



## The Jury

The work of the jury was coordinated by Nordic Business Report's editor-in-chief Hans-Peter Siefen.

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Taivas+Helvetti  
*Mika Mäkeläinen, CEO*

PwC Finland  
*Sirpa Juutinen, Partner*

Junior Achievement Young Enterprise Finland  
*Virpi Utriainen, CEO*

Fujitsu Finland  
*Jussi Tolvanen, Sales Director*

### DENMARK

Fonden for Entreprenørskab – Young Enterprise  
*Christian Vintergaard, CEO*

### NORWAY

Oslo Chamber of Commerce  
*Benedicte Meydel, Communications Officer*

### SWEDEN

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*Björn Landerberg, Head of Marketing and Communication*

Junior Achievement Young Enterprise Sweden  
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### ICELAND

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PwC Iceland  
*Friðgeir Sigurðsson, Managing Partner*

Deloitte Iceland  
*Haraldur Ingi Birgisson, Manager, Tax & Legal*

### RUSSIA

Delovoy Peterburg  
*Daria Ryzhkova, Editor*

Institute of External Economic Relations IRVEN  
*Olga Chernopitskaya, International Projects Manager*

# 30

## under 30

in NORTHERN EUROPE

**And those of us who are a bit older, let's learn from the example of these young leaders.**

### ESTONIA

**Enterprise Estonia, Helsinki**  
*Valdar Lõive, Director*

### JCI Estonia

*Kristjan Täht, President*

### Estonian Business Angels Network

*Heidi Kakko, Managing Director*

### LATVIA

#### Stockholm School of Economics in Riga

*Arnis Sauka, Director of the Centre for Sustainable Business*

#### Investment and Development Agency of Latvia

*Andris Parups, Head of Export Promotion Division*

### LITHUANIA

#### JCI Lithuania

*Loreta Pivoriunaite, President*

#### Enterprise Lithuania

*Dovydas Varkulevičius, Director of Entrepreneurship Department*

BY ANDREW SCHOLFIELD, GINA-MARIE CHEESEMAN,  
HANS-PETER SIEFEN, JUKKA NIEMELÄ

## The Greatest Young Leaders Under the Age of 30 in Northern Europe

Similarly to 2012 and 2013, Nordic Business Report continues to produce interesting rankings of the people in the business sphere. In 2012, we ranked the greatest business thinkers in Finland, and in 2013 the greatest business thinkers in the Nordic region. This year we decided to rank the younger generation – the people who really show us the trends of the future.

The scope was also upgraded significantly. We ended up having basically the whole Northern Europe covered in this 30 under 30 ranking: Finland, Sweden, Norway, Iceland, Denmark, Estonia, Latvia, Lithuania and Russia. The task was demanding, but the result is extremely interesting! If only the whole younger generation was like this, the world would be saved in no time. And those of us who are a bit older, let's learn from the example of these young leaders and continue to show a good example ourselves as well.

### The Criteria and Results

Similarly to Thinkers 20 rankings in 2012 and 2013, the essential criteria for evaluating possible candidates were: results achieved, business sense, originality, practicality and impact of their ideas, international outlook and responsibility in their actions.

Each jury member organization built up a ranking of names from their own countries and after that we started to work on a synthesis of all the 8 countries combined. Many extremely interesting names were left out. We had about two hundred good nominees listed by the jury, of which 30 naturally made it to the final list.

Unfortunately there are again more males than females among these thirty people. Finding successful and promising women was still difficult for the jury, although the younger generation claims to have more and more females as entrepreneurs and leaders. That is the way to go! Let's hope the gender distribution will be the other way around some day.



Illustrations by Markku Järvelin

1

### Pavel Durov, 29, Russia

Bring out the drums, horns and red carpet! Russian **Pavel Durov**, also known as the 'Mark Zuckerberg of Russia,' is included in the rating of Russian billionaires, so it is little wonder that Durov was nominated as number one on this list. Not many people in the whole world are billionaires under the age of 30. The best part in introducing Durov is that he is 'just' an entrepreneur and a programmer. A code-biter! But his work is something that will remain in the world's largest country for a lifetime.

