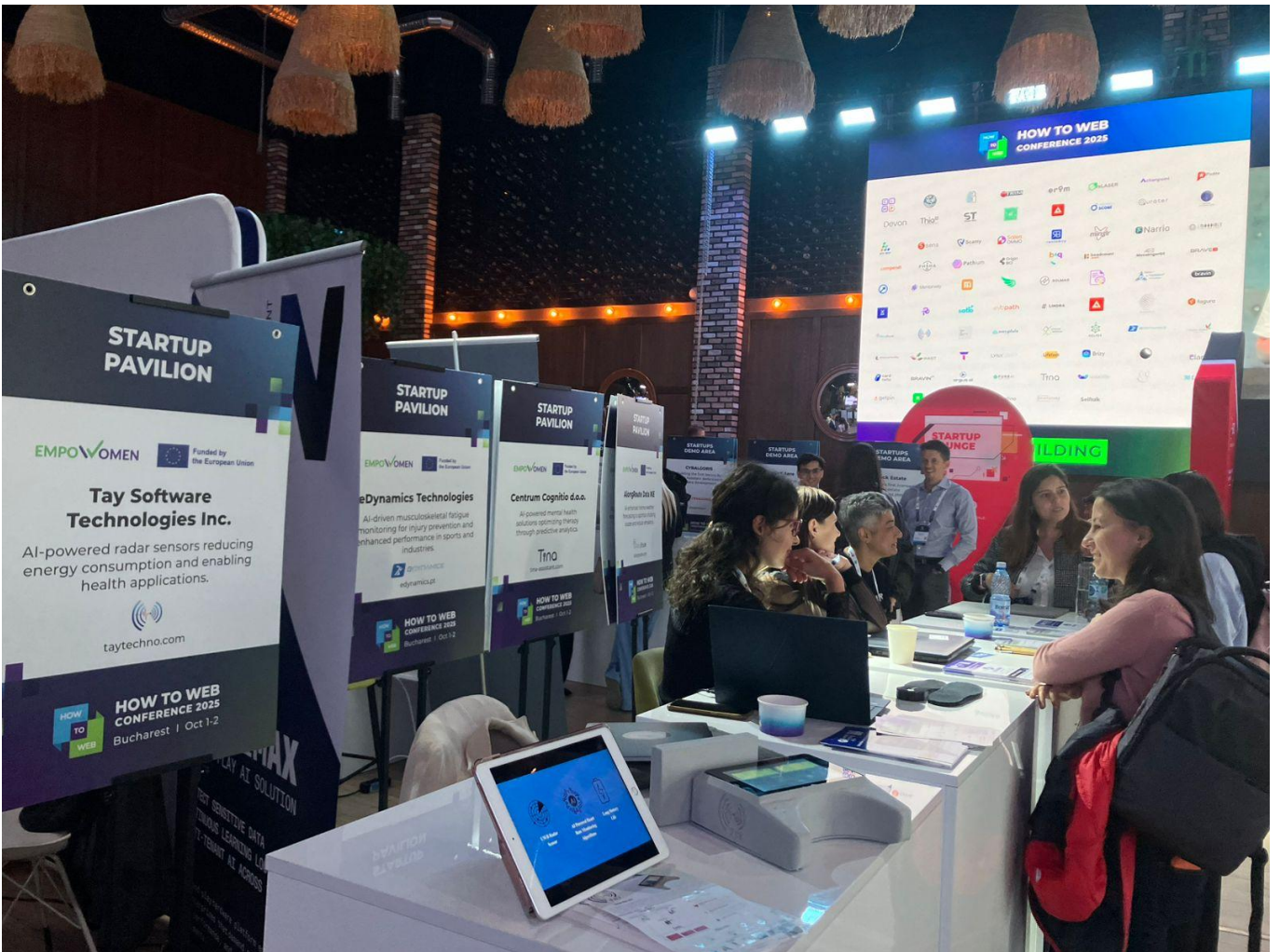


FIGURE. 3 EmpoWomen booth at How-To-Web



FIGURE. 4 EmpoWomen Startups at How-To-Web

During the How To Web conference, the EmpoWomen project proudly showcased its second cohort of 14 women-led deep-tech startups originating from Europe’s widening regions. Staying true to its mission of empowering women entrepreneurs, the programme created a dynamic platform that enabled participants to present their innovations, expand their professional networks, and engage directly with key stakeholders across the European startup ecosystem.

As part of the official conference agenda, EmpoWomen contributed to the panel discussion *“How to Empower Your Startup Community: Lessons Learned from Ecosystem Builders,”* featuring Marta Fernández Bernabeu. The session explored strategies for strengthening startup ecosystems, shared best practices in community development, and emphasized the importance of inclusivity, collaboration, and knowledge exchange in advancing Europe’s innovation landscape.

Throughout the event, EmpoWomen startups actively leveraged every opportunity to enhance their visibility and impact. Their activities included networking with potential investors, showcasing prototypes and market-ready products, initiating strategic partnerships, and participating in workshops aimed at improving entrepreneurial and technical capabilities. The shared exhibition booth provided a collective stage for the startups to highlight their breakthroughs to a diverse audience of investors, corporates, and

mentors. These interactions were instrumental in forging valuable connections, exploring new collaborations, and strengthening their presence within the deep-tech ecosystem.

While the outcomes and measurable results from the How To Web participation were still being collected at the time of this report, initial feedback indicated high engagement, strong investor interest, and positive visibility for the participating startups. In addition, several founders amplified their exposure through media features and social media outreach, effectively extending the conference’s impact beyond the event itself and increasing awareness of their innovative technologies across Europe.

Table 6. How-To-Web Conference highlights in numbers

KPI	DESCRIPTION	RESULT
Leads Collected	Contact information from potential customers	33
Investor Meetings	Nº of meetings with potential investors	43
Partnerships Established	Nº of new partnerships initiated	14
Product Demos Conducted	Nº of product demonstrations performed	112
Workshops Attended	Nº of workshops or sessions attended	42
Social Media Engagement	Nº of engagements on social media posts	6160
Media Publications	Nº of media or articles published	25

3.7 Investors voucher (vouchers)

As part of the programme, all startups were provided with an investor voucher, granting them access to Part 2 webinars organized by BAE, which focused on Investment Readiness topics. These sessions enabled participants to engage directly with investors and business angels.

The attendance rate for these webinars was nearly 100%, reflecting the startups' strong interest and commitment to enhancing their fundraising knowledge. Feedback from participants was overwhelmingly positive.

Startups highly valued the quality of the content, as it addressed common challenges faced during their entrepreneurial journeys. Key topics included:

- Identifying the right investors and determining a suitable fit.
- Developing an effective funding strategy.
- Preparing necessary documentation for fundraising.
- Understanding the collaboration process with investors, including the due diligence phase.

This segment of the programme played a critical role in equipping startups with the tools and insights needed to navigate the complex landscape of investment and funding.

4. PROFILE OF PARTICIPANTS

4.1 Participant Startups – EmpoWomen Cohort 2

Table 7. Short Summary of Participant Startups

STARTUP NAME	DESCRIPTION	WEBSITE
eDynamics Technologies LDA	HealthTech & Wearable Monitoring – Startups addressing musculoskeletal disorders and fatigue management through continuous biomarker monitoring and predictive analytics.	https://www.edynamics.pt/
PURR.AI, Lda	AI-Driven Drug Discovery & Biotech – Companies like PURR.AI leveraging AI to optimize peptide-based treatments for neurological diseases.	https://purrai.com/
Enhanced Fertility Europe Unipessoal	FemTech & Reproductive Health – Startups optimizing fertility treatments using AI, remote testing, and data-driven decision-making.	https://efp.clinic/
Corium Biotech Maia & Muller - Biotech	Sustainable Fashion & Biomaterials – Companies creating eco-friendly, cell-based alternatives to traditional materials in luxury fashion.	https://www.coriumbiotech.com/
Wearify W2W LLC	E-Commerce & Virtual Fitting – Startups transforming online shopping with AI-driven 3D virtual fitting rooms to reduce returns and enhance personalization.	https://wearify.ai/
AlongRoute Data IKE	Maritime & ClimateTech – AI-powered marine weather forecasting to optimize shipping routes, reduce emissions, and improve safety.	https://alongroute.com/
Wasit OÜ	AgriFinTech & Impact Investing – Platforms connecting small-scale farmers with retail investors to enhance agricultural financing and market access.	https://www.wasit.green/
Centrum Cognitio d.o.o.	Mental HealthTech & AI Therapy – AI-powered mental health tools that enhance therapist efficiency and provide real-time emotional insights.	https://tina-assistant.com/
Shin Rai Robotics Natalia Lemarquis	Industrial Automation & XR – Robotics, extended reality (XR), and AI-driven automation solutions for manufacturing and production processes.	https://shinrai-robotics.com/
AMYGDALAEHLT H OU	Digital Health & AI Lifestyle Modification – AI-driven behavioral change programs for chronic disease management, particularly in cardiovascular health.	https://www.helloamygdala.com/

Helios Bilim ve Teknoloji Anonim Şirketi	Carbon Capture & Cleantech – Advanced nanotechnology solutions for industrial carbon capture and emission reduction.	https://heliosscitech.com/
Veles Sense doo Beograd	AgriTech & Precision Farming – AI and multispectral imaging solutions for early grapevine stress detection and sustainable vineyard management.	https://www.velessense.com/
SIA "SkinFuture"	Green Skincare & Biotech – Startups innovating in eco-friendly skincare with scientifically-backed, sustainable raw materials.	https://skinfuture.my.canva.site/
TAY Yazilim Teknolojileri A.S.	Radar & IoT for Energy Efficiency – AI-powered radar sensors leveraging metamaterials for applications in health monitoring, search-and-rescue, and industrial IoT.	https://taytechno.com/

4.2 Demographic Information

4.2.1 Founder’s demographics

Gender: all 14 startups were women-founded startups, and at least 50% of the other team members were women.

Age: the age group represented 25-45.

Nationality: Portuguese, Turkish, Greek, Serbian, Moroccan, Slovenian, Bosnian, Polish, Armenian, and Latvian.

Startup Location: Widening Area Countries: Portugal (4), Armenia (1), Greece (1), Estonia (2), Slovenia (1), Poland (1), Turkey (2), Serbia (1), Latvia (1).

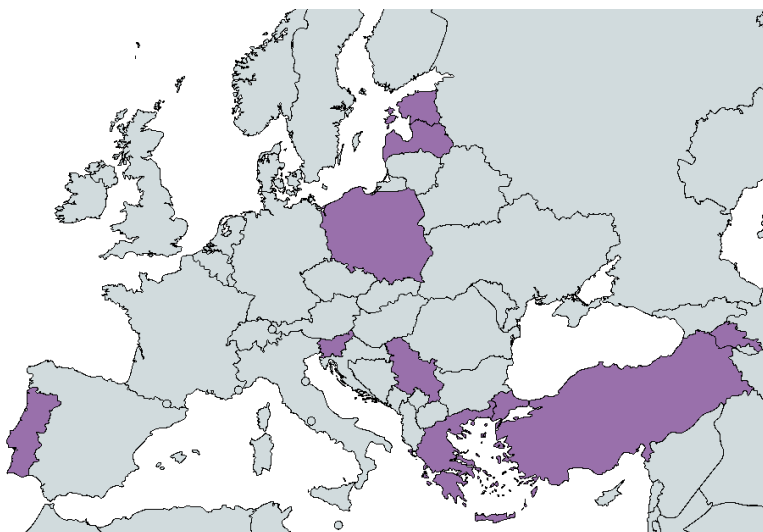


FIGURE. 5 Demographic distribution

4.3 Industry Sectors and Technologies Represented

Industries and areas where the startups are operating. Core technologies and innovations that startups are using to develop their products and solutions.

Table 8. Startups by categories

eDynamics Technologies	HealthTech & Wearable Monitoring	AI & Machine Learning, Predictive Analytics
Veles Sense	AgriTech & Precision Farming	AI & Machine Learning, Multispectral Imaging & Precision Agriculture
PURR.AI	AI-Driven Drug Discovery & Biotech	AI & Machine Learning, AI-Driven Drug Discovery
Amygdala Health	Digital Health & AI Lifestyle Modification	AI & Machine Learning, Behavioral and Emotional AI, Digital Health Platforms
AlongRoute Data	Maritime & ClimateTech	AI & Machine Learning, Maritime Forecasting & Route Optimization
Shin Rai Robotics	Industrial Automation & XR	Extended Reality (XR), AI & Machine Learning, Robotics & Industrial Automation
SkinFuture	Green Skincare & Biotech	Biosensing & Biomarker Monitoring, Sustainable Biotech & Green Chemistry
TAY Software Technologies Inc.	Radar & IoT for Energy Efficiency	IoT & Smart Sensors
Wasit	AgriFinTech & Impact Investing	Impact Investment & AgriFinTech Platforms
Centrum cognitio	Mental HealthTech & AI Therapy	AI & Machine Learning, Behavioral and Emotional AI, Digital Health Platforms
HELIOS	Carbon Capture & Cleantech	Nanotechnology for Carbon Capture
Enhanced Fertility	HealthTech & Reproductive Health	AI & Machine Learning, Biosensing & Biomarker Monitoring
Corium Biotech	Sustainable Fashion & Biomaterials	Cell-Based Biomaterials, Sustainable Biotech & Green Chemistry
Wearify	E-Commerce & Virtual Fitting	3D Virtual Fitting & Computer Vision

4.4 Stage of Development of Participant Startups

All 14 startups in the Acceleration programme were in the early stages of product development, making this initiative an ideal fit for their needs. Feedback from the startups indicated high engagement levels throughout the programme, reflecting their commitment to growth and learning. The common KPIs that these startups focused on during the six months included:

4.4.1 Business Development

- Building a network and establishing industry positioning
- Outreach and meetings with potential customers
- Conducting market research and analysis
- Setting up a sales strategy and tools
- Initiating first sales and generating monthly revenue
- Establishing B2B2B partnerships
- Defining go-to-market strategy
- Developing a marketing strategy
- Collecting feedback from beta testers
- Compiling product documentation and user guides
- Creating a technological plan for the next three years
- Preparing documentation for the certification process
- Enhancing credibility and visibility in the market
- Boosting the company's credibility and scientific recognition regarding its technology
- Expanding the Research and Development (R&D) team
- Signing the first Letters of Intent (LOIs)
- Identifying necessary documents and certificates for export
- Applying for trademark registration
- Submitting patents and developing an intellectual property (IP) plan
- Implementing a prototype to meet regulatory requirements
- Conducting interviews with potential partners
- Defining the Ideal Customer Persona (ICP), including industry specifics
- Conducting customer interviews

4.4.2 Technology and Product Development

- Refining and validating prototypes
- Releasing new features
- Establishing testing environments and procedures
- Enhancing UI/UX design
- Releasing solutions for beta testing
- Expanding the network of tech experts in the industry for consultation

- Improving product performance indicators through better technology and solutions
- Developing a product roadmap for future stages
- Increasing the accuracy of test results
- Finalizing product design
- Creating product instructions
- Establishing contracts with partner companies for product development
- Developing packaging
- Selecting companies for prototype production
- Defining clinical study design and host institutions
- Standardizing production and analysis processes for product components

4.4.3 Investment Readiness

- Identifying the most suitable funding types and approaches, along with a fundraising strategy
- Compiling a list of relevant investors and funding sources
- Creating a compelling investor pitch deck
- Preparing for due diligence processes with potential investors
- Developing a financial forecasting plan

This structured approach not only accelerated the startups’ growth but also established a solid foundation for their long-term success in the competitive deep-tech ecosystem.

4.5 Founders Background and Experience

The founders showcased an impressive diversity of backgrounds and expertise, and an in-depth analysis revealed that their skill sets were exceptionally well aligned with the unique demands of their startups’ products. This strong synergy not only demonstrated their deep commitment to innovation but also highlighted a defining aspect of their entrepreneurial journey — a clear and purpose-driven “why” behind their work.

Beyond their individual capabilities, each founder was supported by a talented team that brought together a complementary mix of skills essential for product development, strategic growth, and market readiness. Participation in the Acceleration Programme further empowered the founders to reflect on their organisational needs, uncovering specific areas where additional expertise could accelerate progress. As a result, many initiated plans to expand their teams thoughtfully, ensuring they are well-positioned for continued innovation, scalability, and long-term success.

