

Women in Tech Europe Awards 2025

1. Aspiring Teen Award

Recognizes young girls (13-21) with a passion for technology, celebrating their innovative projects, tech skills, and potential to inspire peers. This award encourages young women to pursue STEM careers and acknowledges their early achievements in tech.

2. Best Ally Award

Honors individuals of all genders who actively support and advocate for women in technology. This award highlights efforts in creating inclusive environments, championing gender equity initiatives, and promoting diversity within the tech community through tangible actions and advocacy.

3. Most Impactful Initiative Award

Recognizes programs or initiatives that significantly promote diversity and inclusion in tech. This category focuses on measurable impacts, sustainable change, and initiatives that empower women and underrepresented groups in the tech industry.

4. Most Disruptive Award

This award recognizes a woman who has made a significant impact in the technology sector through groundbreaking innovation. The recipient has introduced revolutionary ideas, products, or services that challenge the status quo and drive positive change in the industry.

5. Woman in Web3 Award

Acknowledges women making notable contributions to Web3 technologies, such as blockchain, decentralized applications, and cryptocurrency. This award celebrates leadership and innovation in the rapidly evolving field of decentralized technologies.

6. Start-Up Award

Celebrates women-led technology startups that have demonstrated market viability and growth potential. This award recognizes innovative companies that are actively generating revenue and in the scaling phase of their development. Nominees should showcase sustainable business models, customer traction, and the potential for significant market impact under female leadership.

7. Tech Diplomacy Award

This award recognizes a woman who excels in connecting technology with international relations. The recipient demonstrates exceptional skill in fostering global cooperation and partnerships in the tech sector.

8. Global Leadership Award

This award honors a woman who has demonstrated exceptional leadership on a global scale in the technology sector. The recipient has made significant contributions to advancing the

role of women in tech worldwide, inspiring and empowering others across cultures and Borders.

9. Lifetime Achievement Award

The most prestigious category, recognizing a woman's lifelong dedication to the tech industry. This award highlights her achievements, influence, and long-term impact on the field, celebrating a career of sustained excellence and leadership in technology.

ASPIRING TEEN AWARD

Recognizes young women (13-21) with a passion for technology, celebrating their innovative projects, tech skills, and potential to inspire peers. This award encourages young women to pursue STEM careers and acknowledges their early achievements in tech.

Age Requirement: Candidates must be a maximum of 21 years old at the time of application

Diana Golescu

Organization: Program Manager - IVI for Girls, Horezu Chapter

Position/Role: Tech Skills Instructor, Program Manager

Diana Golescu represents the next generation of tech leaders, combining deep technical competency with a passion for empowering others through technology education. As a Computer Science student at Liceul Constantin Brâncoveanu in Romania, she has built an impressive foundation spanning robotics, programming, and infrastructure while creating meaningful impact in her community. Her technical journey began with robotics, where she gained hands-on experience with Arduino microcontrollers and autonomous systems as a member of the Aetherius Automatics team. Her participation in the Nextlab robotics competition demonstrated her ability to apply theoretical knowledge in competitive environments. Her programming foundation includes C++ from her intensive Computer Science curriculum and Python through her current role as an instructor. Through Project IVI's IT Infrastructure Program, she has gained enterprise-level skills including CCNA networking fundamentals, Linux system administration, and hands-on experience with enterprise IT systems. Diana has been selected as a Tech Skills Instructor at Project IVI, where she will begin teaching Introduction to Programming with Python starting October 2025. As Program Manager for IVI for Girls - Horezu Chapter, she is establishing this initiative, focusing on building the foundational network and resource base needed to develop future programming for female high school students in STEAM fields. Her philosophy—"education is about enabling passion"—guides her work in creating inclusive learning environments where students can discover their genuine interests in technology.

Tringa Ibrahimi

Organization: Miket Europe

Position/Role: Founder

Tringa Ibrahimi is an exceptionally talented and driven young innovator from Pristina, Kosovo, currently preparing to begin her Bachelor's degree in Biomedical/Medical Engineering at the prestigious Georgia Institute of Technology as part of the Honors Program. Even before starting her university studies, Tringa has built an impressive track record in technology, innovation, and leadership. She is the founder of Miket, a digital platform and NGO dedicated to empowering youth through technology. She embodies the very essence of the next generation of women leaders in technology, combining technical brilliance, creativity, and a deep commitment to social impact. In her teenage years, she has already demonstrated leadership as a founder, innovator, educator, and role model for girls in STEM. She not only excels in competitive programming and

robotics with multiple first-place achievements, but also creates meaningful platforms for youth empowerment and community development.