You might have heard of VKontakte.ru, which is 'the Facebook of Russia.' If you haven't, don't be ashamed. Russians are patriotic, when it comes to business – as are so many of us. Russia is a big market for basically anything. We know Facebook is a big thing. We also know that in some things Russia and USA don't mix. An American company as well as an interface in English? No, thanks. So, Durov and other co-founders established VKontakte.ru.

Having been living in Italy with his family for most of his childhood, Durov represents a slightly more liberal view than the average Russian. Browsing through Wikipedia, we see that "*Durov holds libertarian economic and political views.*" He published anarcho-capitalist manifestos describing his ideas for improving Russia. Considering how conservative and Orthodox-religious Russians are, Durov is far removed from this stereo-

type. On his 27th birthday, he donated a million dollars to the Wikimedia Foundation.

Being a business liberal is appreciated by the jury, but not the authorities. According to Wikipedia, on April 16, 2014 Durov publicly refused to hand over data of Ukrainian protesters to Russia's security agencies and block **Alexey Navalny's** page on VKontakte. Instead he posted the relevant orders on his own VKontakte page, claiming that the requests were unlawful.

On April 21, 2014 Durov was dismissed as VKontakte's CEO. The company claimed it was acting on a letter of resignation written by Durov a month earlier that he supposedly failed to recall. Durov then claimed the company had been effectively taken over by **Vladimir Putin's** allies. He suggested his ousting was the result of his refusal to hand over personal details of users to the Russian Federal Security Service along with his refusal to hand over the personal details of people who were members of a VKontakte group dedicated to the Euromaidan protest movement. Durov then left Russia and stated he had "*no plans to go back.*"

Currently Durov is focusing on Telegram Messenger, founded in 2013 with his brother **Nikolai**. The fact that they had 15 million daily active users in March 2014, tells something about the potential of their idea. This might just be a start, so stay tuned!





2

### Vsevolod Strakh, 26, Russia

**Vsevolod**, the Russian entrepreneur, founder and CEO of Sotmarket, the internet retail company, knows all about how to make a mark in business at a young age. Sotmarket started in 2005 as an online store selling cell phones and accessories with an investment of 20 thousand rubles. Vsevolod was just 17 years old.

He is clearly an entrepreneur ahead of his time. When Sotmarket started, hardly anyone wirelessly transferred files and data between a PC and a

mobile phone. He began by selling data cables and mobile phone accessories. Then, wireless transfer took off and he saw an opportunity since it was difficult to buy the right accessories.

The company's annual revenue has grown to 4.15 billion rubles and employs almost a 1,000 people. Today, the company sells over 100,000 products in 45 categories. There were 404,000 orders in 2011, with an average price of 5,500 rubles. The same year, the turnover of Sotmarket was 1.04 billion rubles. In the summer of 2012, 51 percent of the company was sold to the venture fund IQ One. There is no special reason for the sale except that Vsevolod wants his company to grow. He tells Nordic Business Report, *"It was a mutual and well-considered decision."* It proved to be a wise decision as Sotmarket quadrupled its turnover compared to the previous year. Not bad for a company started by a 17-year-old!

He has achieved so much at a young age and that's why he is in the number two spot on the list. Considering that he has not studied organizational management or leadership, it is quite a feat. A busy entrepreneur, he shunned a university education to learn by doing.



3

### Morten Strunge, 28, Denmark

Danish **Morten Strunge** is the founder and former CEO of Onfone, a mobile service provider in the Danish market. The company has more than 250,000 customers, more than 250 employees, and a revenue exceeding €67 million. What happens to many great companies? Bigger companies buy them. Some even on their knees. So Onfone, too was acquired by TDC in May 2011 for over €40

million. What you are about to read next is something that entrepreneurs do: Strunge was the CEO of Onfone till the end of 2013 as he was responsible for integration of the Onfone organization and customers into the TDC Group. So, he didn't want to take the money and flee the scene, but have the business he started continue in the hands of others. To ensure that the satisfied quarter of a million customers know that they are respected and well taken care of.

Many entrepreneurs don't kick back after selling their companies. Especially not the ones under 30 years of age. Strunge is now running Mobifo, the 'Spotify of books', which provides subscription to online books. This is quite interesting; Strunge is doing the same for books as last year's 'Nordic Thinkers 20' #1 **Daniel Ek** did for music.