Table 9. Startup Founders

STARTUP NAME	FOUNDERS EXPERIENCE
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<p>eDynamics Technologies LDA</p>	<p>The founder is driven by a passion for enhancing human mobility and dynamics for all individuals, including those with disabilities or injuries. This mission is pursued through the development of smart wearables and personalized robotics powered by AI-based assessments.</p> <p>Her work in this field began during her PhD in Biomedical Engineering, when she co-founded and conducted research within the SmartOs project at the CMEMS Center, Universidade do Minho. Her research focused on the design of smart wearable sensors and robotic exoskeletons for personalized motion analysis, rehabilitation, and assistance. She also contributed to the development of AI tools for recognizing human intention and motor disabilities, while leading research teams and mentoring PhD and MSc students in related areas.</p> <p>Committed to translating scientific innovation into practical applications, she co-founded @eDynamics Technologies, where she serves as CEO. The company’s main focus is the advancement of eSole, a HealthTech solution for fatigue and injury risk assessment that aims to transform the digital musculoskeletal health market across multiple sectors.</p>
<p>PURR.AI, Lda</p>	<p>Founder’s career has followed a dynamic and interdisciplinary path, shaped by curiosity and a drive to solve real-world problems through smart, purposeful solutions. Moving across disciplines, sectors, and cities, she has consistently sought to bridge the gap between scientific depth and strategic innovation — leading research, building systems, and co-creating ventures that push boundaries and deliver tangible impact.</p> <p>Currently, she serves as the strategic and scientific lead at PURR.AI, a deeptech startup she co-founded to transform the design and optimization of potential drugs, with a particular focus on those that cross the blood–brain barrier. In this role, she guides the development of the company’s AGELESS platform across its modules, teams, and milestones — integrating expertise in data workflows, partner engagement, and go-to-market strategy.</p> <p>With roots in science, she began her career in forensic and toxicological sciences, later transitioning into computational biology during her PhD studies. She has led research on virus–host interactions, protein structure–function relationships (particularly involving Influenza’s NS1 protein), and the application of artificial intelligence in omics and</p>

	<p>structural biology, most recently as an investigator at MoreiraLab (CIBB, University of Coimbra).</p>
<p>Enhanced Fertility EuropeUnipessoal</p>	<p>The founder is a multi-awarded nurse consultant, entrepreneur, and TEDx speaker. She is the recipient of a prestigious purple plaque at King’s College London’s Florence Nightingale School of Nursing in recognition of her entrepreneurial achievements and was named Distinguished Alumni for Business & Entrepreneurship in 2024.</p> <p>Andreia is the Founder and CEO of Enhanced Fertility, a company leveraging data, artificial intelligence, and remote diagnostics — including blood tests, scans, swabs, and sperm analysis — to help fertility clinics across the UK and EU accelerate accurate diagnosis and initiate data-driven treatments most likely to result in live births.</p> <p>She is also the Co-founder of SedateUK, an established company now celebrating its 10th year of operation. SedateUK uses high-fidelity simulation to deliver sedation training to thousands of healthcare professionals across more than 180 hospitals and clinics in the UK. Its training programmes are accredited by both the Royal College of Nursing (RCN) and the Royal College of Anaesthetists (RCoA).</p> <p>Andreia’s leadership and business acumen are complemented by two master’s degrees. In 2010, she completed a Master’s in Administration, Politics, and Management in Healthcare, with a dissertation involving a multi-centric quantitative</p>

	<p>study on anaesthetic nurses' competencies. In 2016, she earned a Master's in Advanced Practice – Leadership from King's College London, with research focused on organisational culture through a quantitative approach.</p>
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<p>Corium Biotech</p> <p>Maia & Muller - Biotech</p>	<p>The founder is the Co-Founder and CEO of Corium Biotech, a biotechnology company based in Porto, Portugal, established in January 2020. Under her leadership, Corium Biotech focuses on developing innovative biotechnological solutions at the intersection of science and entrepreneurship, advancing research-driven products with practical market applications.</p> <p>In 2023, she served as a Mentor at Porto Business School, contributing to the Ignition Programme — a 112-hour initiative developed within the Biopolis Framework and organized in collaboration with the University of California, Berkeley Innovation Group. This multidisciplinary programme connects closely with R&D activities and supports participants in launching their own start-ups, including university spin-offs and market-led ventures.</p> <p>Prior to her entrepreneurial career, she built a strong scientific foundation in cancer and aging research. As a PhD Fellow at the Institute for Research on Cancer and Aging (IRCAN), Nice, from 2015 to 2019, she conducted advanced research in the Greater Nice Metropolitan Area, following her earlier role as a Research Engineer at IRCAN-CNRS between 2013 and 2015. Her work during this period contributed to the understanding of molecular mechanisms underlying cancer progression and cellular aging.</p> <p>Earlier in her career, she also gained experience in intellectual property and innovation management as an Intellectual Property Engineer Intern at CHANEL in 2012, where she supported the evaluation and protection of scientific and technological assets within a global luxury brand.</p>
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<p>Wearify</p> <p>W2W LLC</p>	<p>The Founder and CEO of Wearify, a company established in July 2023 that develops innovative wearable technologies designed to enhance user experience through the integration of design, data, and functionality. Under her leadership, Wearify is shaping the future of smart wearables with a focus on accessibility, personalization, and real-world impact.</p> <p>In 2025, she was selected as a Women@Dior & UNESCO mentee by Christian Dior Couture, a global mentorship initiative that empowers young women leaders through education, creativity, and sustainability. This recognition highlights her commitment to innovation, inclusion, and social impact in technology and entrepreneurship.</p> <p>Before founding Wearify, she spent nearly two years at BANA – Business Angel Network of Armenia, first as Project Coordinator (2021–2022) and later as Deputy Director (2022–2023). During her tenure, she contributed to strengthening Armenia’s startup and investment ecosystem by leading international collaborations, organizing investor engagement programmes, and supporting early-stage founders.</p> <p>Earlier in her career, she served as a Coach at the TUMO Center for Creative Technologies (2018–2020), where she mentored young people in creative and technological fields, fostering innovation and problem-solving skills among the next generation of digital creators.</p>
<p>AlongRoute Data IKE</p>	<p>The founder is is an Oceanographer and Environmentalist holding a PhD in Physical Oceanography from the National Oceanography Center, Southampton, United Kingdom. She has accumulated more than ten years of academic experience and nearly a decade of professional experience in the private sector, combining scientific research with applied environmental work.</p> <p>Her expertise spans large-scale data analysis and manipulation, geographical information systems (GIS), environmental modelling, and statistical analysis. She is also skilled in professional scientific writing in both Greek and English, proposal preparation, decision-making, and project management.</p> <p>Her professional experience further includes comprehensive literature and legislation review, with a strong focus on the intersection of science, environmental policy, and sustainable development. Her work reflects a commitment to advancing the understanding and protection of marine and environmental systems through</p>

	<p>data-driven and interdisciplinary approaches.</p> <p>She is an Oceanographer and Environmentalist holding a PhD in Physical Oceanography from the National Oceanography Center, Southampton, United Kingdom. She has accumulated more than ten years of academic experience and nearly a decade of professional experience in the private sector, combining scientific research with applied environmental work.</p> <p>Her expertise spans large-scale data analysis and manipulation, geographical information systems (GIS), environmental modelling, and statistical analysis. She is also skilled in professional scientific writing in both Greek and English, proposal preparation, decision-making, and project management.</p> <p>Her professional experience further includes comprehensive literature and legislation review, with a strong focus on the intersection of science, environmental policy, and sustainable development. Her work reflects a commitment to advancing the understanding and protection of marine and environmental systems through data-driven and interdisciplinary approaches.</p>
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<p>Wasit OÜ</p>	<p>The Founder of Wasit, an innovative agri-fintech platform established in January 2024 that transforms small farms into investable, revenue-generating projects. Wasit provides crop financing, performance tracking, and a revenue-sharing model that empowers farmers while attracting investors to sustainable agriculture.</p> <p>In 2025, under her leadership, Wasit launched pilot projects and began collaborating with agri-buyers, input suppliers, and financial institutions to scale the model across Morocco and other emerging agricultural markets.</p> <p>Before founding Wasit, she spent over six years at Microsoft, where she held several strategic roles. As Product Manager (2023–2024) and previously as Business programme Manager (2021–2023), she led initiatives focused on product strategy, digital transformation, and data-driven business solutions across international markets.</p> <p>Earlier in her career, she gained extensive experience in the technology and consumer goods sectors at Electrolux Group, where she served as Product Owner, Support Lead, and IT Business Analyst between 2017 and 2021, based in Kuala Lumpur, Malaysia. In these roles, she managed global product lifecycles, supported digital process optimization, and aligned IT and business operations to drive efficiency and growth.</p> <p>She began her professional journey in Business Intelligence at OCP Group in Casablanca, Morocco, where she contributed to data analysis and performance measurement for large-scale industrial operations.</p> <p>With a career spanning technology, data, and sustainable innovation, she combines expertise in product management, digital transformation, and impact entrepreneurship to build scalable solutions that empower both businesses and communities.</p>
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<p>Centrum Cognitio d.o.o.</p>	<p>The founder is a psychologist and marriage and family therapist with more than 14 years of experience working across public health, social care, and private practice. Her professional background includes extensive work with the National Institute for Public Health, as well as providing psychological and therapeutic services in private settings.</p> <p>She is the Co-founder and CEO of Centrum Cognitio, a startup developing Tina – Therapist Intelligent Assistant (www.tina-assistant.com), an innovative AI-powered tool designed to support mental health professionals and enhance therapeutic processes. In addition, she is the Founder of the Institute Mea Vita, a non-governmental organization dedicated to promoting mental health and well-being through education, advocacy, and community engagement.</p> <p>Throughout her career, she has been an active member of multiple professional societies, chambers, and associations, contributing to the advancement of psychological practice and mental health awareness. Since 2024, she has also been a member of Nexus Global, a global community that unites over 6,000 members from more than 70 countries and six continents — including next-generation philanthropists, CEOs, impact investors, changemakers, and artists — all committed to building a better world.</p>
<p>Shin Rai Robotics Natalia Lemarquis</p>	<p>The founder is a strategic manager with more than 14 years of experience working with leading global aerospace companies, including Rolls-Royce, General Electric, GMV, and In-Space Missions. She combines strategic insight with strong technical expertise, contributing to high-impact projects that drive innovation and operational excellence across the aerospace sector.</p> <p>A Chartered Engineer (CEng, MRAeS), she holds dual Master’s degrees in Aerospace Engineering and Space Studies (ISU MSS20). Her leadership and professional achievements have been recognized through several industry distinctions, including the Rolls-Royce Business Improvement Award.</p> <p>She is also a dedicated advocate for women in STEM, mentoring through the UNOOSA Space4Women programme and co-founding Space it Design, an initiative created to inspire and empower the next generation of space professionals.</p>

<p>AMYGDALAHELT H OU</p>	<p>The Founder of Amygdala Health (www.helloamygdala.com), a digital health company established in 2020 and based in Estonia. Amygdala Health develops behavioural science–driven programmes for the prevention and management of chronic diseases. The platform empowers users to build healthier lifestyles step by step — promoting sustainable habit formation through improved physical activity, nutrition, and mindset.</p> <p>With more than a decade of experience as an entrepreneur, behavioural economist, and academic, she works at the intersection of technology, health, and human behaviour. Her expertise lies in designing evidence-based interventions that translate behavioural insights into measurable well-being outcomes.</p> <p>She has also served in executive behavioural science roles within the Web3 and decentralized finance space. As Chief Behavioural Economist at ArithFi (2023–2024) and Chief Behavioural Finance Officer at NEST Protocol (2022–2023), she applied behavioural and decision sciences to innovative financial systems, helping to design user-centric, transparent, and incentive-aligned protocols.</p> <p>Earlier, she founded and led Doktor Online (www.dronlineapp.com), a digital healthcare platform launched in 2017, which provided remote medical consultations and expanded access to healthcare through digital transformation.</p> <p>Her multidisciplinary background bridges behavioural economics, digital health innovation, and decentralized technologies, unified by a focus on improving human decision-making and long-term health outcomes.</p>
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<p>Helios Bilim ve Teknoloji Anonim Şirketi</p>	<p>The founder’s background combines academic research experience across leading European institutions. In 2022, she worked as a Graduate Student Researcher at the Leibniz Institute for Polymer Research Dresden, contributing to advanced research in polymer and material sciences. Earlier, in 2019, she conducted research as a Research Student at the Institute for Molecules and Materials, Radboud University in the Netherlands, focusing on molecular systems and their structural and functional properties.</p> <p>Her work reflects a strong commitment to scientific innovation, interdisciplinary collaboration, and the translation of research into technologies that promote sustainability and real-world impact.</p>
<p>Veles Sense doo Beograd</p>	<p>The founder holds a PhD in Image Processing, specializing in digital image restoration, and brings extensive experience from both industry and academia across multiple disciplines. Her work focuses on bridging digital image restoration with the preservation of cultural heritage, combining technical innovation with cultural impact.</p> <p>She is skilled in data analysis, image reconstruction, and computational techniques and has a proven record of applying these to real-world challenges. Experienced in international research and collaboration, she thrives in multicultural environments and is known for her effective communication, presentation, and time management skills.</p> <p>Her professional interests lie at the intersection of technology, art, and preservation, where she continues to contribute to advancing methods for restoring and safeguarding visual heritage through digital innovation.</p>

<p>SIA "SkinFuture"</p>	<p>The founder is a Senior Expert at the Latvian Council of Science, a role she has held since 2022, contributing to the development and evaluation of scientific research and policy initiatives in Latvia. Her work supports evidence-based decision-making and the advancement of the national research ecosystem.</p> <p>She holds both a Master’s and a Bachelor’s degree in Environmental Science from Latvijas Universitāte (University of Latvia), where she developed a strong foundation in environmental policy, sustainability, and scientific analysis.</p> <p>Her professional interests lie in environmental research management, science policy, and sustainable development, with a focus on strengthening collaboration between research institutions and policy frameworks to address contemporary environmental challenges.</p>
<p>TAY Yazilim Teknolojileri A.S.</p>	<p>The founder is a Professor at Istanbul Technical University, a position she has held since 2024, where she contributes to academic research and education in the fields of science and technology. Her work focuses on advancing innovation, fostering interdisciplinary collaboration, and supporting the next generation of engineers and researchers.</p> <p>In parallel, she is the Founder of TAY Yazılım Teknolojileri A.Ş., established in 2024, an independent technology company developing advanced software solutions and digital systems. Through this venture, she applies her academic expertise to practical innovation, bridging the gap between research and industry.</p> <p>Her professional profile reflects a strong commitment to technological development, research excellence, and entrepreneurship, combining academic leadership with a vision for real-world impact.</p>

5. DESCRIPTION OF SERVICES PROVIDED

5.1 Workshops and Educational Sessions

Throughout the Acceleration programme, a series of workshops and educational sessions were provided by Startup Wise Guys (SWG) and Business Angels Europe (BAE), designed to equip the participating women founders with essential knowledge and practical skills to accelerate the growth of their deep tech startups. These sessions covered a wide range of topics critical to startup development, from product validation and customer acquisition to investment readiness and scaling strategies.

The educational services were tailored to meet the specific needs of each startup, ensuring that they had access to relevant resources and expert insights to achieve their goals. Below is a detailed list of the workshops and educational sessions provided during the programme.

Table 10. Workshops and Educational Sessions

NAME	"Welcome session"
PURPOSE	The Welcome Session served as a key introductory event for all participants, including representatives from Sploro, Startup Wise Guys, Business Angels Europe, and Tech Ukraine. Led by Programme Lead, the session aimed to familiarize startups with the programme's key players and structure. It included partner introductions, a detailed explanation of the programme's main deliverables, an overview of the Acceleration Programme timeline, and a breakdown of the topics and tasks to be covered in Part 1 and Part 2.
CONCLUSIONS	Startups left the session with a clear understanding of the programme's objectives, deliverables, and next steps for successful enrollment and active participation.