Marta Bernardino

Organization: Trovador Europe

Position/Role: CEO and Co-founder

Marta Bernardino is a 19-year-old Portuguese innovator dedicated to applying robotics to environmental conservation. At just nine years old, she began building robots from recycled materials, an early indication of her passion for engineering and sustainability.

Her most notable project is Trovador, which she co-founded to develop a hexapod robot capable of planting trees in difficult terrain. The system aims to accelerate reforestation in areas devastated by wildfires and deforestation, offering a scalable solution to ecological restoration. As CEO and Co-Founder of Trovador Europe, Marta is leading efforts to expand the project's impact.

In parallel, she serves as a Conservation Roboticist with National Geographic, where she contributes to projects integrating robotics with ecosystem monitoring. Her work includes designing autonomous systems for marine conservation, such as a robot to monitor seaweed growth and a noise-cancelling buoy to reduce marine noise pollution. These innovations support cetacean communication, enhance fish fertility, and promote healthier marine environments.

Marta is an alumna of The Knowledge Society (TKS), a global innovation accelerator for young talent. Through TKS, she refined her skills in artificial intelligence, robotics, and entrepreneurial problem-solving, receiving mentorship to advance her projects from concept to real-world application.

Her impact has been recognized internationally. In 2025, she was named a National Geographic Young Explorer, highlighting her role in advancing conservation technologies. She continues to be a visible advocate for using science and innovation to address climate change and biodiversity loss.

Marta Bernardino represents the next generation of leaders at the intersection of technology and environmental stewardship. Her achievements demonstrate how youth-led innovation can deliver practical solutions to global challenges, making her a standout nominee for the Women in Tech® Aspiring Teen Award.

Francisca Arroja

Organization: Technovation Girls

Position/Role: Student, International Ambassador

Francisca Arroja, a changemaker from Porto, Portugal, is an emerging leader at the intersection of technology, education, and social impact. Her journey began during the COVID-19 lockdown, when she used digital tools such as podcasts, virtual magazines, and online campaigns to bring joy and connection to her school community. Over the past three years, Francisca has been a dedicated participant in the Technovation Girls program, where she designed and developed mobile apps addressing real-world problems such as healthy habits and sustainable living, and ocean protection and biodiversity awareness. Her most recent project reached the Global Semifinals in 2024, an achievement attained by less than 10% of teams worldwide. Beyond her technical accomplishments, Francisca has demonstrated remarkable leadership and initiative. She was appointed National Student Chapter Ambassador in Portugal and later became one of Technovation's youngest ever International Student Ambassadors, representing youth voices across countries and cultures. In 2024, she independently created and piloted a training program for first-time Technovation participants, supporting dozens of girls as they navigate their first steps in technology. Francisca is also a confident and compelling speaker who has delivered inspiring talks to more than 500 people at university events and reached many more through virtual workshops and online sessions. Her story was selected for publication in the international book "Happy – 10 Stories", where she shares how discovering technology reshaped her worldview and aspirations.

Samriddhi (Simi) Singh

Organization: GirlsCanCode Europe

Position/Role: Founder and CEO

Samriddhi (Simi) Singh is a Swiss-based technology prodigy who, by the age of 13, had already made significant strides in the tech world. She co-founded GirlsCanCode Switzerland, an initiative aimed at bridging the gender gap in technology by empowering young girls with digital skills through workshops, coding clubs, leadership classes, and scholarships. Her passion for technology also led her to teach coding at goTech, where she introduced girls aged 8–12 to web development and programming fundamentals. Simi's commitment to advancing technology education is further exemplified by her role as the youngest global ambassador for Swiss Cognitive, where she contributes to discussions on artificial intelligence and its societal impacts. She has also been involved in the 'Trust in Robots' research project at ETH Zürich, showcasing her dedication to exploring the ethical dimensions of technology. Her technical proficiency is evident through her completion of two Udacity nano-degrees and her participation in the Swiss Coding Olympiads. Simi's ability to navigate complex technological concepts and her enthusiasm for sharing knowledge make her a standout figure in the tech community. Her work not only inspires her peers but also sets a precedent for what young individuals can accomplish in technology.

BEST ALLY AWARD

Honors individuals of all genders who actively support and advocate for women in technology. This award highlights efforts in creating inclusive environments, championing gender equity initiatives, and promoting diversity within the tech community through tangible actions and advocacy.