Just a 'minor' detail here at the end: Strunge has founded about 20 companies – many of them a success. He is also a role model for many young people, and gives presentations on what it is to be an entrepreneur and to inspire others.

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4

#### William Wolfram, 22, Finland

Another example of a teenager with big ideas and the brains to bring them into existence, **William Wolfram** founded DealDash in 2009 at 16 years old. Based in New York City, DealDash is an e-commerce company and operates the longest running bidding fee auction website in the United States. It has over two million registered users, making it one of the largest providers of pay-to-participate auctions in the World, according to Wikipedia.

DealDash is growing and thriving. The company's revenue increased fivefold in 2013 – from six million to 31 million. 'Kauppalehti' nominated DealDash as the "growth company" in 2012. As a result of his company's success, William was named 'Entrepreneur of the Year 2013' by Ernst & Young. He prides himself on "*leading by example*," as he proclaims. His business philosophy is obviously working as DealDash today serves thousands of customers daily.

William's idea for DealDash came out of his own experiences. He states on LinkedIn that he came up with the idea for the company after he had a negative customer experience with a first generation pay-to-play auction website.

He has been an entrepreneur for quite some time and is continuing his education. He founded his first company at 13 years old and by the age of 15, his business, which monetized social media content, generated over \$500,000 in affiliate sales. He took executive education courses at Columbia University and is enrolled at Harvard Business School, expecting to graduate in 2015.



5

#### Vladimir Funtikov, 27, Estonia

A man spurred by the desire to be in control of his own destiny after the 2008 recession, the mobile gaming industry is much the better for it. Co-founder & CEO of Creative Mobile – a Tallinn-based independent game developer/publisher founded in 2010 – **Vladimir Funtikov** led the company to become a top gaming studio, consistently topping Android and iOS game charts. Their

best known game, the Drag Racing series which transformed the fortunes of the company back in 2011, has defined a new genre of mobile games and became one of the most downloaded franchises of all time with 200 million lifetime installs. Named by the 'New York Times' as one of the 10 best games of 2011, it topped the download charts for racing games on iPhone and iPad in the App store. To date, the Creative Mobile roster is touching 100 members of staff with turnover of €7.05 million and net profit of €357,279 (2013 figures).

Vladimir is passionate about the industry he works in having started out as a games tester and developer and firmly believes this is where he'll be 10 years from now. It is no surprise that despite his love of gaming it is his astute entrepreneurial mindset and appreciation of the slick, adaptable business model they have adopted at Creative Mobile that are the critical tenets of his success. He and his co-founders quickly learnt that you can spend months developing a high quality gaming experience, but if it fails to spark with a client base, it will be a wasted effort.



6



### Konrad Kierklo, 28, Denmark

**Konrad Kierklo** from Denmark started Miinto Group, an online clothing shop where you can shop from the actual shops. The company claims to be the biggest online fashion retailer in Scandinavia, having a revenue of tens of millions of Euros and nearly 200 employees. Kierklo has a creative and unique entrepreneurial spirit that serves him well as the current COO of Miintogroup. The jury valued Kierklo's various entrepreneurial and business awards for a particular rea-

son; during his tenure at Miinto.dk he managed to grow the company successfully in spite of the financial crisis. Kierklo is a visionary leader, who has turned Miinto.dk into one of Denmark's most successful online fashion businesses. After studying at the University of Southern Denmark, he worked as a financial advisor at KPMG before co-founding Miinto.dk in 2009. His contribution has played a major role in the company's success, and will continue to be that way in the future.

7



### Daumantas Dvilinskas, 25, Lithuania

**Daumantas Dvilinskas** is the co-founder and CEO of TransferGo, a company that suggests new trends and options in international money remittance. It currently operates in 22 countries with 30,000 customers. Founded in 2012, TransferGo raised capital from 'Baltic Venture Capital Practica Seed Capital,' and went live in 2013. In January 2014 TransferGo broke even, and today the company is profitable with 15 employees in two offices. Before he co-founded TransferGo, Daumantas co-founded a few other startups and

initiatives, including Pinevio, a social content discovery platform.