NAME	Programme Goals & KPIs
PURPOSE	<p>The primary objective of this session was to review the goals and Key Performance Indicators (KPIs) of the Acceleration programme, ensuring a clear understanding of the criteria for successful completion. Startups also had the opportunity to raise any remaining questions or concerns regarding the requirements for programme success and grant qualification.</p> <p>Led by Programme Lead, the session included representatives from Sploro and Business Angels Europe. The discussions provided valuable insights into the programme's expectations and deliverables.</p>
CONCLUSIONS	<p>Following the session, startups gained a clearer understanding of the functionality of mentorship and tech event vouchers, mandatory tasks, the importance of attending live sessions, and the key steps required to qualify for the grant.</p>

NAME	Peer to Peer "Myths and Stereotypes of women-led deep tech startups"
PURPOSE	<p>The primary aim of this session was to foster deeper connections and engagement among participants, offering an open forum for like-minded individuals to discuss the common myths and stereotypes faced by women founders in the deep tech startup ecosystem. Startup founders shared personal experiences and provided practical advice on how to navigate these challenges.</p>
CONCLUSIONS	<p>After the session, many founders expressed appreciation for the opportunity to engage in such an insightful conversation. A recurring theme in the discussion was the heightened pressure on women to prove their skills and knowledge compared to their male counterparts. However, once they demonstrated their competence, they earned the respect and trust of others. Despite these successes, the conversation highlighted that unequal treatment compared to men remains a significant issue within the industry.</p>

NAME	Q&A " Goal-setting "
PURPOSE	<p>The session began with a presentation on the concept of SMART goals, highlighting common mistakes made during the goal-setting process. Following this, the coach reviewed each startup's individual goals and KPIs, offering advice on necessary adjustments. Several startups required guidance on how to differentiate between tasks and goals. Additionally, the session addressed the importance of setting proper priorities and managing dependencies, with the coach explaining how poor planning in these areas could hinder product development.</p>
CONCLUSIONS	<p>It became evident that many startups struggled to distinguish between tasks and actual goals. Following the session, the startups acknowledged the need to revisit and revise their existing Goal Setting & KPIs templates, implementing the coach's suggestions and newly acquired insights.</p>

NAME	Hello Tomorrow Conference
PURPOSE	<p>EmpoWomen's startups attended the event to meet the Project Officer and showcased their innovations to investors, executives, and entrepreneurial enthusiasts at their dedicated booth.</p>
CONCLUSIONS	<p>The EmpoWomen startups made a strong impression at the event, engaging directly with the Project Officer and showcasing their groundbreaking innovations to a wide audience of investors, industry leaders, and entrepreneurial enthusiasts. Their participation highlighted the programme's impact in empowering women-led deep-tech ventures and strengthening their visibility within the European innovation ecosystem.</p>

NAME	Peer to Peer "Purpose and Values"
PURPOSE	All the startups engaged in insightful discussions centered around their company purpose and values. The feedback from participants indicated that the session was both inspirational and empowering, as it allowed them to share their personal stories and "Whys," while also hearing from other founders.
CONCLUSIONS	Peer-to-peer sessions were highly regarded as valuable opportunities for founders and their teams to exchange experiences, share their stories, and gain inspiration from others. These sessions fostered a sense of community and deeper understanding among participants.

NAME	Q&A "Problem Definition"
PURPOSE	The session began with a presentation on crafting a solid problem statement. Following the presentation, the coach reviewed the problem statements of startups that were willing to share, offering tailored advice on how to improve and refine their statements
CONCLUSIONS	The startups found this session highly valuable, even those who didn't present their problem statements. Listening to the feedback and discussions helped them gain a better understanding of how to refine their own problem and solution statements.

NAME	Peer to Peer "Pitching"
PURPOSE	Startups had the opportunity to pitch their ideas and receive feedback from their peers. The session was regarded as valuable, with many insights and constructive suggestions being shared.

CONCLUSIONS	The session fostered a sense of community among the startups, as they showed genuine interest in supporting and helping each other. However, most startups exceeded the 3- minute pitch limit, highlighting the need for them to refine and update their pitch decks to stay within the time constraints.
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NAME	Webinar “Women and complex tech solutions”
PURPOSE	The coach shared her experiences as a founder in the deep tech sector, discussing the challenges she encountered along the way. She emphasized the importance of engaging with women-led startup communities to share experiences and support one another. Furthermore, she highlighted that it's crucial to start thinking about scaling up already in the MVP stage and gave practical advice on how to quickly attract early adopters without unnecessary delays.
CONCLUSIONS	The startups appreciated hearing a real success story from a women-led deep tech startup. They were also pleased with the insightful answers they received to their questions.

NAME	Q&A “MVP and Planning”
PURPOSE	The session began with a presentation on the crucial elements of an MVP and how to effectively plan product development. The coach explained how to differentiate between truly essential features and those that are just "nice to have." Following the presentation, startups had the opportunity to ask questions, with some sharing their product development plans. The coach offered valuable advice on digging deeper into every aspect of product development and recommended several project management tools.
CONCLUSIONS	The startups were highly satisfied with the session, gaining valuable insights and practical knowledge to apply to their product development processes.

NAME	Peer to Peer “Tough Questions”
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PURPOSE	The session began with explaining the importance of asking tough questions related to investor readiness and having clear answers prepared. Although startups were already familiar with the examples of tough questions, it was clear that some still struggled to define precise responses. After returning from the breakout rooms, many startups shared that these sessions were very therapeutic and necessary. Discussing various topics not only helped them structure their thinking more effectively but also supported their decision-making processes.
CONCLUSIONS	The startups were highly satisfied with the session, noting that Peer to Peer sessions are invaluable. These sessions provide a safe and inspiring environment for discussing not only product development but also various business aspects, helping to shape their overall strategies.

NAME	Webinar "Pitching"
PURPOSE	The session kicked off with a presentation on best pitching practices, where the coach outlined different types of pitches and how to tailor them for various audiences. Startups engaged by asking specific questions about their pitch decks, focusing on areas where they were struggling.
CONCLUSIONS	The startups gained invaluable insights into how to craft memorable pitch decks and learned key dos and don'ts when pitching. After the session, the coach also shared additional resources on Slack to further support the startups in refining their pitches.

NAME	Webinar "Deep tech project and time management"
PURPOSE	Startups had the opportunity to hear from a speaker, herself a deep tech startup founder, who shared her experience in managing such projects. Her key message was not to fear releasing early and seeking feedback, even if the product is far from perfect. She emphasized the importance of hiring the right people—those who believe in the idea and are passionate about its future development, not just motivated by money. The speaker also suggested scheduling time for rest and personal activities to maintain balance. As a woman founder, she acknowledged encountering skepticism, but she

	chose to focus on acting as a founder rather than dwelling on this issue.
CONCLUSIONS	The startups were very pleased and felt encouraged by hearing firsthand experiences. It helped them realize that everyone faces similar challenges, reinforcing the idea that they are on the right path.

NAME	Peer to Peer "Life Hacks"
PURPOSE	In the breakout rooms, startups discussed their life habits and daily routines. A key takeaway from the session was the importance of not feeling guilty when sometimes needing to say no to personal time or family gatherings, and conversely, saying no to startup-related responsibilities to spend time with loved ones. As a result of these discussions, a new Slack channel, "Books to Read," was created where startups began sharing recommendations for books covering various life aspects.
CONCLUSIONS	The startups gained valuable insights into how others manage their lives and balance responsibilities. Understanding that they share similar challenges helped them feel more united and supported by their peers.

NAME	Q&A "How to set up SDG goals"
PURPOSE	This session was modified from the original plan, which was to check on the startups' progress toward their set goals. At the request of the startups, the focus shifted to discussing Sustainable Development Goals (SDGs). Given the coach's solid expertise in this area, a 2-hour session was held where the coach explained the SDG process and key considerations. At the end of the session, startups shared their SDG goals, which were reviewed, and they received personalized advice from the coach.
CONCLUSIONS	The startups expressed gratitude for the session, as their prior knowledge of SDGs was limited. Following the session, they are now working on developing their SDG goals, which will add significant value to their projects.

NAME	Q&A "Sales"
PURPOSE	During the session, startups raised questions about how to hire a salesperson, what factors to consider, and how to manage the B2B sales process. The most prominent topic discussed was how to initiate the sales process while the product is still in the prototype or development stage.
CONCLUSIONS	The startups felt encouraged to start planning their sales strategies and begin reaching out to potential customers, even at the early stages of product development. They also gained valuable insights into how to find the right sales representative for their companies.

NAME	Peer to Peer "Brand"
PURPOSE	Startups presented their brand visuals and shared the stories behind their chosen company names. After receiving peer feedback, nearly 70% of the startups indicated they would consider making changes, either to their existing visuals or even the company name itself. It was also discussed that some startups need to think about how to position their company name in alignment with future plans, especially if they plan to create separate products that may require different names.
CONCLUSIONS	This was a highly valuable session, as startups gained a deeper understanding of how their chosen names and visuals resonate with others. There is still work to be done to solidify their brands, ensuring they stand out and that their company names clearly communicate what the business does at a glance.

NAME	Training "Pitch Drills"
PURPOSE	All the startups participated in this training, where the coach provided advice on various aspects of their pitch presentations. Startups gained valuable insights tailored to their specific needs.
CONCLUSIONS	This session was highly valuable, as it addressed numerous questions, doubts, and concerns. The startups particularly appreciated the 1-on-1 nature of the session, which allowed them to focus on their individual cases and receive personalized guidance.

NAME	Q&A "Fundraising"
PURPOSE	<p>The coach addressed all the startups' questions related to fundraising. A significant takeaway was that many startups felt unsure about how to reach out to investors and how to determine which investors would be appropriate for them. The coach encouraged startups to conduct cross-references and connect with other startups that have previously worked with potential investors. The discussion on red flags in fundraising was particularly engaging for the startups.</p>
CONCLUSIONS	<p>The startups now have greater clarity on how to identify potential investors, approach them effectively, and make informed decisions regarding their fundraising efforts.</p>

NAME	Fireside chat "Women journey in deep tech"
PURPOSE	<p>We invited two guest speakers, CEOs of deep tech startups, who addressed all the startups' questions and encouraged them to remain true to themselves and their products. They emphasized that there isn't a one-size-fits-all plan and that decisions made by investors, partners, and customers are often emotional. The speakers urged startups to disregard the stereotype of seeing predominantly older white men in the room, encouraging them to be themselves and maintain self-confidence. They stressed the importance of believing in their work, even when faced with skepticism about its potential.</p> <p>Additionally, they highlighted the value of a strong network, advising startups to actively participate in conferences and events to expand their contacts and gain introductions.</p>
CONCLUSIONS	<p>The startups received this session positively, appreciating the firsthand experiences shared by the speakers. They felt encouraged and understood, reinforcing their confidence in their journeys.</p>

NAME	Peer to Peer "Communication"
PURPOSE	<p>During the session in breakout rooms, startups discussed the topic of communication, sharing the channels they currently use and identifying areas where they still face challenges. By the end of the session, they acknowledged that their understanding of</p>

	<p>this topic had significantly improved—from a rating of 3 out of 10 at the beginning of the programme to at least 7 out of 10, leaving room for further improvement.</p>
CONCLUSIONS	<p>This was a valuable session, allowing startups to share their challenges and gain insights from their peers.</p>

NAME	Q&A "Legal"
PURPOSE	<p>The coach addressed all the questions posed by the startups, most of which focused on intellectual property (IP) issues. Key discussions included how to choose the right lawyer and best practices for legal representation—whether to work with one lawyer or multiple specialists for different legal matters.</p>
CONCLUSIONS	<p>Finding the appropriate lawyer can be challenging, and startups were encouraged to consult with their peers to identify the best match for their specific needs.</p>

NAME	Online event PROGRESS DAY
PURPOSE	<p>All the startups participated in the session, which began with opening remarks. Each startup had 3 minutes to pitch their ideas, followed by 5 minutes for questions from the audience, including representatives from Business Angels Europe (BAE) and lead coaches. The startups received insightful questions that sparked meaningful discussions.</p> <p>At the end of the session, a BAE representative outlined the summer break assignment and what startups can expect in Part 2 of the programme. It was evident that all the startups had achieved significant progress over the 8 weeks of Part 1.</p>
CONCLUSIONS	<p>The session showcased the advancements made by the startups and set the stage for continued growth in the next phase of the programme.</p>

NAME	Peer to Peer "Welcome back"
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PURPOSE	All participants discussed their experiences during the summer break. The startups collectively agreed on the importance of taking a vacation to rest and recharge, allowing them to return fully dedicated to developing their products. They expressed satisfaction with the summer break assignment, which focused on creating a financial plan and identifying investment needs. This task helped them avoid procrastination and address an essential aspect of their business.
CONCLUSIONS	The startups collectively expressed that they are full of energy to continue with the programme activities and are already working hard to achieve their KPIs set for Part 2.

NAME	Webinar “ Introduction in Investment Readiness programme ”
PURPOSE	The session was an introduction to the overall investment readiness programme and what will be covered in the weeks ahead. The session included an opportunity for participants to ask questions about the Investment readiness programme and to each say a little about their Fundraising experience so far challenges and successes (reflection on what they have learned so far).
CONCLUSIONS	The startups had been able to consider their own business and finance needs and of their experiences and lessons learned so far.

NAME	Webinar “ Fundraising strategy and Investment Proposal ”
PURPOSE	Provided an in depth understanding of how investors will evaluate an investment opportunity from a deep tech business and in depth insight of some of the challenges and barriers that they may experience as a woman deep tech business. This session also covered how to develop a clear investment opportunity that indicates their strengths and potential and which may overcome any potential gender bias.
CONCLUSIONS	Participants gained better understanding of how an investor thinks and how they will approach key elements of their investment proposal what they will need to consider and think about when presenting to investors.

NAME	Webinar “ Investor Toolkit ”
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PURPOSE	Designed to give an in-depth understanding of how to develop an effective and comprehensive Toolkit to meet the requirements of investors and prepare for direct engagement with investors.
CONCLUSIONS	Participants gained a strong understanding of all the key elements and components that are needed to start their engagement with investors and what is needed to address investors information needs. They gained practical tips and what this means for women in deeptech.

NAME	Peer to Peer "Building credibility in male-dominated industry"
PURPOSE	In a peer-to-peer session on building credibility in a male-dominated industry, 80% of the participants expressed that they struggle significantly with being recognized as equal players. The remaining 20% shared practical advice on handling situations where their credibility is questioned or where they experience disregard in male-dominated settings. They encouraged their peers to maintain confidence even in challenging situations.
CONCLUSIONS	It was concluded that the business world should be one where gender does not matter. Participants emphasized the importance of working on self-confidence and making a strong first impression. Practices such as a firm handshake and maintaining eye contact were highlighted as effective strategies for those who may be hesitant to adopt them.

NAME	Webinar "Making a winning Pitch to Investors"
PURPOSE	Provided a detailed overview of the key topics, including graphical information, relevant insights from the individual investor, practical examples and points of consideration as a women deeptech entrepreneur. The session also provided advice and tips on presentation skills and how to engage with investors.
CONCLUSIONS	The participants gained insights and understanding of what investors expected from pitch and how to increase their chances to attract investor attention and successfully engage with the investors.

NAME	MENTOR DAY
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PURPOSE	A dedicated Mentor Day was organized, allowing each startup to choose up to 6 mentoring sessions, each lasting 45 minutes. The mentor pool covered a wide range of expertise, including finances, fundraising, sales, leadership, branding, business development, go-to-market strategy, and community management. On average, startups signed up for 4 to 6 sessions.
CONCLUSIONS	The information, support, and knowledge received during the sessions were invaluable, and the startups were grateful and overly satisfied. They made numerous new connections and continued to communicate with the mentors even beyond the project activities.

NAME	Webinar “Due Dilligence”
PURPOSE	<p>The session provided understanding of how to effectively follow up with investors following the pitching session and to ensure investor interest.</p> <p>The second half of this session was designed to give an in depth understanding of how to prepare for and engage in the due diligence process. This included understanding the core elements of the business and investment proposition that were looked at in depth ensuring that they have gathered all of the relevant data evidence and information to address the investor’s concerns and issues in a timely and effective and confident way.</p>
CONCLUSIONS	The women entrepreneurs gained increased understanding of how investors conduct due diligence particularly at Angel and early stage investment level and their approach to the five core areas enabled them to gain more in depth insight into how the investors themselves approach this key area in the investment process.

NAME	Peer to Peer “Financial Literacy and Funding strategies”
PURPOSE	The purpose of this session was to share knowledge about finances and funding among participants. By this point, they were halfway through Investment Readiness Part 2, which facilitated fruitful conversations and allowed them to share real use cases along with suggestions on fundraising topics and valuable resources.

CONCLUSIONS	Participants demonstrated a significantly higher level of understanding and confidence in discussing these topics compared to the beginning of the programme.
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NAME	Webinar “Negotiation and the Term Sheet”
PURPOSE	This session was designed to give an in-depth understanding of how to engage with and negotiate with investors in order to achieve a Termsheet as an indication of the commitment to make an investment and how to successfully manage the negotiation process. The aim of the session was to give an in depth understanding of the key terms of the termsheet and how this relates to the due diligence process, building on the previous session; how to respond to the details information and evidence requirements to ensure that investors are satisfied; providing a clear understanding of some of the pitfalls and challenges in achieving a successful and satisfactory termsheet.
CONCLUSIONS	The participants felt better equipped to more confidently negotiate and gain the outcome of the type of investment and level of investment they require, whilst at the same time understanding that the process may break down and their opportunities to walk away from the process if this does not feel right.

NAME	Webinar How to value your deep tech business
PURPOSE	This session was designed to give an in-depth understanding of how to value your business for investment purposes and how to understand the approach that investors are likely to make in understanding the valuation of your business and the methodologies that can be applied and that this frequently more of an art than a science and the importance of creating a flexible approach to negotiation. A final aspect of this session was to gain an overall understanding of how to approach the structure of the deal in relation to the valuation and finance needs and the benefits of both direct equity deals , or those based on convertible loan notes and advanced security mechanisms that establish the valuation over a period of time the benefits and the negatives of the different approaches in the context a valuation and successfully accessing investment.