Ivo Haase

Organization: PeHa GmbH, Germany

Position: Trainer, Coach, and Consultant / General Manager

Ivo Haase stands as a remarkable advocate for women's empowerment in technology, earning recognition as a finalist for the prestigious Women in Tech Best Ally Award 2025. With over 16 years of experience as a professional trainer and coach, Ivo has dedicated himself to supporting women's advancement in the tech industry, particularly across Central Asia.

Professional Background:

As General Manager of PeHa GmbH, a company he co-founded over 22 years ago, Ivo brings entrepreneurial leadership and educational expertise to his mission of supporting women in technology. He is a certified Management 3.0 Facilitator and "Training from the Back of the Room" specialist, reflecting his commitment to modern, participant-centered learning methodologies.

Impact Across Central Asia

Ivo has become a cornerstone supporter of Women in Tech initiatives across Central Asia through both education and direct community support:

Educational Leadership

- "Management 3.0 Foundation Workshop" in Almaty* - Bringing modern management principles to Kazakhstan.
- "Training from the Back of the Room" in Tashkent* - Introducing innovative facilitation methodologies to Uzbekistan for the first time. These workshops brought together participants from Uzbekistan, Tajikistan, Kyrgyzstan, and Kazakhstan, with three strategic objectives:

1. Enable collaborative learning and knowledge sharing among participants
2. Strengthen the Women in Tech network across Central Asia
3. Develop foundational concepts for a sustainable "Women in Tech Academy"

Community Investment

Ivo has demonstrated his commitment through substantial charitable contributions:

- *€1,000 to Women in Tech Uzbekistan* - Supporting 30 backpacks with school materials for children in need
- *€500 to Women in Tech Tajikistan* - Providing 50 packages of school materials for underprivileged children

Philosophy and Recognition

What sets Ivo apart as an ally is his authentic commitment to building sustainable systems rather than creating dependency. His "Training from the Back of the Room" methodology puts participants at the center of their learning journey, embodying true empowerment through education. As a Women in Tech Best Ally Award 2025 finalist, Ivo Haase represents the gold standard of international collaboration, educational innovation, and genuine commitment to gender equality in technology across Central Asia.

David Schmid

Organization: Diversity-gr & CSEM

Position/Role: Founder and Co-Lead of Diversity-gr & Head regional development Eastern CH at CSEM

David Schmid is Head of Regional Development & Relations at CSEM and a driving force behind inclusive innovation in Eastern Switzerland. With a degree in Microtechnology from ETH Lausanne and 18 years of experience in applied R&D, he brings deep expertise in smart sensors, microfluidics, nanomaterials, systems engineering, and digital transformation. After six years at the Institute of Micro- and Nanotechnology in St. Gallen, he joined CSEM in 2013. Beyond his technical contributions, David is a recognized advocate for diversity, equity, and inclusion. Originally appointed to launch a DEI working group at CSEM focused on gender equality, he went on to found the Diversity-gr network—an initiative dedicated to promoting equal opportunities, supporting women's career advancement, and fostering inclusive workplace cultures in the tech and business sectors. David is a visible and vocal male ally in Switzerland's professional landscape. His efforts have been featured in media and institutional reports, reflecting a consistent and impactful commitment to societal change. In his current role, he weaves DEI principles into regional development strategies, ensuring lasting transformation and measurable outcomes. He believes that in a fast-evolving digital and technological world, sustainable innovation must go hand in hand with more flexible, inclusive ways of balancing life and work for all.

Judith Kreukels

Organization: Women in Quantum Development

Position/Role: Head of Programmes

Judith Kreukels is a seasoned Diversity, Equity & Inclusion leader and project manager in the quantum technology sector. Since early 2023, she has held the dual roles of Project Coordinator for Women in Quantum Development (now "We in Quantum Development" - WIQD) and DEI Project Leader at the Dutch Research Council Institutes. At WIQD, Judith orchestrates nationwide initiatives across academia, industry, and policy. Her efforts include professionalizing the organization, securing funding, and spearheading strategic partnerships. Under her leadership, WIQD rebranded to We in Quantum at the 2025 Annual Symposium - expanding its mission to include all gender minorities and intersectional

identities in quantum. Judith's impact is visible through WIQD's expanded reach. She oversaw the transition from Amsterdam-only events to monthly gatherings in Amsterdam, Delft, Leiden, and Enschede, increasing regional engagement and community representation. Social media engagement surged, and WIQD launched a LinkedIn, Twitter, Instagram, and WhatsApp community that now attracts interest across Europe. Beyond quantum, Judith's background in international development brings global perspective to her work. Previous roles include mentoring refugees, training LGBTQIA+ communities, and building social-impact programs. At NWO-I, she coordinates DEI strategy implementation across multiple research institutes, focusing on recruitment, inclusive management, and organizational culture transformation.