TransferGo transfers money without transferring the sender's money internationally, and can do so because the company has local accounts in countries across Europe. The company has its eyes on the whole world, as it wants to expand beyond Europe. It just might achieve its goal as Daumantas is clearly taking TransferGo to new business heights. Swift's Innotribe Startup Challenged named TransferGo one of its five European finalists. The five finalists will be brought to Boston to compete in October, 2014.

8



### Jevgeni Ossinovski, 28, Estonia

Since March 26, 2014, **Jevgeni Ossinovski** has been working as the Minister of Education and Research of Estonia. It is very rare that a person under 30 years of age is appointed to such a high position! With a Bachelor's degree in Philosophy from the University of Tartu and Master's degrees from both Warwick University and the London School of Economics, it is little wonder he has risen to such a role guiding the academic development of his country.

From 2011–2014, Ossinovski was a member of the 12th Riigikogu (Parliament of the Republic of Estonia), as well as a member of the European Union Affairs Committee and Foreign Affairs Committee of the Riigikogu. With his training, political experience and status being the first Russian-speaking minority Minister to join the government for 12 years, he is a specialist on political developments in present-day Russia. Ossinovski is also spokesperson for the integration and migration policy of the Estonian Social Democratic Party as well as their International Secretary.

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9



### Milda Mitkutė, 29, Lithuania

Lithuanian entrepreneur **Milda Mitkutė** is the founder and co-owner of Vinted, which operates in seven countries from Lithuania to San Francisco, USA. The company is in the 'planet-saving' business, offering a valuable recycling service for girls and women's clothing. Vinted.com is *the* place to buy, sell and swap clothes for those who want to dress in style and be well on a budget, and a great place to save your used-to-be-favorite jacket from being buried in the dump together with other recyclable stuff.

Far from being the least to mention, Vinted.com was noted in Techcrunch.com in January, 2014 for raising \$27 million in its second institutional financing – one of the largest rounds ever for a Baltic-based startup. So, next time you are about to throw away some of your clothes just because you don't like them anymore, remember that for entrepreneurs like Mitkutė they are the fuel for business.

10



### Ida Backlund, 29, Sweden

Having been nominated for and winning numerous awards for entrepreneurship and leadership, it is easy to see why **Ida Backlund** might be considered the golden girl of the Sweden's business community. Founded in 2007, Rapunzel of Sweden (specialising in hair extensions, wigs and related products) was born out of Ida's personal desire to have better quality hair extensions for herself. This vision and ambition has attracted over 190,000 clients in 36 countries, a statistic Ida aims to see double in the near future. What

keeps the clients coming back are the same values that Ida identified from day one – high quality, great service and fast delivery. As an inspiration to women in business, with over 40 employees (70% of whom are women) and revenue streams exceeding 100 million Swedish crowns, Rapunzel of Sweden is fast becoming an icon of Swedish elegance. As well as their own trademark brand, Rapunzel®, Ida and the team have established the Rapunzel® Concept Store and the charity foundation Rapunzel vs Cancer.

11



### Isabella Löwengrip, 23, Sweden

**Isabella Löwengrip** started a blog in 2005 when she was just 14 years old called 'Blondinbellas blogg' and it has been one of the most popular blogs in Sweden for many years. The blog is her alter ego who leads a glamorous lifestyle, and focuses on fashion and partying. At one point the blog received 250,000 visits a week. In 2008, Isabella received approximately SEK 26,000 a month from the blog's advertising and reported net profits of SEK 7,000 a month. She is now involved in various companies. She is the Creative Director of Econimista, the CEO of Lowen-

grip Invest AB, the Marketing Manager of Spotlife Europe AB, and the CEO of Blondinbella AB. She was the editor-in-chief of her own Egoboost Magazine AB, a partner at Bella Group AB, the CEO of Classified AB, and the owner and business manager of Bellme AB. In 2009, she was an interviewer at the 2009 MTV Video Music Awards in New York City. In 2011, Årets Kommunikatör named her the Young Entrepreneur of Sweden. The same year she participated in the Swedish version of Let's Dance as a celebrity contestant. In 2013, Isabella launched her own beauty line, Lowengrip Care & Color. She is one Swedish lady to keep an eye on.