CONCLUSIONS	The participants gained practical understanding and parameters for valuation of a deep tech business, whilst having a clearer understanding of the approach and requirements of investors and better understanding the points of negotiation and potential conflict.
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NAME	Peer to Peer "Negotiation and deal-making"
PURPOSE	The purpose of this session was to explore techniques for successful negotiation and deal-making specifically tailored to deep tech startups. Participants shared real-life experiences and discussed their biggest challenges in the field.
CONCLUSIONS	The participants concluded that a significant challenge in negotiations is a lack of confidence, often tied to the early-stage status of their products. Nonetheless, they recognize that developing negotiation skills is crucial for their success and are actively seeking resources to improve. Thorough preparation for negotiation meetings was emphasized as essential to help them feel in control and boost their confidence throughout the process.

NAME	Webinar "Legal Process"
PURPOSE	This session provided an in-depth understanding of the legal and contractual aspects of closing the deal, providing a detailed understanding of the core documents; what the various terms and requirements mean; and that the contractual requirements and protections are clearly understood.
CONCLUSIONS	The participants increased their understanding of the legal process and the purpose and benefits of the core legal documents. They understood better what is their relationship to the investors post investment, the protections on both sides and felt more confident in their knowledge of the relevant documentation and technical aspects.

NAME	Webinar "Post Investment"
PURPOSE	This session focused on the relationship with investors after the deal is done to provide an in-depth understanding of how to effectively work with investors to get the most out of their experience, expertise, introductions, knowledge and support which

	provides important added value to the business post investment.
CONCLUSIONS	The entrepreneurs understood better how to make the investor relationship work effectively -the do's and don'ts of how to work together. They also understood how to start planning for the next round of investment as the business grows and how to position their business for next stage funding.

NAME	Peer to Peer "Cultivating Leadership skills"
PURPOSE	The purpose of this session was to explore techniques for developing leadership skills and strategies essential for effectively leading a deep tech startup. Participants engaged in discussions about the challenges and opportunities of leadership in the dynamic and demanding context of startup management.
CONCLUSIONS	Several participants acknowledged gaps in their leadership skills and expressed a strong commitment to improving in this area. There was a shared understanding among the participants that as startup founders, it is crucial to develop not only strong leadership abilities but also effective management skills. Emphasis was placed on the importance of mastering time management and prioritization to navigate the complexities of running a startup successfully. This session highlighted the participants' dedication to personal and professional growth, recognizing that these skills are integral to their journey as startup leaders.

NAME	Finance and Investment Plan assignment
PURPOSE	A dedicated 30-minute one-on-one feedback session on your Finance and Investment Plan assignment. These sessions are designed to provide tailored, actionable feedback to help refine your financial planning and investment strategy.
CONCLUSIONS	The dedicated 30-minute one-on-one feedback sessions on the Finance and Investment Plan assignments offered participants personalized, actionable guidance to strengthen their financial strategies. These sessions ensured that each startup received targeted support to refine its planning, enhance investment readiness, and align financial goals

	with long-term growth objectives.
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NAME	Webinar " Introduction to the Investment Readiness Programme "
PURPOSE	Introduction to the overall investment readiness programme and what will be covered in the weeks ahead.
CONCLUSIONS	The introductory session provided participants with a clear overview of the Investment Readiness Programme, outlining its structure, objectives, and key focus areas for the weeks ahead. It set the foundation for a well-guided journey, ensuring that startups understood the roadmap and expectations as they progressed toward investment preparedness.

NAME	Webinar " The core basics - Fundraising strategy "
PURPOSE	Understanding the core elements of your Deep tech Investment proposal to present to investors"
CONCLUSIONS	The session equipped participants with a solid understanding of the essential components of a compelling deep-tech investment proposal. Startups gained clarity on how to structure and present their value proposition, technology, and financial potential effectively to attract and engage investors.

NAME	Webinar " Understanding the needs and requirements of investors and how to develop an effective investment proposal "
PURPOSE	What do investors look for in a deeptech business and understanding the core elements of your deeptech investment proposal to present to investors: innovation, technology, growth strategy, defensible IP

CONCLUSIONS	The session provided valuable insights into what investors seek in a deep-tech business — emphasizing the importance of innovation, robust technology, a clear growth strategy, and defensible intellectual property. Participants gained a deeper understanding of how to integrate these core elements into their investment proposals to effectively capture investor interest and build credibility in the market.
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NAME	Webinar " Developing your investment proposition and financials "
PURPOSE	This will be designed to enable an in depth understanding of how investors will evaluate an investment opportunity from a deep tech business.
CONCLUSIONS	The session was designed to provide participants with an in-depth understanding of how investors assess deep-tech ventures. It offered valuable insights into the evaluation criteria, decision-making processes, and key factors that influence investment potential, helping startups better align their strategies with investor expectations.

NAME	Webinar " Developing your investment readiness toolkit "
PURPOSE	This will include a detailed overview of the key topics, including graphical information, relevant insights from the individual investor, practical examples, and points of consideration as a women deeptech entrepreneur.
CONCLUSIONS	The session offered a comprehensive overview of key topics, enriched with visual materials, investor insights, practical examples, and specific considerations for women deep-tech entrepreneurs. It provided participants with actionable knowledge and inspiration to navigate the investment landscape with greater confidence and clarity.

NAME	Webinar " Making a winning pitch and how to develop your skills in engaging with investors "
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PURPOSE	This session was designed to give an in-depth understanding of how to develop an effective and comprehensive Toolkit to meet the requirements of investors and prepare for direct engagement with investors.
CONCLUSIONS	The session provided participants with a clear framework for developing an effective and comprehensive investor toolkit. It equipped them with the practical resources and materials needed to meet investor expectations and confidently prepare for direct engagement and fundraising opportunities.

NAME	Webinar " Post Pitch preparing for due diligence "
PURPOSE	This session was designed to give an in-depth understanding of how to engage with investors in the period following the pitching session.
CONCLUSIONS	The session offered participants a comprehensive understanding of how to engage with investors effectively after the pitching stage. It provided practical guidance on maintaining communication, building relationships, and sustaining investor interest to move discussions toward successful partnerships and potential funding.

NAME	Webinar " Negotiations "
PURPOSE	Session on understanding the value of your business, the potential deal structures and how to effectively negotiate and understand what investors require and what works for you.
CONCLUSIONS	The session equipped participants with essential insights into valuing their businesses, exploring potential deal structures, and understanding investor expectations. It also emphasized effective negotiation strategies, enabling founders to secure fair agreements that align both investor interests and their startup’s long-term goals.

NAME	Webinar " Understanding Termsheet and achieving a successful outcome "
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PURPOSE	This session was designed to give an in-depth understanding of how to engage with investors in order to achieve a Termsheet as an indication of the commitment to make an investment and how to successfully manage the negotiation process.
CONCLUSIONS	The session provided participants with a thorough understanding of how to engage effectively with investors to secure a Termsheet as a key milestone toward investment. It also offered practical guidance on navigating the negotiation process, helping founders build confidence and strategy in achieving mutually beneficial investment agreements.

NAME	Webinar " Understanding the legal contractual process and documentation "
PURPOSE	To provide understanding of what is their relationship to the investors post investment, the protections on both sides and ensure that they are confident in their knowledge of the relevant documentation and technical aspects.
CONCLUSIONS	The session enhanced participants’ understanding of post-investment relationships with investors, clarifying the protections and obligations on both sides. It equipped them with the knowledge and confidence to navigate investment agreements and technical documentation effectively, ensuring transparency and strong governance after funding.

NAME	Peer2Peer " Cultivating leadership skills "
PURPOSE	The goal of this session is to discuss techniques for developing leadership skills and strategies to effectively lead a deep tech startup.
CONCLUSIONS	The session provided valuable insights and practical techniques for strengthening leadership capabilities within deep-tech startups. Participants explored strategies to lead effectively, foster innovation, and build resilient teams capable of driving technological and business growth in a competitive environment.

NAME	Webinar " Making the most of your investor post deal and planning for next stage funding "
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PURPOSE	This session focused on the relationship with investors after the deal is done and will be designed to provide an in-depth understanding of how to effectively work with investors to get the most out of their experience, expertise, introductions, knowledge, and support which provides important added value to the business post investment.
CONCLUSIONS	The session highlighted the importance of building strong, value-driven relationships with investors after securing funding. Participants gained a deeper understanding of how to leverage investors’ experience, networks, and expertise to maximize post-investment growth and ensure long-term success through strategic collaboration and mutual trust.

NAME	Demo Day & Engagement with Investors at How to Web
PURPOSE	This session is jointly delivered by SWG and BAE providing opportunities to directly present to investors, alongside other key players from the EmpoWomen Programme partnership.
CONCLUSIONS	Jointly delivered sessions by SWG and BAE offered participants a unique opportunity to present directly to investors, while engaging with key partners from the EmpoWomen Programme. It fostered meaningful connections, practical insights, and collaboration across the investment and entrepreneurial ecosystem, further strengthening the startups’ readiness and visibility.

NAME	Engaging with Investors session
PURPOSE	An exclusive pitch session with real angel investors from the Business Angels Europe network.
CONCLUSIONS	The exclusive pitch session with real angel investors from the Business Angels Europe network provided participants with a valuable opportunity to present their ventures in a professional investment setting. It allowed startups to gain direct exposure, receive constructive feedback, and build meaningful connections with potential investors to support their future growth.

5.2 Mentoring and Coaching

One of the most valuable elements of the Acceleration Programme was the opportunity for meaningful, in-person engagement with a wide network of mentors and coaches. The project team carefully curated a diverse group of experts meeting the needs of the startups—to ensure that each session addressed participants’ real needs. Notably, 95% of the mentors and coaches were women, offering participants an empowering and relatable learning environment led by accomplished female leaders and professionals.

The live workshops delivered by these experts provided not only deep, practice-oriented knowledge but also space for open dialogue, peer exchange, and personalised feedback. Participants and mentors alike shared overwhelmingly positive feedback after each session, emphasizing the relevance, depth, and applicability of the content. This feedback loop was instrumental in refining the programme and highlighted the value of engaging high-calibre experts who combine technical expertise with empathy and real-world experience.

Beyond professional skill-building, the mentoring interactions proved to be a catalyst for expanding networks and perspectives. Participants gained exposure to diverse business practices, cultural contexts, and market insights from across Europe and beyond—fostering a truly international mindset. Many founders established long-term relationships with their mentors, who continued to offer strategic advice, introductions, and support well after the programme’s conclusion.

Overall, the combination of high-quality mentorship, diverse expertise, and genuine human connection emerged as one of the programme’s defining strengths—enhancing not only participants’ business and product development but also their confidence, leadership capacity, and readiness for global growth.

5.3 Access to Funding and Investment Opportunities

A key component of the Investment Readiness Programme delivered by BAE was the direct engagement with investors throughout the series of webinars. Each session was led by one or two investors, offering participants first-hand insights into how investors evaluate deeptech businesses, their expectations, and best practices for meeting investment criteria, engaging effectively, and negotiating successfully.

Importantly, the programme provided direct access to experienced women investors — with all but one of the webinar speakers being women business angels or venture capitalists. Their contributions offered a deep understanding of the specific challenges women entrepreneurs face in securing investment, along with practical advice on investor engagement, negotiation strategies, and addressing investor bias.

Throughout the programme, participants had opportunities for follow-up discussions with these investors, all of whom were members of leading angel networks and investment syndicates across

Europe. This created a direct channel for women entrepreneurs to connect with active investor communities, fostering valuable relationships and access to potential funding opportunities.

5.4 Networking Opportunities and Community Building

Throughout the EmpoWomen Acceleration Programme, several community-building opportunities were provided for both the participants and the project's partners:

Hello Tomorrow, Paris: At the beginning of the Acceleration Programme, all startups and project partners were invited to the Hello Tomorrow conference Paris. During the second cohort, the Project Officer travelled to Paris to meet with the 14 participating startups, and a dedicated meeting was held with the project partners to provide her with an update on progress.

The startups were given a stand to showcase their ideas, providing both visibility and a central meeting point for interactions with other event participants. As the available booth space was limited, a rotation system was implemented to ensure equal representation among the startups.

The booth was fully branded with the EmpoWomen logo and colours, creating a strong and cohesive visual identity throughout the event. At least one representative from each startup and members of the consortium partners were present onsite to engage with visitors and support the overall coordination of the showcase.

Fostering Collaboration and Confidence: Throughout the Acceleration Programme, participants highly valued not only the educational content but also the opportunity to connect with fellow women founders and inspiring role models. These interactions encouraged open discussions on a wide range of topics, providing mutual motivation and enhancing participants' self-confidence. The daily exchange of experiences, insights, and peer support helped to build a strong and supportive community of women founders.

Continued Mentorship and Collaboration: Beyond the formal mentoring sessions, many participants continued their collaboration with mentors after the programme's conclusion, leading to new networking, partnership, and growth opportunities. This ongoing engagement underscores the programme's lasting impact in fostering meaningful professional relationships and sustained development among women entrepreneurs.

Onsite Demo Day, Bucharest: At the conclusion of the Acceleration Programme, an onsite Demo Day was held in Bucharest, where all 14 startups showcased their progress and achievements to an audience of

potential investors and key stakeholders.

How-To-Web Conference, Bucharest: Following the Demo Day, the startups participated in the How to Web Conference in Bucharest, one of the leading technology and innovation events in Central and Eastern Europe. Four startups that received prizes during the Demo Day were invited to the main stage to pitch their ventures, further amplifying their visibility and recognition at the event. Their participation reflected the success of the programme in accelerating their growth, strengthening their pitching capabilities, and increasing their international exposure.

6. EXECUTION DETAILS

6.1 Programme Implementation Process

The implementation of the programme was smooth, structured, and highly efficient. Each week, new content for Part 1 was released, focusing on a specific topic. Startups received weekly updates outlining upcoming activities and any mandatory assignments, ensuring clarity and preparedness.

All deliverables were submitted on time, and every planned project activity was executed according to schedule, reflecting strong coordination and commitment from both the organizing team and participating startups.

6.2 Challenges Faced During Execution

While the EmpoWomen Acceleration Programme was largely successful and executed with high quality, several challenges emerged during its implementation. Some participants observed that a few mentoring sessions did not fully meet their specific development needs—particularly when mentors lacked firsthand entrepreneurial experience or when sessions leaned more toward theory than practical application. Additionally, the use of multiple communication platforms occasionally caused confusion, underscoring the need for more streamlined and centralised coordination tools.

A few startups also mentioned that the combined workload of online sessions, assignments, and follow-up documentation was intensive, making it challenging to balance programme participation with ongoing business operations. Another area identified for improvement was the timing of investor interactions—participants felt that earlier engagement would have enabled them to better incorporate investor feedback into their strategic planning. Furthermore, while external events and conferences offered valuable visibility, some participants suggested targeting higher-profile industry gatherings to maximise networking and investment potential.

The coordination team addressed these challenges proactively through ongoing communication, flexible scheduling, and customised support. This adaptive approach ensured that all 14 participating startups were able to overcome obstacles and successfully complete the acceleration journey, benefiting fully from the EmpoWomen experience.

6.3 Adjustments and Improvements Made

Throughout both cohorts, the EmpoWOMEN Acceleration Programme demonstrated a high degree of adaptability and responsiveness to the evolving needs of participating startups. Although the programme followed a clear and structured framework, adjustments were introduced to ensure greater relevance, inclusivity, and effectiveness.

During the first cohort, participant feedback led to several targeted improvements. A dedicated session on Sustainable Development Goals (SDGs) was added, reflecting the startups' growing interest in aligning business impact with sustainability objectives. To complement the all-female coaching structure, one session was led by a male coach, offering a broader range of perspectives and enriching the overall mentoring experience. Additionally, startups were encouraged to take a more systematic approach to tracking their progress — with individual KPI tracking spreadsheets created to help record achievements and allow coaches to review results in real time. This proactive monitoring approach improved accountability and preparedness for final reporting.

In the second cohort, the programme further evolved to deliver more sector-specific and tailored mentorship. A dedicated Mentor Day was introduced, enabling startups to connect with new mentors possessing deep expertise in their technological and business domains. This approach ensured that the support received was more focused and actionable. The inclusion of both male and female mentors in this round fostered a richer exchange of perspectives and experiences, enhancing the quality and diversity of guidance available to each founder.

These iterative improvements underscore the programme's commitment to continuous learning and refinement, ensuring that each startup received practical, relevant, and empowering support tailored to its specific growth stage and sector focus.