Léo Denes

Organization: Australiance

Position/Role: CEO, Founder

Léo Denes is a purpose-driven entrepreneur, committed advocate, and long-time ally of women in the technology and startup ecosystems. As the Founder and CEO of Australiance, a consulting and talent acquisition agency, Léo has spent the past decade actively supporting international entrepreneurs and professionals—especially women—navigate and thrive in the competitive tech landscape of Australia, France, and beyond. With over 20 years of international business experience across strategy, business development, recruitment, and consulting, Léo has worked with more than 100 global companies across Asia-Pacific, Europe and Africa. After earning his Master's in Management from EM LYON Business School in France and completing an MBA exchange at Mt Eliza Business School in Melbourne, he held key roles at PwC, Adara Foundation, Infosys Portland and Commonwealth Bank. Through Startup&Angels, a network brand he created, Léo has created space for women in tech to pitch, connect with investors, and find business opportunities. Notably, he has consistently organized female founder showcases, including "Women in Tech After Work" sessions, and has partnered with organizations like First Australians Capital and IBA Indigenous Business Australia to ensure inclusion and representation across gender and cultural lines. Léo's approach to allyship is hands-on and sustainable. At Australiance Talent, he prioritizes the hiring and promotion of women for leadership roles in tech and startups. His team includes and empowers female leaders internally, and he actively consults with clients on building more inclusive and gender-diverse teams. His longstanding community involvement further reflects his values. Since 2010, he has co-led the French Business School Alumni Network in Australia, sits on the NSW Council of the French-Australian Chamber of Commerce, and is a founding committee member of La French Tech Australia, where he has advocated for female founders and emerging tech talent.

Sahana Shastri

Organization: DSI Aerospace GmbH

Position/Role: Systems Engineer

Sahana Shastry completed her Master of Science in Space Sciences and Technologies at the University of Bremen in 2023. Since then, she has been working as a Systems Engineer at DSI Aerospace GmbH, focusing on mass storage systems for on-board electronics as part of the European Space Agency's Copernicus expansion program for Earth observation Satellites. She is the winner of the "Young Engineer Woman" Award from the 2024 Deutsche Messe AG. She previously led the working group of Women in Aerospace Europe dealing with "Skill Gap in Aerospace Sector". In her free time, Sahana serves as a technical advisory board member of ASTRA e.V., the student rocketry and space applications group in Bremen. She is a co-author of the chapter on Equity, Diversity and Inclusion for the new space economy in the Oxford Handbook of New Space Economy. She is the Winner of Airbus Challenge for Space based Solar power for Climate neutral aviation and the Winner of the hackathon Act in Space 2020 Sweden. Sahana has worked consistently towards goals of gender equality, pay gap, inclusion, skills gap and to use her experience to promote more STEM amongst women in many capacities. She has been a mentor for Girls In Aerospace since November 2023, led the 'Skills Gap in Aerospace' working group of Women In Aerospace Europe since June 2021, and published the Skills Gap in Aerospace sector white paper in October 2021. She has been a STEM advocate and encouraged more women to join university rocketry teams. Through all these initiatives, she has always striven to ensure equal opportunities for access to space for all.

MOST DISRUPTIVE AWARD

This award recognizes a woman who has made a significant impact in the technology sector through groundbreaking innovation. The recipient has introduced revolutionary ideas, products, or services that challenge the status quo and drive positive change in the industry. This individual demonstrates exceptional creativity, risk-taking, and leadership in pushing boundaries and reshaping the technological landscape.

Dr. Anne Berends

Organization: SunLED Life Science BV, Netherlands

Position: Co-founder & Chief Technology Officer

Dr. Anne Berends is Co-founder and CTO of SunLED Life Science, a deep-tech startup bringing sunlight-inspired health innovation indoors. With a PhD in luminescent nanomaterials from Utrecht University, she has a strong background in photonics and materials science. She began her career developing advanced light-emitting materials and later led a research program on near-infrared (NIR) light and its biological effects at Seaborough. Under her leadership, the program evolved from scientific hypothesis to a validated technology platform with international partnerships and peer-reviewed publications. Anne co-founded SunLED to commercialize this breakthrough. As CTO, she built a multidisciplinary team, established manufacturing capabilities, and secured financial investments. SunLED's first product is the SunBooster: a compact NIR