12

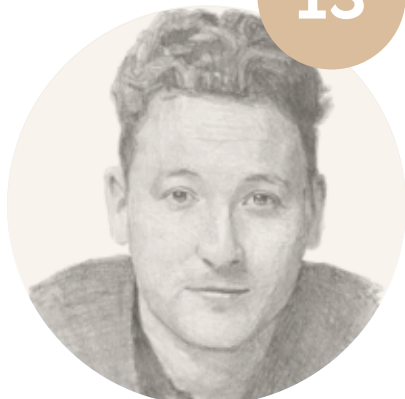


### Gunnar Hólmsteinn Guðmundsson, 28, Iceland

Our first Icelandic is **Gunnar Hólmsteinn Guðmundsson**, who has entrepreneurial careers in two companies; Clara, founded in 2008, and Plain Vanilla, a gaming company. With Gunnar being in charge, Clara disrupted community analytics and is now a global success. Gunnar is now on the board of the Plain Vanilla team, providing daily doses of fun to over 10 million users. Clara was sold to a US company Jive Software in 2013 for the remarkable price of US \$9 million. Visit Plain

Vanilla's website and you understand Gunnar has a good touch with people. The first thing you run into is a proposal: Jobs at Vanilla, saying *"As much as possible, the people who take decisions are also the ones who work them out into practical solutions."* In that quotation you can see signs of great leadership; it's all about people by **Jack Welch** and at least the first level of Level 5 Leadership by **Jim Collins**. Go Iceland, go Plain Vanilla and go Gunnar!

13



### Alexander Agapitov, 27, Russia

Creator and head of Xsolla, **Alexander Agapitov** is a former Perm University student who received funding from a consumer cooperative to start his business. Xsolla provides services globally to receive payments in online games, and claims to have 90 percent accuracy rate in predicting the preferred payment methods of players. It has a *"simple one-click payment approach,"* according to the company's website, that *"increases conversion rates by 20 percent and more."* The company's goal is to be the leading universal billing

platform for innovative partners worldwide. In 2009, Xsolla connected several European payment systems and now integrates over 500 payment solutions globally. A year later, Alexander moved to Los Angeles and moved the company's headquarters. Xsolla has offices in Europe and Russia. Alexander co-founded the crowd-sourced analytics solutions marketplace, Capsidea in 2013. He also created 2Pay and served as the CEO from 2005 to 2011. Named one of the top five entrepreneurs in Russia in 2013 by Hopes & Fears, Alexander has a bright future.

14



### Peteris Senkans, 29, Latvia

**Peteris Senkans** is the CEO of the Latvian company, Piche. He was educated at the Banku Augstskola University in Riga. Piche is a construction company that specialises in warehouse building design, and are the current industry leaders. What makes them stand out is their innovative approach which is only possible through the dual architecture and construction services they offer that also optimise the use of IT solutions and functionality. With the company since 2005, Peteris has overseen the growth of the business to its cur-

rent turnover of €8.2 million, employing 60 members of staff. Peteris embodies the young, dynamic and creative team working at Piche. The company's investment in its human capital is clearly being rewarded and Peteris was on hand at the 2013 Gazelle award ceremony that took place in Riga, to receive an award handed out to Piche for their achievements in business. Piche is also a strong contributor to the 'Angels over Latvia' humanitarian project that helps to support the lives of hundreds of children.

15



### Roman Kondratyev, 28, Russia

Ta-daa! Russia seems to breed billionaires and millionaires as if they come from a conveyor – one of them being **Roman Kondratyev**, founder of the company Plant drilling technology in 2008, being only 21 years old. In 2014, the plant employs over 100 people, and had over €6.5 million turnover in 2013. Kondratyev was nominated as the winner of the ‘Young Millionaires 2013’ of the magazine ‘Business St. Petersburg’.

Kondratyev had his first entrepreneurial experience as early as the

9<sup>th</sup> grade in buying and selling second-hand computers. Later he used the same idea to buy broken cars, fix them and sell them on for profit. He says that he has started his company with the money he has earned himself – and sends a message to wannabe-millionaires: the hardest thing is to earn the first million. It is not a surprise that Kondratyev stays in shape by visiting the gym, does not work for money but for the fun of it – and works the ‘normal’ 10 hours a day.