7. IMPACT ANALYSIS

7.1 Key Performance Indicators (KPIs)

The Key Performance Indicators (KPIs) for the Acceleration Programme provided a structured framework to guide participant engagement, progress, and accountability throughout the six-month journey. These KPIs were consistent with those established in Cohort 1, reflecting their proven effectiveness in measuring growth and ensuring programme impact. Below is an overview of each KPI:

- **Defined Goals & KPIs Document:** Each startup was required to establish clear goals and measurable KPIs for the six-month period, divided into Part 1 and Part 2, to ensure systematic progress in line with the programme timeline.
- **Attendance Rate:** Participants were expected to maintain a minimum attendance rate of 75% across all scheduled online activities, demonstrating their commitment to the educational and collaborative objectives of the programme.
- **Lead Coach Sessions:** Every startup was required to complete at least 10 sessions with lead coaches, ensuring continuous guidance, performance tracking, and personalized mentorship.
- **Subject Matter Expert Sessions:** Based on each startup's individual needs, participants attended a minimum of six sessions with subject matter experts to address key business, technical, or market challenges essential for their growth.
- **Tech Events Participation:** To strengthen industry exposure and networking opportunities, startups were required to attend a minimum of two major tech events, gaining firsthand insights into market trends, potential partnerships, and investor landscapes.
- **Pitch Presentation:** Each team prepared and delivered a concise three-minute pitch presentation, designed to sharpen their communication skills and strengthen their ability to attract investor interest.
- **Financial Plan:** Startups developed a comprehensive financial plan, including projections and investment needs, to ensure they had a clear understanding of their financial strategy and funding roadmap.

Collectively, these KPIs ensured that all participants remained goal-oriented, accountable, and strategically prepared—fostering measurable business growth, meaningful industry engagement, and enhanced readiness for future funding opportunities.

7.2 Data Collection and Analysis Process

The Data Collection and Analysis Process utilized two primary methods to capture a full picture of startup progress and programme effectiveness:

1. **Comprehensive Data Collection:** The first evaluation method focused on collecting transparent and detailed data on key metrics related to startup growth and the overall impact of the programme. Startups were required to submit regular progress reports on their KPIs, complemented by feedback gathered from mentors and experts who worked with each team individually.
2. **Continuous Data Analysis for Programme Adaptation:** The weekly analysis of collected data enabled a real-time assessment of each startup's development trajectory, allowing the programme team to make timely adjustments to address challenges or leverage emerging opportunities. This agile approach ensured that startups received adaptive, tailored support aligned with their evolving needs and objectives.

Together, these methods created a responsive, data-driven framework that formed the basis for effective and customized support, ultimately maximizing the outcomes and impact for each participating startup.

8. RESULTS AND OUTCOMES

8.1 List of Participating Startups and Key Achievements

Table 7. Startup Key Achievements

STARTUP NAME	KEY ACHIEVEMENTS
eDynamics Technologies LDA	<p>The startup has achieved significant milestones during the programme:</p> <ul style="list-style-type: none"> ● Investment Readiness Strengthened: Developed a comprehensive 24-month P&L plan with financial projections through 2027, investor-ready materials (pitch deck, data room, IP documentation, LOIs, awards, and competitor analysis), and reviewed term sheets with Portugal Ventures to ensure compliance and preparedness for fundraising. ● Official Innovation Recognition: Obtained the “ANI Selo ID – Reconhecimento Idoneidade” certification from Portugal’s National Agency for Innovation (ANI), confirming eligibility for future R&D funding and reinforcing the company’s innovation credibility. ● Expanded Investor Network: Established direct connections with eight investors (including CoreAngels Porto, CoreAngels Lisboa, Portugal Ventures, Faber, Beta Capital, Pinama Capital, Underline VC, and UniFund) and built a structured investor pipeline aligned with investment stage and portfolio fit. ● Supplier and Manufacturing Partnerships: Identified over 15 potential suppliers across four key production domains and received six formal quotations from selected partners (Nanopaint, LiPolBattery, ElectricBlue, XPIM, PCBWay, and Linepro) to support product industrialization. <p>These achievements reflect not only significant technical, operational, and strategic progress, but also demonstrate the startup’s strong readiness to scale, engage investors, and drive sustainable growth as it advances to the next stage of its journey.</p>

<p>PURR.AI, Lda</p>	<p>The startup has achieved significant milestones during the programme, demonstrating tangible progress in business development, technology validation, and investment readiness.</p> <ul style="list-style-type: none"> ● Market Expansion and Positioning Identified two new potential target markets within the neurotherapeutics sector and established contacts with at least two biotech/pharma companies, supported by detailed market analysis and outreach documentation. ● Enhanced Visibility and Outreach Strengthened PURR.AI’s digital presence through consistent communication and updates on professional platforms, increasing brand visibility and engagement across the deeptech and life sciences ecosystem. ● Go-to-Market Preparation Developed a preliminary Go-to-Market (GTM) strategy for the B3Pass platform, outlining pricing models, target customer segments, and commercialization pathways. ● Strategic Partnerships and Consortia Engagement Submitted the company profile to IHI Matchmaking to participate in R&D consortia and leveraged existing networks such as ESA BIC and EIT to secure introductions to new potential collaborators. ● Technological Development and Validation <ul style="list-style-type: none"> ○ Conducted reproducibility and validation tests confirming B3Pass reliability and predictive accuracy. ○ Enhanced model performance by integrating additional molecular descriptors and improving feature engineering. ○ Retrained the B3Pass platform with expanded datasets and documented updated performance metrics for future commercialization. ○ Developed and deployed a functional B3Pass module with a user interface, followed by usability testing and iterative refinements ● Investor Relations and Fundraising Readiness <ul style="list-style-type: none"> ○ Identified and engaged six new investors aligned with PURR.AI’s focus areas, sharing due diligence materials and scheduling follow-up meetings. ○ Built a secure investor data room with updated financial, technical, and
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IP materials to streamline investor evaluation.

- Created an internal investor FAQ to enhance communication efficiency.
- Refined the pitch deck through iterative feedback, including insights gained during the EmpoWomen Final Pitch Event.

These achievements reflect strong progress in scaling readiness, technological innovation, and investor engagement, positioning PURR.AI for the next stage of growth and funding.

<p>Enhanced Fertility EuropeUnipessoal</p>	<p>The startup has achieved significant milestones during the EmpoWomen Acceleration Programme, demonstrating strong progress in business growth, technology validation, and investment readiness:</p> <ul style="list-style-type: none"> ● Winner of the EmpoWomen Demo Day, earning the opportunity to pitch on stage at the How to Web 2025 conference in Bucharest. ● Engaged with five potential investors and secured three qualified investment leads during the How to Web event. ● Deployed the PCOS diagnostic prototype on Google Cloud, successfully completing technical validation and load simulation tests. ● Conducted clinical validation studies with six fertility doctors, producing a comprehensive findings report to guide next development steps. ● Expanded diagnostic coverage by integrating ICD-11 disease codes and additional infertility criteria into the digital platform. ● Strengthened intellectual property position through an independent IP audit and the registration of the EnhancedDx trademark. ● Built a VC-ready financial model and updated investor data room, ensuring transparency and preparedness for upcoming fundraising. ● Created a CRM database of 300 fertility clinics and stakeholders, developed a targeted B2B marketing campaign, and improved visibility with over 3,000 impressions on social media. ● Benefited from strategic mentoring by Daniel Kulig, Svitlana Malovana, and Flavia Richardson, refining the startup’s investment narrative, market strategy, and due diligence readiness. <p>These achievements reflect Enhanced Fertility’s maturity, innovation, and investment readiness, positioning the company as a scalable and clinically validated femtech venture ready for international growth and partnerships.</p>
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<p>Corium Biotech Maia & Muller - Biotech</p>	<p>The startup has achieved significant milestones during the EmpoWomen Acceleration Programme, advancing its technological, business, and investment readiness objectives.</p> <ul style="list-style-type: none"> ● Winner of the 2nd Prize at the EmpoWomen Demo Day, earning the opportunity to pitch on stage at the How to Web 2025 Conference in Bucharest. ● Engaged directly with three potential investors (Inspire Capital, Fortech Ventures, and Early Game Ventures) and established a pipeline of 100 investors, prioritizing 20 key leads. ● Completed a comprehensive investor-ready financial plan and a regulatory compliance review, confirming readiness for due diligence and fundraising. ● Conducted 10 expert and client interviews, validating market demand and confirming product-market fit. ● Advanced technology validation by synthesizing collagen-like peptides and performing skin reconstruction tests, confirming structural integrity and performance above the 1 MPa threshold. ● Demonstrated the use of non-animal supplements (Multus and Scinora) as viable alternatives to FBS, supporting the company’s commitment to ethical biotechnology. ● Completed an IP audit identifying two new patentable areas and refined the company’s industrial scale-up strategy with a selected bioreactor and carrier system. ● Strengthened digital visibility and community engagement, achieving over 2,600 social media interactions and growing the follower base by more than 300 new connections. <p>These achievements highlight Corium Biotech’s rapid progress in innovation, validation, and investment readiness, positioning the company for scale-up and entry into commercial partnerships in the biotech and sustainable materials sectors</p>
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<p>Wearify W2W LLC</p>	<p>The startup has achieved significant milestones during the EmpoWomen Acceleration Programme, demonstrating progress in product development, clinical validation, market engagement, and investment readiness:</p> <ul style="list-style-type: none"> ● Winner of the 1st Prize at the EmpoWomen Demo Day, earning the opportunity to pitch on stage at the How to Web 2025 Conference in Bucharest. ● Deployed the PCOS diagnostic prototype on Google Cloud, successfully completing scalability and load simulation testing. ● Conducted clinical validation studies with six fertility doctors, producing a detailed report that informed the next phase of product development. ● Expanded diagnostic capabilities by integrating ICD-11 codes and additional infertility conditions, increasing the platform’s medical accuracy and scope. ● Completed IP protection actions, including filing for the EnhancedDx trademark and reviewing a full independent IP audit. ● Developed a comprehensive B2B marketing strategy, including a CRM database of 300 clinics and stakeholders, a landing page, and a multi-step email campaign, validating market demand. ● Conducted user experience interviews with key opinion leaders (KOLs) and refined the B2B sales deck based on expert feedback. ● Created a VC-ready financial model and updated investor data room, ensuring full transparency and preparedness for investor due diligence. ● Produced and distributed a professional pitch deck and video, and conducted outreach to 100 targeted investors, enhancing investor engagement. ● Gained strong visibility at How to Web, with over 3,000 impressions and multiple engagements on social media, and established connections with five investors and three qualified leads. <p>These achievements demonstrate Wearify readiness for scale, its validated technology, and growing investor interest, positioning the company as a high-potential femtech innovator ready for the next stage of international growth and investment.</p>
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<p>AlongRoute Data IKE</p>	<p>The startup achieved substantial progress throughout the EmpoWomen Acceleration Programme, advancing both its product development and investment readiness while validating its technology and market approach:</p> <ul style="list-style-type: none"> ● Ranked 4th at the EmpoWomen Demo Day, earning the opportunity to pitch on the main stage at the How to Web 2025 Conference in Bucharest, where the team met with three potential customers and one investor. ● Secured first paying customer and re-engaged early adopters, converting pilot discussions into commercial opportunities and collecting verified customer testimonials and feedback. ● Developed an interactive UI/UX prototype for AlongRoute’s marine data visualization platform, visualizing three core oceanographic parameters — waves, currents, and wind — through an internally deployed interactive interface. ● Finalized a standardized post-voyage reporting tool, tested and refined with early adopters, incorporating direct user feedback to improve clarity, usability, and operational alignment. ● Created a complete technical and commercial product deck (8–12 slides) detailing AlongRoute’s data pipeline, analytics, and pricing models, used for customer outreach and pilot proposals. ● Validated and refined the company’s pricing model, developing a scalable structure aligned with delivery formats (API, data files, reports) and customer expectations. ● Designed a comprehensive investment and financial plan, outlining AlongRoute’s €1M fundraising strategy for the next 18 months, including use of funds, valuation targets, and growth roadmap. ● Built an initial investor pipeline of 10 early-stage VCs and completed outreach to five investors, supported by new investor-ready materials: teaser deck, extended pitch deck, and one-pager. ● Enhanced visibility and communication, producing three media publications, generating 154 social media engagements, and participating in the EmpoWomen Podcast, highlighting AlongRoute’s innovation in AI-powered marine forecasting. <p>These achievements reflect AlongRoute’s strong growth in commercial traction, product maturity, and investor engagement. The company demonstrated a clear path</p>
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toward scaling its AI-driven maritime solutions while reinforcing its position in the sustainable marine technology sector.

<p>Wasit OÜ</p>	<p>The startup achieved substantial progress throughout the EmpoWomen Acceleration Programme, advancing both its product development and investment readiness while validating its technology and market approach:</p> <ul style="list-style-type: none"> ● Investor Readiness: Completed a comprehensive fundraising and negotiation training track, developed a robust investor pipeline, and began an angel round expected to close by the end of 2025. ● Mentorship and Strategy: Strengthened Wasit’s financial model, legal structure, and business plan through targeted mentoring and coaching, leading to a more resilient operational setup. ● Team and Operations: Hired a Head of Operations, clarified roles, and established a delegation plan to improve internal execution and scaling capacity. ● Partnerships and Growth: Signed two new farmer financing contracts, grew the “ready-to-fund” project pipeline to 16+ projects, and established partnerships with Credit Agricole, COMADER, and potential off-takers worth €160,000. ● Geographical Expansion: Built a new pipeline of 10 farmer projects in Senegal, expanding Wasit’s reach in Africa. ● Technology and Product Development: <ul style="list-style-type: none"> ○ Launched the AI Chatbot MVP for farmer communication. ○ Developed and tested AI models for message classification (Taxonomy v1 & v2) using OpenAI embeddings. ○ Released a multilingual Investor Dashboard visualizing farm operations for 20+ projects. ○ Finalized the automated revenue-sharing system design and tested three KYC validation flows. ● Visibility and Ecosystem Engagement: <ul style="list-style-type: none"> ○ Showcased Wasit at How to Web, gaining investors, partners, and media exposure. ○ Recorded a TechUkraine podcast, enhancing visibility within the startup and impact investment ecosystem. ● Fundraising and Investor Materials: <ul style="list-style-type: none"> ○ Created a complete Investor Data Room, finalized financial documentation, and updated the pitch deck. ○ Identified and contacted 20+ investors, resulting in two SAFE
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commitments.

By the close of the program, Wasit OÜ had evolved into an investor-ready, tech-driven, and strategically aligned company. The acceleration journey enabled the team to validate its product-market fit, strengthen partnerships, and build a credible investment case.