light device designed to improve energy and focus for people who spend long hours indoors. She recently signed a distribution agreement for retail rollout across major European markets. Anne's work challenges conventional thinking in lighting and wellness industries by introducing invisible, UV-free wavelengths to support human well-being in everyday environments. Beyond her technical leadership, Anne is active in tech and startup communities, speaking at Display Week, SPIE Photonics West, and MWC Barcelona. She mentors early-career scientists and advocates for gender equity in deep-tech entrepreneurship. With her combination of scientific depth, entrepreneurial drive, and market vision, Anne is creating a new product category: ambient health tech based on light, grounded in science, and designed for everyday life.

Céline Favy-Huin

Organization: FEELOBJECT, France

Position: CEO and Co-founder

Céline Favy-Huin is CEO and co-founder of Feelobject, a company dedicated to putting technology at the service of humanity. She designed Virtuoz, a solution combining tactile and audio maps that enables blind and visually impaired people to navigate spaces independently. Virtuoz is installed in iconic locations including Disneyland Paris, the Élysée Palace, the French National Assembly, the Paris 2024 Olympic and Paralympic Games, and numerous museums and hotels. The technology provides users with confidence, dignity, and access to culture, employment, sports, tourism, and health. Céline's journey into entrepreneurship was marked by self-doubt and fear of not being good enough. She learned to embrace her role as a business leader and embody authentic leadership aligned with her values. Today, her commitment extends beyond Feelobject. She participates in groups such as Diversidays, ApiDV, and Les Entreprises s'engagent, encouraging other women to pursue entrepreneurship and advocating that doubt should be a companion, not a barrier. Her vision for Feelobject is international expansion throughout Europe and North America. More importantly, she wants accessibility to become standard in all public spaces, allowing every blind and visually impaired person to live, work, and thrive independently. Céline believes this award can raise awareness and accelerate understanding of accessibility and inclusion, shifting the perception from technical constraint to obvious choice that offers rich experiences for everyone.

Dr. Eugénie Pezé-Heidsieck

Organization: Nūmi, France

Position: Co-founder and Chief Technology Officer

Dr. Eugénie Pezé-Heidsieck is co-founder and CTO of Nūmi, developing a breakthrough in infant nutrition by producing human breast milk ex vivo using cell culture. This innovation addresses a major gap in the industry, where 90% of infant formulas rely on cow's milk, which is suboptimal for infant development. Eugénie graduated as an engineer from AgroParisTech and holds a PhD in Cellular and Molecular Biology from Collège de France, where she worked with stem cells. She completed postdoctoral research at Columbia University focusing on genetics of human brain evolution. In two years as Nūmi's CTO, Eugénie built a team of over 15 scientists, established their lab from scratch, and raised €10 million in funding. She filed 2 patents and

initiated collaborations with Institut Pasteur, INRAE, and AgroParisTech. Nūmi won the prestigious i-Lab Innovation Competition by Bpifrance and received support through multiple programs. The company earned recognition including the AgroParisTech Acceleration Prize, Grand Prix of the Académie des Technologies, and HLTH Europe award. By building Nūmi as a 100% female-led company that raised €10 million, Eugénie is breaking barriers in an ecosystem where only 2% of venture capital goes to all-female founding teams. She promotes women's leadership through speaking engagements at universities, media appearances on Europe 1 and BFMTV, and participation in scientific events. She demonstrated that motherhood and entrepreneurship can coexist, raising Nūmi's first funding round while pregnant and building the team during early motherhood.

Dr. Georgia Fleet

Organization: Zonova, United Kingdom

Position: CEO and Co-Founder

Dr. Georgia Fleet is CEO and co-founder of Zonova, a London-based startup developing innovative antimicrobial solutions for medical devices to combat antimicrobial resistance (AMR). She holds a doctorate in Materials Science from UCL, where her research focused on ventilator-associated pneumonia and the development of antimicrobial endotracheal tubes. Her doctoral work led to light-activated antimicrobial materials that significantly reduced clinically relevant bacterial isolates. In March 2023, Georgia co-founded Zonova to address hospital-acquired infections, which kill over 1.4 million people annually and cost healthcare systems over \$100 billion. She has driven development of patented, low-cost antimicrobial technology that embeds into medical devices, killing superbugs on contact. Pilot studies are underway with interest from multi-billion revenue device manufacturers. Georgia's achievements include being named finalist for Young Entrepreneur of the Year at the Great British Entrepreneur Awards, finalist in UK Start Up Awards for Medtech, featured in TechRound's "Top 50 Women in Tech," and recipient of the Innovate UK Women in Innovation Award. As a first-time founder, Georgia demonstrated courage by launching Zonova while bootstrapping the company and setting up a lab in a shipping container during the pandemic. Despite facing numerous rejections due to the high-risk nature of med-tech, she persevered and secured pre-seed funding in 2024. Beyond her technical expertise, Georgia is a role model for women in STEM, actively seeking mentorship and committed to mentoring young women herself, fostering diversity and inclusion in the male-dominated tech sector.