16



### Robert Kalinkin, 25, Lithuania

A Lithuanian designer with his own clothing brand, **Robert Kalinkin** has also worked as an art director and set designer for international video advertisements over the past seven years and a stylist for television shows. He designs collections for both men and women, plus made-to-order and couture items and accessories and footwear. He has two clothing lines, RK by Robert Kalinkin which has couture pieces and The Good & Black, a ready to wear line. He started his clothing lines with zero capital and now has

two stores in the capital of Lithuania, five retail partners and three pop-up shops in various Lithuanian cities. The Robert Kalinkin brand is among the top five fashion designers in Lithuania in terms of production volume, but he has his eye on the world as he longs to be the first Lithuanian fashion brand with a global reach. The goal is to export up to 80 percent of its production, which is done completely in Lithuania, and employ young professionals just out of college.

17

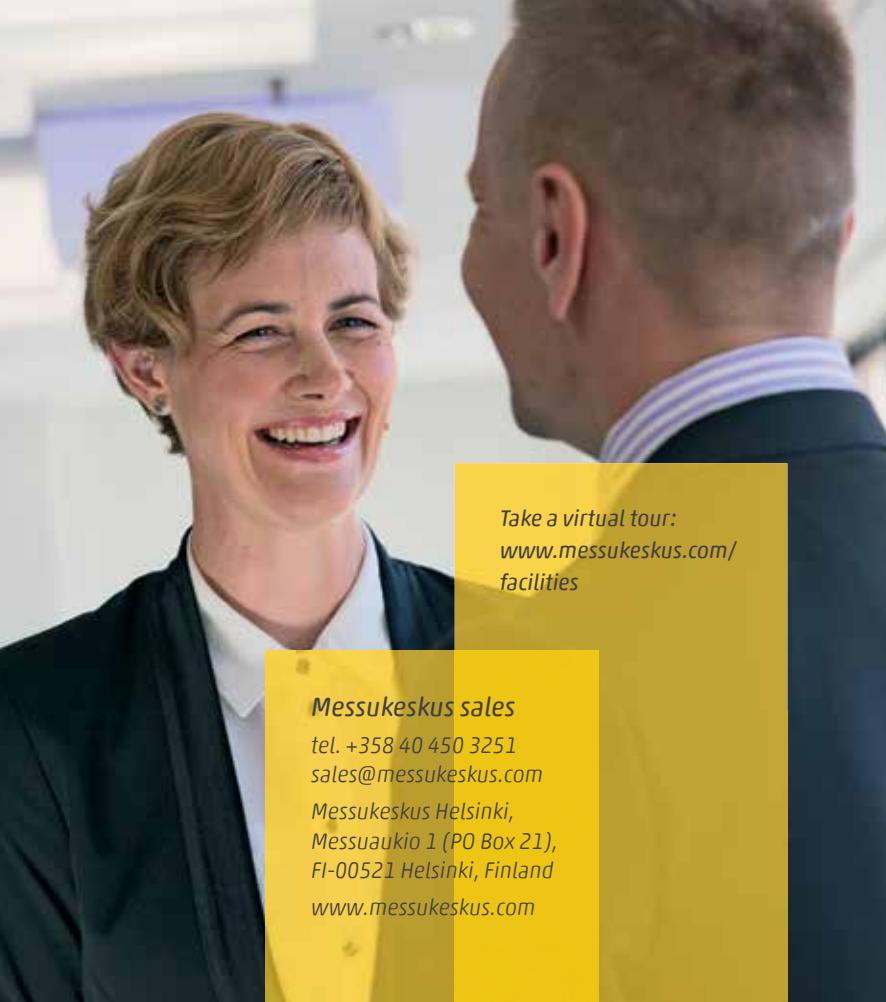


### Niclas Wikström, 29, Sweden

Starting his first mini company back in 2001, **Niclas Wikström** was just a 16-year-old boy from Piteå, a small town up in the north of Sweden. He has run a nationwide media factory called OH MY! since 2009, and now has offices in two major cities; Stockholm and Malmö, as well as in Halmstad and at his roots, Piteå. In total, his company has around 50 employees. One could say that Niclas has achieved a lot in 5 years as an entrepreneur. Looking at the client list of his company, as well as the photos of the employees – they really enjoy their work. Smiling people working on innovative projects. What

is it that Niclas has done to make it onto this list? After his year in the JA company program he won a very prestigious scholarship, the Anders Walls stipend. Niclas has a thin connection to Finnish business; back in 2005 when he was working at the Helicopter Advertising agency, he had the Finnish listed company Exel as his client.