<p>Centrum Cognitio d.o.o.</p>	<p>The startup achieved substantial progress throughout the EmpoWomen Acceleration Programme, advancing both its product development and investment readiness while validating its AI-driven mental health technology and market expansion strategy:</p> <ul style="list-style-type: none"> ● Investor Readiness and Acceleration Activities <ul style="list-style-type: none"> ○ Completed the full investment readiness curriculum, including workshops on fundraising strategy, investor engagement, due diligence, and legal processes. ○ Participated in multiple Peer2Peer sessions focused on credibility, financial literacy, negotiation, and leadership. ○ Developed and refined a 3-minute investor pitch, investment readiness plan, financial model, and commercialization strategy. ● Mentorship and Coaching <ul style="list-style-type: none"> ○ Engaged in continuous one-on-one mentorship with experts such as Zane Bojare, Mario Krivokapić, and Diana Karyan, improving the pitch narrative, market positioning, and legal preparedness. ○ Received targeted advice on AI regulation, marketing expansion, and psychotherapy sector engagement. ○ Secured introductions to potential investors and partners via mentors including Tiberiu Iacomi and Flavia (Acclivity Ventures). ● Business Development and Partnerships <ul style="list-style-type: none"> ○ Signed three institutional collaboration agreements with Technology Park Ljubljana, University Clinic Center Maribor, and the Faculty for Theology. ○ Developed and executed a marketing and sales strategy, including a sales playbook and pilot campaign for one EU market. ○ Completed MABA analysis of a new EU market, addressing GDPR and regulatory compliance. ○ Translated the Tina Assistant platform and established one confirmed EU market partner. ● Technology and Product Innovation <ul style="list-style-type: none"> ○ Designed and tested a functional AI prototype, developed through Adobe XD wireframes, and implemented key AI features for therapist use. ○ Built an AI analysis display system enabling clear data visualization for
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	<p>clinical professionals.</p> <ul style="list-style-type: none"> ○ Conducted UX and AI feature tests with 5 therapists, validating usability and comprehension. ○ Successfully completed user interface improvements based on direct feedback from practitioners. <ul style="list-style-type: none"> ● Fundraising and Investment Preparation <ul style="list-style-type: none"> ○ Developed a complete fundraising strategy, investment data room, and due diligence documentation, including a 50-question investor Q&A. ○ Established 6 new investor connections, including Labena Ventures, Y Combinator, Phil Roughe Capital, HunBan, Wild Tree Ventures, and Accelerator Canada (TBDC). ○ Filed a patent application for the proprietary AI recommendation system. ○ Signed a Terms Sheet with FRC, marking an important pre-seed investment milestone. ● Recognition and External Programs <ul style="list-style-type: none"> ○ Selected for Google for Startups, receiving up to \$350,000 in cloud credits. ○ Recognized among the top 8 startups in the HICEE EIT Health Program, demonstrating strong progress and innovation. ○ Participated in major international events — HIMSS Paris and HLTH Amsterdam — building strategic links with hospitals and healthcare providers in France, Germany, and the UK (NHS). <p>By the conclusion of the EmpoWomen Programme, Centrum Cognitio d.o.o. had transformed from a promising early-stage startup into a validated, investment-ready healthtech company. The team successfully balanced product innovation with market validation, building a solid foundation for both clinical adoption and scalable growth.</p>
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<p>Shin Rai Robotics Natalia Lemarquis</p>	<p>The startup achieved substantial progress throughout the EmpoWomen Acceleration Programme, advancing both its product development and investment readiness while validating its extended reality (XR) technology and go-to-market strategy in the robotics and automation sector:</p> <ul style="list-style-type: none"> ● Participated in the BSR Go-Abroad Programme to expand presence in the Baltic region. ● Improved user interface design and sustainability strategy through expert coaching. ● Strengthened intellectual-property protection and subcontractor agreements. ● Conducted market analysis identifying and prioritizing the top 3 market segments. ● Built a pipeline of 50 potential partners across 3 validated sales channels. ● Identified top 3 user pain points for cobot operators, informing product refinement. ● Converted a pilot project into a contracted customer, proving commercial readiness. ● Completed competitive pricing and positioning analysis for go-to-market planning. ● Developed a stand-alone XR visualization demo app for cobot automation. ● Integrated a 3D joint-manipulation feature for virtual reach and motion assessment. ● Gathered user feedback via surveys, confirming product usability and satisfaction. ● Drafted a comprehensive IP strategy to protect proprietary software assets. ● Compiled a database of 100 qualified investors and held 5 introductory meetings. ● Created and validated investment materials (pitch deck + 1-pager; avg score 8/10). ● Defined five funding priorities and preferred investment vehicles for the next round. ● Represented the company at How to Web 2025, conducting 20 product demos and 8 investor meetings. ● Secured 3 warm introductions, 2 investor follow-ups, and 2 partnership opportunities.
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	<ul style="list-style-type: none"> ● Increased social media engagement by 67%, boosting visibility in robotics & XR innovation. <p>By the end of the EmpoWomen Acceleration Programme, Shin Rai Robotics had transformed into an investment-ready, market-validated company with a strong technological foundation and a clearly defined commercialization path. The team successfully combined XR innovation, customer insight, and strategic investor engagement to enhance product-market fit and position the company for growth.</p>
<p>AMYGDALAEH THOU</p>	<p>The startup achieved substantial progress throughout the EmpoWomen Acceleration Programme, advancing its AI product development, investment readiness, and market validation, while refining its sales strategy and fundraising approach for scaling digital health solutions:</p> <ul style="list-style-type: none"> ● Gained advanced skills in financial modeling, due diligence preparation, and pitch structure refinement. ● Updated product roadmap, sales strategy, and pitch deck based on mentor feedback. ● Designed and executed a pre-sales strategy, running 10 cold outreach campaigns with measurable engagement results. ● Defined the ideal customer profile (ICP) using data-driven analysis from pre-sales testing. ● Conducted customer discovery sessions and refined the sales process based on feedback. ● Created and distributed a one-pager and B2B sales deck for targeted outreach. ● Launched an educational LinkedIn campaign to raise awareness about lifestyle disease prevention. ● Developed a smart-nudge AI prototype integrating behavioral bias modeling. ● Tested the AI prototype with 5 users, collecting feedback for usability improvements. ● Built a decision-tree-based AI system as the foundation for Amygdala’s digital health platform. ● Produced a detailed analysis of cognitive biases and applied them to the product’s behavioral model. ● Compiled a comprehensive investor summary and updated pitch materials for

	<p>fundraising.</p> <ul style="list-style-type: none"> ● Set up an investor data room and NDA templates for due diligence. ● Identified 30 targeted investors aligned with Amygdala’s growth strategy. ● Held 3 investor meetings, gaining actionable insights for refining the investment approach. ● Represented Amygdala at How to Web 2025, completing 12 product demos, 3 investor meetings, 2 partnership discussions, and 6 workshops. ● Strengthened brand visibility and investor relationships through event participation and media engagement. <p>By the end of the EmpoWomen Programme, Amygdala Health OÜ had successfully transitioned from an early-stage healthtech concept into an investment-ready, AI-validated company. Through rigorous mentorship, strategic sales development, and product prototyping, the startup built a strong foundation for future fundraising and market entry.</p>
<p>Helios Bilim ve Teknoloji Anonim Şirketi</p>	<p>The startup achieved substantial progress throughout the EmpoWomen Acceleration Programme, advancing its carbon capture technology, investment readiness, and market validation, while strengthening its intellectual property (IP) strategy and fundraising materials:</p> <ul style="list-style-type: none"> ● Improved investment materials, including an updated pitch deck, one-pager (EN/TR), and an investor explainer video. ● Developed a comprehensive fundraising strategy, defining a €5–6M pre-money valuation range using the Comparables, Berkus, and VC Method approaches. ● Conducted outreach to 10 investors and prepared a list of 9 additional VCs for future engagement. ● Researched 3 grant programmes for 2026, aligning them with Helios’s R&D and commercialization roadmap. ● Completed national trademark registration (TÜRKPATENT, no. 2025/105429) and collaborated with Boğaziçi University TTO to define a global IP protection strategy targeting the EU, US, and Japan. ● Scaled up production of two Metal–Organic Frameworks (MOFs) — CALF-20 and UiO-66 — achieving 5–10 g batches with successful SEM and BET analysis. ● Developed HKUST-1 pellets using both binder-assisted and binder-free compression methods, confirming feasibility for industrial use.

	<ul style="list-style-type: none"> ● Designed 5 L and 10 L reactor systems using Aspen software, prepared detailed technical specifications, and obtained cost quotations from manufacturers in Kocaeli. ● Conducted customer outreach to 15+ industrial players, including Turkish Airlines, Tüpraş, SOCAR, Kardemir, Zorlu Energy, and the Turkish Shipowners’ Association, gathering valuable feedback for commercialization. ● Showcased Helios’s CO₂ capture technology at How to Web 2025, held 5 investor meetings, and performed 1 product demo, increasing international visibility and investor engagement <p>By the end of the EmpoWomen Programme, Helios Bilim ve Teknoloji A.Ş. had significantly strengthened its technical foundation, market positioning, and investment readiness. The company successfully advanced from lab-scale R&D to pilot-scale engineering design, validated its MOF-based CO₂ capture materials, and established a solid fundraising and IP strategy.</p>
<p>Veles Sense doo Beograd</p>	<p>Throughout the EmpoWomen Acceleration Programme, Veles Sense made outstanding progress in strengthening its AI-based vineyard drought detection solution, advancing investment readiness, and expanding its international partnership network. The startup demonstrated excellence in product innovation, visualization tools, and market engagement, completing all KPIs successfully:</p> <ul style="list-style-type: none"> ● Joined three accelerator programmes – GreenUp (Belgrade), Startup ESSENTIALS (Lisbon), and EIT Food Bilbao Campus Experience (Spain) – strengthening international visibility and network connections. ● Delivered invited talks at the BioSense Institute (Serbia) and participated in multiple EU project info days (Women TechEU, Open Horizon, AGRARIAN, SAIGE), submitting two new project proposals. ● Featured on the EmpoWomen podcast, discussing innovation in precision viticulture. ● Completed all business and technical KPIs, including full achievement of seven measurable goals across visualization, partnership, product, and investment categories. ● Developed three visualization approaches (Heat Maps, QGIS, and Google Earth Pro) for drought detection results, validated by end users and tested across multiple vineyards in Serbia.

- Collected data from 61.9 ha of vineyards, developing a new drought detection feature using Python, OpenCV, and PyTorch, integrating multiple unsupervised machine learning algorithms (K-Means, Mini Batch K-Means, GMM, Isolation Forest).
- Secured expert validation from Professor Dr. Zoran Bešlić, University of Belgrade, confirming scientific robustness and commercial potential.
- Built a partnership network by contacting 11 drone-as-a-service providers (4 confirmed partnerships) and 36 wineries across 6 countries, engaging with potential clients in Portugal, Croatia, Italy, Slovenia, Austria, and Moldova.
- Prepared a comprehensive Investor Data Room including documentation on market, product, team, financials, IP, and ESG aspects.
- Contacted 11 agritech investors, receiving 3 responses and conducting 1 formal meeting with Sogrape (Portugal) – the largest Portuguese winery with its own VC fund.
- Revised and improved the pitch deck based on feedback from mentors and investors, making it suitable for both angel and VC presentations.
- Presented at How to Web 2025 (Bucharest) as part of the EmpoWomen booth, collecting over 10 leads, conducting 11 product demos, initiating 3 new partnerships, and gaining 102 social media engagements and 3 media features

Veles Sense successfully completed the EmpoWomen programme with exceptional KPI performance, achieving 100% of planned objectives. The company evolved from a national agritech startup into an internationally connected, investor-ready deeptech venture. By combining AI-driven analytics, drone-based thermal imaging, and GIS visualization, Veles Sense demonstrated a scalable solution for precision drought monitoring in viticulture. The team’s proactive approach to mentorship, acceleration, and investor outreach established a solid foundation for the next stage — pilot deployments, cross-border partnerships, and equity investment.

<p>SIA "SkinFuture"</p>	<p>The startup achieved substantial progress throughout the EmpoWomen Acceleration Programme, strengthening its investment readiness, advancing product validation, and developing a clear funding and commercialization roadmap. SkinFuture demonstrated excellence in scientific testing, mentoring engagement, and B2B strategy refinement, successfully achieving all planned KPIs:</p> <ul style="list-style-type: none"> ● Gained hands-on knowledge on term sheets, due diligence, and investor relations, enhancing confidence and clarity in fundraising. ● Successfully redesigned the investor pitch deck, emphasizing the B2B business model, market potential, and scientific validation. ● Conducted customer discovery interviews both in Latvia and internationally, incorporating feedback into the refined pitch and commercialization strategy. ● Improved brand storytelling and digital presence, including the SkinFuture Talks video series and enhanced Instagram visuals to communicate innovation and sustainability. ● Developed a detailed financial and investment plan, identifying funding needs, timelines, and growth priorities. ● Secured a €200,000 research grant, enabling the continuation of laboratory testing and product validation. ● Built a structured B2B client database of potential cosmetic companies, including names, profiles, and contact details, aligning with SkinFuture’s target market. ● Purchased and launched a dedicated company domain, strengthening digital branding and online presence. ● Identified and partnered with certified laboratories for in-vitro and in-vivo testing, ensuring regulatory alignment for commercialization. ● Conducted cytotoxicity, phototoxicity, and cell proliferation tests, confirming the biocompatibility and safety of SkinFuture’s natural UV filter ingredient. ● Completed advanced biological evaluations — ROS accumulation, collagen production, and MMP-1 enzyme analysis — proving anti-aging and skin health benefits. ● Collaborated with dermatology professionals, validating safety, efficacy, and market potential from a clinical perspective. ● Created a comprehensive testing plan and provider database to guide future product certification and market launch. ● Developed a Funding Strategy Document outlining grants, accelerators, and
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	<p>investor pathways tailored to SkinFuture’s stage and industry.</p> <ul style="list-style-type: none"> ● Compiled a database of 40+ funding opportunities, including EU innovation grants and accelerator programs. Delivered a text-based investor pitch deck customized for grant reviewers and strategic partners. ● Represented the company at How to Web 2025, conducting: <ul style="list-style-type: none"> ○ 10 concept demos and scientific presentations, ○ 2 investor/mentor meetings, and ○ 1 partnership discussion, resulting in 2 qualified leads. <p>Generated 50+ social media engagements and 2 LinkedIn media posts, enhancing visibility in the sustainable skincare and biotech innovation ecosystem</p> <p>By the conclusion of the EmpoWomen Acceleration Programme, SIA SkinFuture had evolved into an investment-ready, science-validated deeptech startup with a clear commercialization roadmap. The company achieved all planned KPIs — from testing validation and product safety to funding strategy and investor engagement — while strengthening its positioning as a B2B ingredient innovator in sustainable cosmetics.</p>
<p>TAY Yazilim Teknolojileri A.S.</p>	<p>The startup achieved substantial progress throughout the EmpoWomen Acceleration Programme, strengthening its product development, investment readiness, and commercialization capacity. Through focused mentorship, prototype optimization, and strategic investor outreach, TAY evolved its deep-tech radar sensing technology into a validated, miniaturized solution with strong potential for B2B and licensing models:</p> <ul style="list-style-type: none"> ● Developed a complete sales roadmap, including input from a customer, lawyer, and financial consultant. ● Prepared a sales process manual and legal templates (NDA, Letter of Intent, Shipping Terms) for commercialization. ● Completed a certification and compliance roadmap, consulting three regulatory experts and identifying all necessary market-entry approvals. ● Designed, manufactured, and tested two metamaterial antennas, achieving 21% reduction in radar sensor size while maintaining performance. ● Conducted field tests in two environments, identifying two key improvements for the next MVP iteration (multi-person and through-wall detection). ● Listed and analyzed five funding programs (TÜBİTAK 1507, 1501, ENFIELD EU, IraSME, EIC Pre-Accelerator). ● Submitted four grant applications — one accepted, one rejected, and two

	<p>under review.</p> <ul style="list-style-type: none">● Identified and added 14 potential investors and conducted four investor meetings, receiving feedback from two investors.● Prepared a comprehensive investor pitch deck, one-pager, and company presentation materials.● Enhanced visibility through LinkedIn outreach, posting about the How to Web event and EmpoWomen participation. <p>By the end of the EmpoWomen Acceleration Programme, TAY Yazılım Teknolojileri A.Ş. had achieved full completion of its key performance indicators across product development, investment readiness, and commercialization. The company successfully miniaturized its radar sensor, validated it through field testing, and established legal and certification frameworks for upcoming market entry.</p>
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9. FEEDBACK PROCESS

9.1 Overview of Feedback Collection Methods

Throughout the Acceleration Programme, feedback was systematically gathered to gain a comprehensive understanding of its **impact, value, and growth potential** among participating startups. The primary objective was to collect diverse insights from all key stakeholders to ensure continuous programme improvement.

Feedback was collected through the following methods:

1. **Lead Coaches on Startups** – gathered three times (Months 1, 4, and 6) to evaluate startup progress and coaching effectiveness.
2. **Startups on Lead Coaches** – collected twice (Months 3 and 6) to assess the quality of coaching and identify areas for improvement.
3. **Acceleration Programme – Part 1** – feedback from startups to measure the effectiveness of the first phase.
4. **Acceleration Programme – Part 2** – feedback from startups to evaluate the second phase and overall programme delivery.
5. **Extra Mentors on Startups** – 97 feedback submissions collected to assess mentor performance and startup development.
6. **Mentors on Startups after Mentor Day** – 112 responses collected to capture mentor perspectives and engagement outcomes.
7. **Startups on Mentors after Mentor Day** – responses gathered to assess mentor impact and relevance of the support provided.

This multi-layered feedback framework enabled the collection of **360-degree insights**, ensuring that input from coaches, mentors, and startups informed ongoing refinements to the programme's structure, content, and delivery.

9.2 Participant Feedback on Programme Effectiveness

The program exceeded participant expectations, delivering far more than workshops and mentoring. Startups praised its structured approach, personalized guidance, and community-driven learning environment. Founders highlighted how it combined strategic clarity, actionable tools, and real-world application, helping them accelerate business growth, strengthen investor readiness, and gain confidence as leaders.

Key Strengths

- **Outstanding Mentorship:** Coaches such as Timi, Zane Bojare, Karina Lapina, Francisco Mejia, Camelia Isaac, Mariia Tintul, Brianna Quintero, Rita, and others were consistently celebrated for their commitment, empathy, and expertise. Mentorship was tailored, practical, and deeply relevant to each startup’s journey.
- **Practical, Structured Learning:** Clear frameworks for goal-setting, KPIs, fundraising, and investor communication helped founders stay focused and accountable. Sessions like pitch practices, investor Q&As, and financial modeling workshops were rated as the most impactful.
- **Supportive Community:** Peer-to-peer sessions created genuine connections and a culture of openness. Founders felt encouraged to share challenges, exchange feedback, and celebrate each other’s progress.
- **High Engagement and Personal Growth:** Many participants described the experience as transformative, noting improved strategic vision, stronger confidence, and immediate business results.

Areas for Improvement

- **Tailor Content by Startup Maturity:** Introduce differentiated tracks for early-stage vs. advanced startups to ensure all sessions remain relevant and high-value.
- **Enhance Webinar Interactivity:** Add more case studies, live examples, and Q&A to increase engagement and learning retention.
- **Reduce Workload and Admin Tasks**
Streamline online sessions and forms to free founders’ time for business execution.
- **Earlier Investor Access & Post-Program Continuity**
Include investor panels earlier in the timeline and establish a clear follow-up plan or alumni network for ongoing support.
- **Simplify Communication Channels**
Consolidate updates and deliverable reminders into a single platform (preferably Slack or email).

Participant Reflections

“The program exceeded all my expectations — structured, hands-on, and deeply supportive.”

“Our mentors were exceptional — insightful, empathetic, and genuinely invested in our success.”

“The sense of community and practical focus set this accelerator apart.”

“More tailored content by startup stage and fewer admin tasks would make it perfect.”

Startup Wise Guys stands out as a high-impact accelerator that goes beyond business training — it builds confidence, capability, and connection. Participants leave with not only sharper strategies and investor-ready pitches, but also a lasting sense of belonging to a community that genuinely empowers founders to grow fast, smart, and globally.

9.3 Analysis of Mentor and Expert Feedback Data

The detailed feedback forms from lead coaches, mentors, and experts, which provided valuable insights into the performance, mindset, and growth potential of the participating startups. Upon analysis, several recurring themes emerged across the assessments. Coaches frequently emphasized the importance of sharpening value propositions and strengthening communication, particularly in how founders articulate their business models and market opportunities to investors and partners.

A consistent recommendation was to develop more structured go-to-market strategies and ensure stronger commercial focus alongside ongoing product development. Many startups were still navigating the transition from prototype to market-ready solutions, prompting coaches to advise a clearer balance between R&D efforts and business growth activities.

Another recurring observation was related to founder confidence and leadership development. While the majority of participants demonstrated exceptional commitment and adaptability, some were encouraged to take a more proactive approach to strategic decision-making and investor engagement.

Importantly, coaches and experts unanimously agreed on the high potential and innovative quality of the participating startups. The feedback underscored that, with continued focus on execution, market validation, and strategic communication, the teams are well-positioned to achieve meaningful impact and long-term success in their respective industries.

10. ANALYTICAL INSIGHTS

10.1 Success Factors for Women-Led Deep Tech Startups

The EmpoWomen Acceleration Programme has proven to be an invaluable catalyst for women-led deep tech startups, offering a powerful combination of learning, mentorship, networking, and financial support. Participants consistently emphasized that the programme not only strengthened their business capabilities but also fostered profound personal and professional growth.

Across both of the cohorts, founders expressed deep gratitude for the high-quality resources, insights, and practical tools that helped them refine strategies, enhance leadership skills, and strengthen their teams. These resources were instrumental in addressing the challenges of leading early-stage ventures while building the confidence and resilience needed to succeed.

All participating startups highlighted the programme's practical, results-driven approach to learning. The emphasis on applying new knowledge in real-time to address their own startup challenges — from prototype development and business model refinement to market validation and investor readiness — was particularly appreciated. This hands-on methodology allowed founders to make tangible progress while simultaneously acquiring critical skills for long-term growth.

The programme also fostered a vibrant community of like-minded founders, providing a supportive environment for peer learning, collaboration, and shared problem-solving. Peer-to-peer sessions created space for open dialogue and mutual encouragement, enabling participants to exchange experiences and insights with others at similar stages in their journey. This network became a vital source of motivation and collective growth, reinforcing the sense of belonging within a larger ecosystem of women innovators.

Participants repeatedly praised the programme's focus on actionable learning and measurable outcomes rather than theoretical content or administrative burden. Mentoring sessions and workshops were designed to produce immediate, real-world results — from refining go-to-market strategies and strengthening pitches to improving financial and operational planning. The tailored support in pitch development and fundraising preparation was described as transformative, helping founders gain clarity, confidence, and competitive positioning for future investment opportunities.

Finally, the grant support provided through the programme was viewed as a key enabler of progress. Many startups credited the financial assistance as the decisive factor that allowed them to advance product development, execute pilot projects, or expand their teams.

Overall, the EmpoWOMEN Programme has had a profound impact on women-led deep tech startups —

equipping them with the skills, confidence, and connections needed to scale sustainably, attract investment, and strengthen their presence in the European innovation ecosystem. By combining expert mentorship, practical learning, community support, and targeted funding, the programme has helped transform promising ideas into thriving, investment-ready businesses led by empowered women founders.

10.2 Barriers and Challenges Identified

While both cohorts of the EmpoWomen Acceleration Programme were highly successful and well-received, each revealed valuable insights that contributed to continuous improvement and refinement of the initiative's structure, content, and delivery.

During the first cohort, several technical, financial, and operational challenges emerged. Many startups faced obstacles transitioning from laboratory research to prototype development, as laboratory-level accuracy did not always translate effectively to real-world conditions. This required iterative adjustments in product design and testing. Additionally, securing follow-on funding proved difficult for startups in capital-intensive sectors such as medtech and deep tech, particularly given their early-stage development. Startups also needed to reassess business models, shifting from B2C to hybrid or B2B2C approaches based on customer feedback. Balancing programme participation with daily operations and managing ambitious KPIs within limited timelines were further recurring challenges.

The second cohort strategically integrated these lessons. Programme adjustments focused on greater flexibility, stronger investor engagement, and more practical guidance. For example, the introduction of Mentor Day allowed startups to select mentors based on sector expertise, ensuring more relevant, actionable support for overcoming technical and business challenges. Investor sessions were also restructured to enhance early exposure to funding perspectives, directly addressing the funding barriers identified in Cohort 1.

To tackle operational and workload issues noted previously, administrative processes were simplified, and participants were provided with clearer templates and tracking tools, allowing better documentation of progress. The addition of stage-specific mentoring and differentiated learning paths helped accommodate startups at varying maturity levels—responding to Cohort 1's insight that a one-size-fits-all model limited impact.

Finally, communication and collaboration challenges identified in the first round led to improvements in coordination tools and the early introduction of post-programme continuity mechanisms, including the foundation for an alumni network.

Together, these refinements illustrate how feedback and lessons from the first cohort were effectively

translated into actionable improvements for the second. This iterative, feedback-driven approach not only enhanced participant experience but also strengthened EmpoWomen's position as a responsive and high-impact accelerator for women-led deep-tech startups in Europe.

11. RECOMMENDATIONS

11.1 Strategic Recommendations for Future Programmes

Building on the experiences and outcomes of both EmpoWomen cohorts, several strategic recommendations have been identified to guide the design and implementation of future initiatives supporting women-led deep tech startups. These recommendations are grounded in direct participant feedback, performance analysis, and lessons learned throughout the programme's two-year implementation.

1. Tailored Content Aligned with Startup Maturity

Both cohorts highlighted the need for content better adapted to startups' varying stages of development. Early-stage founders benefited most from foundational business guidance, while more advanced startups required specialized support in scaling, investment readiness, and international expansion. Recommendation: Adopt a modular or tiered structure, offering distinct learning tracks for early-, mid-, and late-stage startups. This approach ensures that every participant receives content relevant to their maturity level, maximizing engagement, learning outcomes, and overall programme impact.

2. Enhanced Focus on Investor Readiness and Earlier Engagement

Access to capital remained one of the most consistent challenges, particularly for early-stage startups. In Cohort 2, investor sessions were highly valued, but participants suggested introducing them earlier to allow iterative refinement of fundraising strategies. Recommendation: Strengthen investor readiness by integrating investor interactions earlier in the acceleration process and expanding training on relationship-building, negotiation, and pitch delivery.

3. Streamlined Administration and Communication

The administrative workload and use of multiple coordination platforms (e.g., Slack, Airtable, Google Calendar) were identified as obstacles to efficiency, particularly in Cohort 2.

Recommendation: Simplify administrative tasks, consolidate forms, and adopt a single, centralized communication system to streamline coordination and allow founders to focus on business growth.

4. Strengthening Mentorship Diversity and Practical Relevance

Mentorship proved to be one of the programme's greatest strengths, with participants consistently praising expert engagement and personalized feedback. However, both cohorts noted that content could be more practical and sector-specific.

Recommendation: Expand the mentor pool to include diverse profiles—technical experts, serial entrepreneurs, and investors—to ensure relevant, real-world insights. Incorporate case studies, live demonstrations, and interactive sessions to enhance applicability.

5. Community Building and Peer Learning

Peer learning was one of EmpoWomen's most valued aspects, providing emotional support, collaboration opportunities, and shared learning experiences.

Recommendation: Maintain and strengthen peer-to-peer sessions, group discussions, and networking events to reinforce the community spirit and collective motivation of women founders.

6. Comprehensive Product Development and Technical Support

Startups in Cohort 1 particularly struggled with moving from lab-stage innovation to functional prototypes.

Recommendation: Future programmes should offer targeted technical workshops, expert review sessions, and milestone-based feedback loops to help startups progress from concept validation to commercialization more effectively.

7. Dedicated Empowerment Support for Women Founders

Given the gender imbalance in the deep-tech sector, participants valued the empowering environment of the programme.

Recommendation: Continue to include confidence-building, negotiation, and leadership sessions specifically tailored to women navigating male-dominated industries, supporting visibility, resilience, and leadership growth.

8. Flexible KPIs and Continuous Feedback Loops

Both cohorts demonstrated the value of adaptive programme management that responds to evolving startup needs.

Recommendation: Implement dynamic KPIs and periodic progress reviews, allowing flexibility in learning pathways and ensuring that guidance remains relevant throughout the acceleration journey.

9. Sustained Post-Programme Engagement and Alumni Network

A recurring request, particularly from the second cohort, was for continued collaboration after programme completion.

Recommendation: Establish a structured Alumni Network providing ongoing mentorship, knowledge-sharing, and investor introductions. This will ensure that the EmpoWomen community remains active, interconnected, and supportive long after participation ends.

By integrating lessons from Cohort 1's operational and technical challenges and Cohort 2's strategic and structural insights, these recommendations form a comprehensive blueprint for future acceleration programmes. Implementing them will help ensure that upcoming initiatives provide targeted, inclusive, and sustainable support, empowering more women-led deep tech startups to scale, attract investment, and thrive within Europe's innovation ecosystem.

11.2 Long-Term Strategies for Supporting Women-Led Deep Tech Startups

The journey of women-led deep tech startups is defined by both unique challenges and transformative opportunities, requiring tailored support, inclusive environments, and long-term strategic investment. This six-month Acceleration Programme has played a crucial role in equipping founders with the tools, confidence, and connections necessary to navigate the demanding landscape of deep tech entrepreneurship.

Building on these insights, the following recommendations present key pathways for sustained growth, empowerment, and ecosystem development. By focusing on targeted strategies, future initiatives can strengthen a robust innovation network that champions inclusivity, fosters leadership, and supports the continued success of women innovators.

Ongoing Mentorship – Build a lasting mentor network and alumni community for continuous guidance and peer learning.

Stage-Specific Support – Tailor programmes for early, growth, and deep tech stages to ensure relevance and impact.

Access to Capital – Engage investors earlier, create women-focused funding networks, and provide follow-on support.

Global Visibility – Facilitate participation in major tech events and partnerships with international innovation hubs.

Unified Digital Platform – Centralize communication, resources, and learning tools to streamline coordination.

Gender-Inclusive Policies – Advocate for inclusive funding, promote STEM pathways for women, and highlight success stories.

Programme Continuity – Secure long-term funding, institutionalize EmpoWomen as a permanent platform, and track impact.

Community Building – Maintain an active peer network through regular meetups, mentorship circles, and shared showcases.

These strategies ensure sustained growth, visibility, and investment readiness for women-led deep tech startups across Europe.

12. CONCLUSIONS

12.1 Overall Impact of the Acceleration Programme

The EmpoWomen project, now concluding its two-year term, has made a profound and lasting impact on the European women-led deep tech ecosystem. Over the course of two successful cohorts, the programme accelerated the growth of 25 women-led startups from Widening Area countries — 11 in the first cohort and 14 in the second. Through a combination of tailored acceleration, equity-free funding, and extensive networking opportunities, the project empowered these female founders with the essential tools, knowledge, and connections needed to scale their ventures and access critical investment opportunities.

The second cohort in particular demonstrated remarkable quality and sectoral diversity — spanning AI applications in fertility and drug discovery to advanced CleanTech and Robotics — underscoring the programme's ability to attract world-class innovators and deliver tangible impact across the deep tech landscape.

Beyond business outcomes, the programme's influence extended deeply into community building and personal empowerment. Participants emphasized how being part of a network of like-minded women facing similar challenges fostered motivation, confidence, and a strong sense of belonging. The opportunity to connect with other founders, exchange experiences, and receive guidance from mentors and role models proved transformative. This sense of solidarity and shared purpose was consistently identified as one of the most valuable aspects of the EmpoWomen journey.

The programme also provided direct engagement with women business angels, venture capitalists, and industry leaders, giving founders first-hand insight into investor expectations and the fundraising process. This exposure enhanced their investor readiness and strengthened their positioning in an increasingly competitive deep tech environment.

As EmpoWomen concludes, it is vital that the best practices and lessons learned be captured and shared to inform future European Commission initiatives. To sustain the programme's long-term impact, participants are encouraged to leverage the established alumni and mentor networks, continuing to build on the relationships and knowledge developed during the acceleration. By doing so, the empowered founders of EmpoWomen will carry forward its legacy — driving innovation, collaboration, and gender diversity across the European deep tech sector.

ANNEXES

Annex 1. List of Mentors and Coaches

Lead coaches

Table 8. Lead Coaches

Expert	Assigned startups	Origin of expert	Areas of expertise
Expert 1	W2W (Wearify)	Ukraine	Full-Stack Web Development AI-Powered SaaS Platforms Product Architecture & Leadership Automation & API Integrations AdTech & Creative Automation
Expert 2	Tay Wasit Corium Biotech	Ukraine	Goals and KPIs Product market fit Product differentiation, problem definition Sustainability and Sustainable Tech Circular business models
Expert 3	Skin Future Centrum Cognitio	Latvia	3 min investor pitch (storytelling, slides, feedback) B2B branding and rebranding Personal brand on LinkedIn Company culture and values development Storytelling and public speaking
Expert 4	AMYGDALAEHELTH PURR.AI	Hungary	Fundraising, Growth, Investor Relations
Expert 5	AlongROute Shin Rai Robotics Veles Sense	Hungary	Business Development, Business Models, Entrepreneurship, Growth, Growth Hacking, Landing

			Pages, User Acquisition, Tech, Go-to-market Strategy
Expert 6	Helios Enhanced Fertility eDynamics	Ukraine	B2B Sales, Go-to-market Strategy, Product-Market Fit, Idea Validation, Negotiation, Legal

Table 9. Mentors & Experts

Expert	Assigned startups	Origin of expert	Areas of expertise
Acceleration Programme Lead	Welcome session, Peer to Peer sessions, Progress Day, Demo Day	Latvia	IT Project management, product and programme design.
Project manager	Q&A EmpoWomen programme	Latvia	Project management, pitching
Coach	Webinar and Q&A, SMART and SDG goal-setting	Ukraine	Product definition and positioning, product-market fit, early-stage investments.
Coach	Q&A "Problem Definition"	United States of America	Public speaking coach, pitch training, product definition and positioning
Coach	Q&A "MVP & Planning"	Tunisia	Software engineering and management, idea validation, product-market fit.
Coach	Webinar "Pitching"	Latvia	Marketing communications, branding, pitching, PR.
Coach	Q&A "Sales"	Ukraine	IT Business Development, Product Development, and Sales.
Coach	Q&A "Fundraising"	Ukraine	Fundraising, Business Development, Investor Relations.