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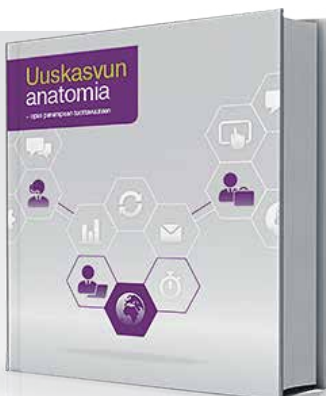
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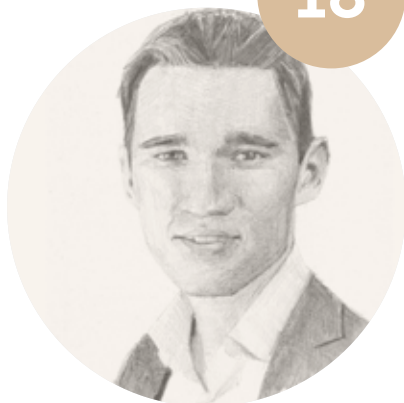
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18



### Max Gouchan, 20, Norway

**Max Gouchan** co-founded his own company at the age of 18 called ClickLift AS where he is now the Managing Director. ClickLift AA develops safer lifting solutions for the offshore industry. During the last three years, Max was elected Vice President for the Unge Høyre Stavanger (2011 to 2012) and Vice President for the Europeisk Ungdom Stavanger (2011 to 2012). He was recently nominated for a Norwegian award called 'Helt sjef' for his work inspiring Norwegian youth. Over 390 people were nominated and he has

now reached the top 10 candidates. On November 14 the winner will be announced. Max travels and shares his experience and knowledge with students who want to become entrepreneurs. He also has his own consulting and investment company, Arctic Base Invest AS. He is a self-proclaimed fan of **Steve Jobs** and **Richard Branson**.

19



### Marius Klausen, 26, Denmark

**Marius Klausen** is the definition of a creatively minded, serial entrepreneur. He is credited with founding five separate companies, two of which he still runs and one of which he lives in!

Confused? Well Marius is the co-founder as well as a resident of NEST Copenhagen – a unique, co-habitation facility for entrepreneurs. His other companies range from mobile cocktail bars to patches that alleviate perfume allergies. However, it is his fame with his current endeavour as CPO of Airtame – a wireless, monitor to monitor streaming device – that has

pushed him into the spotlight. After promoting themselves on the crowdfunding website Indiegogo in order to raise around \$160,000, Klausen and his partners had money to burn when their Airtame product received a staggering \$1.26 million in the period between November 21<sup>st</sup> 2013 and January 21<sup>st</sup> 2014. Not surprisingly, Airtame has been awarded the prize of 'Best Start-up' at the Consumer Electronics Show in Las Vegas in 2014 by Engadget.

20



### Daniil Mishin, 21, Russia

Russia's **Daniil Mishin** is originally from the city of Sevastopol, Ukraine, located in the Crimean peninsula. At the age of 20, Mishin had already established the Bear Hostel chain. Currently, the chain has three hostels in Moscow, one in Perm and four in Ukraine, and it focuses on providing service to young travellers. Mishin is planning to partially outsource the business and expand into Russia's regions. There sure are a lot of them for Mishin to cover – noting the fact that Russia is the world's largest country and has as many as 12

time zones. Financially, Mishin's hotel business is attractive and blooming: he got nearly US \$1 million investment from bankers in 2012, who soon pulled out with pockets full of rubles – and, in 2012 the company earned over US \$2 million. Besides financially, Mishin can proudly state his hostel chain is the largest in Moscow. Not bad for a 21-year entrepreneur, as Moscow is about the 10th largest city in the world!