Coach	Q&A "Legal"	Estonia	Intellectual Property, GDPR, legal matters.
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Table 10. Coaches of Part 2

Expert	Assigned startups	Origin of expert	Areas of expertise
Coach/Investor	Understanding the Needs and requirements of deep tech Investors	Romania/Germany	Angel Investor VC Investor Deeptech expert and recognised Author and international speaker on deeptech.
Coach/Investor	How to develop an effective deeptech investment proposal	France and Spain	Angel Investor and expert in STEM. Founder of WA4STEM investing in women in STEM
Coach/Investor	Understanding your financial projections and Investment needs	Slovakia	Angel Investor; Founder of LUMUS women Angel investment group in CE; Exited entrepreneur
Coach/Investor	How to present your financial investment proposal to investors and what Angels and VC investors require	France and Belgium	Angel Investor; VC Investor; Founder of National Angel Network of Belgium; Co Founder of two scale up VC Funds
Coach/Investor	How to develop an effective and comprehensive Toolkit to meet the requirements of investors and prepare for direct engagement with investors	Romania and France	Experienced Investor in Technology and Innovation.Co Founder of Women In technology and Women in technology Angels

Expert	Assigned startups	Origin of expert	Areas of expertise
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Coach/Investor	Making a winning pitch to investors practical examples and points of consideration as a women deeptech entrepreneur.	Ireland	Exited tech Entrepreneur; Experienced Woman Investor; Co-Founder of Women Awaken Hub; Co-Founder of Awaken Women Angels 100% investments in women founders
Coach/Investor	Developing your skills in effectively negotiating with investors during and post pitch	Estonia and UK	Experienced tech Entrepreneur; Angel investor; Co-Founder of Sie Ventures empowering women to access investment and direct investments
Coach/Investor	In depth understanding of how to prepare for and engage in the due diligence process and what investors look for.	Italy	Experienced VC Fund Manager and Angel Investor with specific focus on Deeptech and Innovation;
Coach/Investor	How to value your business for investment purposes and how to understand the approach that investors and the methodologies that can be applied	France	Experienced Angel and Vc Investor . Exited entrepreneur sand deal leader in Femmes Business Angels
Coach/Investor	How to proceed through Due Diligence and implications for deeptech investor requirements and decision-making	Netherlands	Experienced Deeptech Angel investor and expert in BioScience
Coach/Investor	Understanding the Requirements and process for the Termsheet and achieving a successful outcome	France	Experienced Angela nd VC Investor in Technology and Innovation; Founder of WINEquity
Coach/Investor	Understanding the legal contractual process and key legal documentation to structure the deal	Romania	Lawyer Legal Expert and Legal Counsel; Experienced Angel investor and co-Founder of Women in technology

12.3 Mentor Profiles and Expertise

The women-led deep tech startups participating in the Acceleration Programme benefited from access to a diverse network of mentors and industry experts, offering a strong foundation of strategic guidance and practical knowledge across key areas of startup growth.

The expertise provided covered several critical dimensions of building and scaling a successful deep tech company:

- **Strategic Business Growth:** Specialists in B2B sales, business development, scaling, and go-to-market strategies equipped startups with actionable frameworks to enter new markets and expand their operations effectively.
- **Sector-Specific Expertise:** Mentors from fields such as IoT, cybersecurity, digital health, health tech, and agtech offered tailored insights, helping startups navigate sector-specific technical, regulatory, and commercial complexities.
- **Product and Team Development:** Guidance in product management, design, leadership, and customer segmentation enabled founders to refine their solutions, strengthen team dynamics, and align development with customer needs.
- **Finance and Fundraising:** Financial experts and investment mentors supported startups in securing capital, improving financial planning, and understanding the pathways toward sustainable growth.
- **Marketing and Branding:** Mentors in branding, digital marketing, and customer validation helped startups sharpen their messaging, enhance visibility, and establish a strong market identity.

Through this multidisciplinary mentorship network, participants gained the insights and confidence needed to address challenges strategically, accelerate their growth, and position themselves for long-term success in the deep tech ecosystem.

12.4 Startup Attendance Rate

Startup attendance served as a key performance indicator (KPI) for the Acceleration Programme, with a minimum participation rate of 75% required for startups to qualify for the full grant of €45,000. Attendance was evaluated based on the number of live sessions attended by each startup throughout the programme.

During Part 1, attendance tracking was managed via Airtable, where all participating startups had access to real-time attendance records. For Part 2, given the variation in content and coordination methods, attendance was monitored through a Google Spreadsheet system. This dual approach ensured transparency, accuracy, and accountability, allowing startups to easily monitor their own participation

and progress toward meeting this crucial KPI.

Table 11. Attendance Rate

STARTUP NAME	PART 1 ATTENDANCE RATE (%)	PART 2 ATTENDANCE RATE (%)	OVERALL ATTENDANCE RATE (%)
eDynamics Technologies LDA	100%	100%	100%
PURR.AI, Lda	95,65%	100%	97,36%
Enhanced Fertility EuropeUnipessoal	95,65%	100,00%	97,37%
Corium Biotech Maia & Muller - Biotech	91,30%	93,33%	92,11%
Wearify W2W LLC	91,30%	93,33%	92,11%
AlongRoute Data IKE	100%	100%	100%
Wasit OÜ	100%	100%	100%
Centrum Cognitio d.o.o.	95,65%	100%	97,37%
Shin Rai Robotics Natalia Lemarquis	86,96%	93,33%	89,47%
AMYGDALAEHELTH OU	100%	100%	100%
Helios Bilim ve Teknoloji Anonim Şirketi	100%	100%	100%
Veles Sense doo Beograd	100%	100%	100%
SIA "SkinFuture"	91,30%	86,67%	89,47%
TAY Yazilim Teknolojileri A.S.	86,96%	100%	92,11%

12.5 Acceleration Programme End



FIGURE. 5 EmpoWomen Demoday

Top 4 startups who received the monetary prizes:

1st place Enhanced Fertility; 15 000 EUR

2nd place Corium Biotech; 11 500 EUR

3rd place [PURR.AI](#); 6 000 EUR

4th place; Along Route 1 500 EUR



FIGURE. 6 EmpoWomen Demoday Award Ceremony

12.6 OC#2 Selected Startups

12.6.1 eDynamics Technologies



Startup Name eDynamics Technologies

Country PORTUGAL

PIC Number

Website <https://www.edynamics.pt/>

eDynamics Technologies offers a data-driven health tech solution called eSole, which is designed for assessing fatigue and predicting the risk of musculoskeletal injury. The eSole is a smart insole that uses motion and force sensors to monitor data in real-time. It features a versatile design that fits any shoe and has been validated against laboratory systems. Using AI models, the technology tracks MSK biomarkers like peak force, posture imbalance, and force asymmetry to provide personalized prediction of injury risk. The company operates on a B2B model, targeting Elite Clubs (Professional Sports Health) and Employers (Occupational Health) with its eSole.AI as a Service offering for on-site, digital musculoskeletal health assessment and injury prevention.

12.6.2 Veles Sense



Startup Name Veles Sense

Country SERBIA

PIC Number

Website <https://www.velesense.com/>

Veles Sense is a smart farming startup focused on vineyard management, aiming to mitigate the risks associated with increasing drought and changing disease patterns. The company offers a solution to detect diseases, nutritional deficiencies, and water-related stress in vineyards. This is achieved using drone-based (Remote Sensing) thermal and multispectral cameras, as well as close-range cameras, combined with AI-based methods like Semi-supervised CNN and YOLO for accurate and fast data processing. Veles Sense provides its service to farmers for an annual fee, promising potential savings of up to EUR 1,060.00 per hectare by enabling earlier detection and better planning. Their business model includes data acquisition using their own drones in Serbia and leveraging drone service providers internationally.

12.6.3 PURR.AI



Startup Name PURR.AI

Country PORTUGAL

PIC Number

Website <https://purrai.com/>

PURR.AI is a biotech startup leveraging Artificial Intelligence to revolutionize the discovery and development of neurotherapeutics, primarily focusing on tackling age-related neurological disorders. The core problem they address is the high failure rate and extensive time and cost involved in traditional drug discovery, particularly in developing drugs that can effectively cross the Blood-Brain Barrier. Their solution is the AGELESS platform, which uses advanced AI techniques, including NLP and Deep Learning, on proprietary databases to predict and analyze changes in brain targets, specifically G-Protein Coupled Receptors (GPCRs). By specializing in GPCRs and designing innovative peptide-like drugs and drug combinations, PURR.AI aims to create more accurate, efficient, and targeted treatments, ultimately working to close the gap between life expectancy and healthy life expectancy.

12.6.4 Amygdala Health



Startup Name Amygdala Health

Country ESTONIA

PIC Number

Website <https://www.helloamygdala.com/>

Amygdala, also known as AMYGAI, is an AI-driven digital health program and behavioral digital lifestyle modification tool primarily targeting pre-heart disease and heart disease patients in Europe to address a large problem that affects over 50 million Europeans and costs an estimated \$120 billion in lost productivity. The core product is a mobile application that leverages behavioral science, which is noted to be based on a Nobel Prize-winning approach, to facilitate lasting changes in user habits related to diet, physical activity, weight, and medication adherence. The platform's use of artificial intelligence and EU Space environmental data contributes to its personalization and success rate. Amygdala follows a B2B subscription-based model and aims to penetrate a beachhead market of over 14.5 million people with hypertension in Germany and Holland, which sits within a total addressable market of over €45 billion.

12.6.5 AlongRoute Data



Startup Name AlongRoute Data

Country GREECE

PIC Number

Website <https://alongroute.com/>

AlongRoute is a deep-tech company specializing in high-accuracy marine weather forecasting powered by artificial intelligence, machine learning, and multi-source Earth observation data. Founded by oceanographers and geomatics experts, the company delivers advanced oceanographic models that significantly outperform traditional numerical weather systems, providing forecasts up to 20% more accurate for intense sea states and long-range predictions. Its technology enhances the reliability of weather-based ship routing, enabling captains and fleet operators to optimize routes, reduce risks, save fuel, and cut greenhouse gas emissions by up to 25% per voyage. Beyond shipping, AlongRoute's solutions support marine insurance, offshore energy, environmental monitoring, and compliance sectors. By improving forecast precision and operational efficiency, the company drives decarbonization in maritime transport and aims to become the global gold standard in marine weather intelligence.

12.6.6 Shin Rai Robotics



Startup Name Shin Rai Robotics

Country POLAND

PIC Number

Website <https://www.shinrai-robotics.com/>

Shin Rai Robotics is a Warsaw-based startup developing Aibotto, a no-code manufacturing automation platform that uses eXtended Reality for intuitive, visual configuration of robotic arms. Founded in 2020, the company's mission is to make industrial automation accessible, affordable, and human-centered. Aibotto enables workers with no coding experience to set up and manage robotic systems using XR goggles and simple visual controls—cutting automation costs by 30% and training time by 50%. Targeting Europe's rapidly growing manufacturing automation market, Shin Rai combines AI, robotics, and visual computing to address labor shortages and high automation costs. Its revenue model is based on software licenses and hardware mark-ups, with pilots launching in 2025. Backed by EU grants and partnerships like Orange Polska, Shin Rai aims to democratize smart factory automation and become a leader in human-friendly robotics solutions.

12.6.7 SkinFuture



Startup Name SkinFuture

Country LATVIA

PIC Number

Website <https://skinfuture.my.canva.site/>

SkinFuture is a Latvian biotech startup developing a natural, non-toxic alternative to synthetic sunscreen filters by combining Nordic clay and polyphenols from wild berries. Its patented clay–polyphenol composite provides broad-spectrum UV protection while offering added skin benefits such as antioxidant, anti-aging, and antibacterial effects. Unlike conventional chemical sunscreens—often linked to hormone disruption, allergies, and marine pollution—SkinFuture’s innovation is vegan, sustainable, and scientifically validated. Operating under a B2B model, the company supplies its eco-friendly UV-filter ingredient to cosmetic manufacturers seeking safer, high-performance raw materials. SkinFuture is advancing toward certification (Ecocert/Cosmos) and industry partnerships. By fusing natural science with modern innovation, the company aims to redefine sun protection and promote a more inclusive, environmentally responsible cosmetics industry.

12.6.8 TAY Software Technologies Inc.



Startup Name TAY Software Technologies Inc.

Country TUKREY

PIC Number

Website <https://taytechno.com/>

TAY Software Technologies Inc. has developed vital sign detection sensors that monitor heartbeats and respiration rates for various applications, including healthcare and search and rescue operations. Current radar sensors have a limited range and require multiple installations, increasing costs. The company proposes a solution using metamaterial-enhanced antennas combined with AI-driven signal processing to improve range, reduce power consumption by 40%, and extend battery life. The radar sensor achieves a detection range of up to 15 meters. Their business model focuses on licensing these technologies to industries like healthcare and automotive.

12.6.9 Wasit



Startup Name Wasit

Country ESTONIA

PIC Number

Website <https://www.wasit.green/>

WASIT is a platform that serves as a go-between or intermediary connecting investors with small-scale farmers. The core problem it addresses is that small farms, despite growing 70% of Africa's food, earn only a fraction of their potential income due to a lack of funding for crucial investments like quality seeds and fertilizers. The opportunity lies in the rapid growth of impact investing, which has reached over \$1.6 trillion globally, and the rising interest from individual investors in social and environmental impact. WASIT's solution is an investment platform for small-scale farmer projects, showing high returns (e.g., 12-20% for an Olives Invest project) and an internal rate of return of 17.70% for a 10-unit investment. Their business model involves taking a percentage of the value created from both sides: 5% of revenue from farmer projects and a €10 transaction fee from investors.

12.6.10 Centrum Cognitio

Tina

Startup Name Centrum Cognitio

Country SLOVENIA

PIC Number

Website <https://tina-assistant.com/>

Tina is a Vertical AI Agent for Mental Health, designed to help therapists achieve better client outcomes by turning intuition into precision. The company addresses the mental health crisis, where 97% of adults in the UK don't receive psychological therapy and therapist burnout is high. Tina's Recommendation System detects context, emotions, and subtleties therapists might miss by analyzing words spoken (7%), voice (38%), and body language (55%), providing real-time suggestions. The solution is offered as a SaaS B2B CRM with tiered subscriptions for individual therapists, or as Enterprise and On-Prem solutions for larger institutions. They are targeting the EU mental health market that is experiencing fast growth, with the Total Addressable Market at €42 billion.



12.6.11 HELIOS



Startup Name HELIOS

Country TURKEY

PIC Number

Website <https://helioscitech.com/>

HELIOS is a cutting-edge platform providing real-time data and insights for sustainable agriculture, specifically targeting the optimization of water and nutrient use in crop production. The core problem is the inefficiency of conventional irrigation, where 60% of water is lost and 50% of fertilizers are wasted, leading to decreased profitability and environmental harm. HELIOS solves this by offering a comprehensive solution that includes a multi-sensor array for granular soil monitoring, an AI-driven platform to analyze data and predict crop needs, and a user-friendly dashboard for actionable recommendations. This technology helps farmers in markets like Spain and Turkey save up to 40% on water and fertilizer costs while increasing crop yield by 15%. The business operates on a SaaS model with a tiered subscription.



12.6.12 Enhanced Fertility



Startup Name Enhanced Fertility

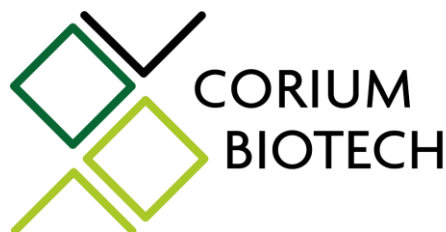
Country PORTUGAL

PIC Number

Website <https://efp.clinic/>

Enhanced Fertility operates as a B2B provider for fertility clinics in the UK and EU, with a mission to make fertility care accessible and unblock treatment for millions of patients. The company offers a comprehensive solution comprising a Decision Support SaaS platform combined with clinical-grade at-home testing for diagnostics like bloods and sperm analysis. This platform leverages data insights and a proprietary Machine Learning model to dramatically speed up time to an accurate diagnosis from what could take years to just a few days. Serving as a one-stop-shop, the system provides real-time, data-driven insights across the entire patient care continuum, including initial intake, diagnosis for men and women, personalized prediction of live birth rates, automated treatment prescription, monitoring, and outcome reporting. By driving innovation and democratizing access through faster, data-informed care, Enhanced Fertility aims to improve treatment success rates and outcomes.

12.6.13 Corium Biotech



Startup Name Corium Biotech

Country PORTUGAL

PIC Number

Website <https://www.coriumbiotech.com/>

Corium Biotech is an innovative company focused on boosting the transition to sustainable fashion by creating cruelty-free exotic leather. The company addresses the industry's ethical and supply chain problems, such as compromised animal welfare and the difficulty luxury brands face in obtaining responsibly sourced exotic skins. Corium Biotech's solution is an innovative, zero-waste process that uses animal cells, which are extracted only once (post-mortem or during necessary surgery), to create skin in a lab. This cultured skin is then processed into custom leather. Their final product is bio-circular, meaning it can contribute to sustainable cell-media production. By pioneering this cell-based technology for luxury materials, Corium Biotech positions itself as the only company currently working on recreating exotic leather in this cruelty-free manner, projecting to save over 2 million exotic animals annually.



12.6.14 Wearify



Startup Name Wearify

Country ARMENIA

PIC Number

Website <https://wearify.ai/>

Wearify is a subscription-based B2B SaaS company that empowers next-generation e-commerce, primarily targeting the luxury apparel sector, particularly Small and Medium Apparel Brands. The company provides an all-in-one 3D/AR Virtual Fitting Room solution that integrates easily into product pages. The core technology uses a Neural Network, real-time tracking, and Generative AI to provide highly realistic and photorealistic try-on experiences for both apparel and accessories. By allowing users to visualize clothes on personalized 3D avatars, Wearify helps brands boost conversion rates and minimize returns, while also enabling them to engage tech-savvy Gen Z and Alpha consumers who prefer 3D/AR shopping experiences.