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| 21 | <b>Andrey Sharkov, 29, Russia</b><br><b>Andrey Sharkov</b> owns several businesses, including the chocolate factory Shokobox, the designer             | furniture supplier ballchair.ru, the online store Shokoladka.spb.ru and the confectionary Koko Bakery. He is also the managing partner in a                | country complex called Silent Valley. Alexander was named in 2009 the best entrepreneur of the year by 'Business Petersburg.'                       |
| 22 | <b>Linda Liukas, 27, Finland</b><br><b>Linda Liukas</b> is the author of 'Hello Ruby', a children's book that teaches programming fundamen-            | tals in a kid-friendly way. She is also co-founder at Railsgirls.com, a website that helps women become more involved in technology and                    | creating new ideas. She was educated at the Turku School of Economics and Aalto University's School of Arts, Design and Architecture.               |
| 23 | <b>Miki Kuusi, 24, Finland</b><br><b>Mikko "Miki" Kuusi</b> is the main organizer and CEO of the growing and popular Eurasian startup                  | and tech talent event Slush since 2011. Miki is the co-founder and CEO of Startup Sauna foundation in 2012 and 2013. Startup Sauna                         | was founded 2012 together with 57 serial entrepreneurs, investors and executives to support the nascent tech ecosystem in Scandinavia.              |
| 24 | <b>Rokas Tamosiunaus, 29, Lithuania</b><br><b>Rokas Tamosiunaus</b> founded his own business in 2008, and exited the                                   | business through a management buy-out three years later. In 2011, he fundraised for his own investment boutique, 1M LTL with just a pre-                   | sentation. He started the first accelerator in the Baltic states the same year, and was part of 30 yearly state investment deals from 2011 to 2014. |
| 25 | <b>Dovydas Duoblys, 28, Lithuania</b><br><b>Dovydas Duoblys</b> is a partner at Solid Supply which provides furniture based décor solutions for retail | stores and shops. His company generates €4 million in turnover with a stable yearly growth of 40%. The business model is to move away                      | from mass production to custom made products. Exporting 70% of products, the company has a strong Scandinavian orientation.                         |
| 26 | <b>Gustav Jebsen &amp; Harald Olavson, 25, Norway</b><br>Secondary school drop-outs, yet business savvy <b>Gustav Jebsen</b> and <b>Har-       </b>    | <b>ald Olavson</b> started their company Visumservice in 2009 at the age of 20, helping travellers with visa applications, work permits, translations, and | legalization of documents. In 2013, their company had a 35-million NOK turnover. Visumservice has offices in Oslo, Stockholm and Copenhagen.        |
| 27 | <b>Erik Fjellborg, 27, Sweden</b><br><b>Erik Fjellborg</b> founded Quinyx in 2005 while working part-time at McDonald's where he realized no           | system existed to handle scheduling when employees wanted to quickly book or change shifts. Web-based Quinyx allows employees to                           | log in themselves and interact with their schedule. In 2013, Quinyx was rated as one of the fastest growing companies in Sweden.                    |
| 28 | <b>Davið Örn Simonarson, 24, Iceland</b><br>Combining the technical know-how with great business acumen, <b>Davið       </b>                           | <b>Örn Simonarson</b> can be described as a true entrepreneur, realising his ideas through multiple startups over the last few years. His current project, | Blendin, is a global social app aimed to connect friends with one another when going out, showing you who is going out, where and with whom.        |
| 29 | <b>Anna Nyboe, 23, Denmark</b><br><b>Anna Nyboe</b> has run her own company, Annaway since 2011. Her main business is to help especially               | academically educated people find new jobs – and she does it with great enthusiasm. Only three years in business and she has received                      | two significant awards: Talent 100 by 'Berlingske Business Magasin,' and 'The young leader of the year in Copenhagen' by JCI in 2013.               |
| 30 | <b>Kaido Höövelson, 29, Estonia</b><br><b>Kaido Höövelson</b> is an Estonian who was a professional sumo wrestler until September 2013. He is an       | entrepreneur who has been awarded the Order of the White Star by the president of Estonia in 2012, and is a true role model for young                      | people. His sport achievement made him super famous in Japan, and played an important role in making Estonia well-known there.                      |