Segolene Martin

Organization: Kantify, Belgium

Position: CEO and Co-Founder

Ségolène Martin is CEO and Co-Founder of Kantify, a pioneering TechBio startup at the intersection of artificial intelligence and biotechnology. Under her leadership, the company has developed Sapien, an AI-driven drug discovery platform capable of benchmarking over 10 billion potential drug candidates in less than a day. This transformative capability accelerates the identification of therapeutic targets and small molecules, particularly for diseases with limited or no existing treatments.

Prior to founding Kantify, Ségolène earned a Master's in Public Affairs and an MBA, both with honors. She held senior management roles in innovation, regulation, and public affairs, building expertise in translating complex challenges into actionable solutions. Her experience in both public and private sectors positioned her to bridge science, policy, and business in founding her venture. Her achievements have been widely recognized. She was named AI Personality of the Year in 2019, Young ICT Lady of Belgium, and a winner of the InspiringFifty contest for women in tech. She also received the Cercle Montaigne Business Trophy for leadership. These accolades underscore her influence as a thought leader in AI and digital innovation. Beyond her company, she has contributed to the global AI community as Belgian Ambassador of Women in AI until 2021 and as a board member of the Global Partnership on AI until 2023. In these roles, she promoted responsible AI adoption, gender diversity, and international collaboration.

Through Kantify, Ségolène demonstrates how disruptive technology can accelerate drug discovery and address urgent healthcare challenges. Her work highlights the potential of AI to revolutionize medicine while inspiring greater diversity and leadership in the technology sector.

MOST IMPACTFUL INITIATIVE AWARD

Recognizes programs or initiatives that significantly promote diversity and inclusion in tech. This category focuses on measurable impacts, sustainable change, and initiatives that empower women and underrepresented groups in the tech industry.

Malin Frithiofsson

Organization: Daya Ventures, Sweden

Position: CEO and Co-Founder

Malin Frithiofsson is the CEO and Co-Founder of Daya Ventures, the world's first VC-backed femtech venture studio dedicated to closing the gender health gap. Founded in 2022, Daya Ventures proactively builds startups addressing overlooked challenges in women's health, including pregnancy, menopause, and mental health.

With a background in commercialising research and experience as a business angel and board member, Malin applies a systematic model to identify unmet needs, partner with clinicians, and launch scalable companies. In under two years, Daya has launched 10 femtech startups, built a portfolio of 16 majority-female-led companies, opened a femtech innovation hub in East Africa, and supported several startups in generating revenue. The company has secured SEK 2 million in funding as part of an SEK 8 million round and projects a 1 billion SEK exit valuation.

Malin's work challenges investor perceptions of women's health, demonstrating that femtech is a high-potential and profitable sector. Unlike traditional accelerators or VC models, Daya develops companies from validated problems, de-risking innovation while accelerating results.

Her leadership achievements include being named Mentor of the Year by Nordic Women in Tech (2021), Startup Ecosystem Supporter by Nordic Startup Awards (2020), and finalist for Ecosystem Hero of the Year (2019). She was included in Impact Loop's list of 150 influential tech leaders and is a recognised voice in the global tech community. She has been featured in *Breakit*, *Impact Loop*, *FemTech Insider* and has spoken at Women in Tech Sweden 2025, Startup Grind Stockholm, and LSX Nordic Congress.

Through Daya Ventures, Malin has built a repeatable model for femtech innovation that addresses the \$1 trillion gender health gap and delivers measurable results, making her a leading figure in disruptive health technology.

Anna Kłos

Organization: Fundacja Inna Przestrzeń (Other Space Foundation), Poland

Position: Coordinator, Kwitnący Dom

Anna Kłos leads Kwitnący Dom, a grassroots support hub that reaches over 900 families every week with a core team of three people. She has developed a low-cost digital infrastructure that enables the organization to scale its impact and support thousands through automation and efficient systems.

Under her leadership, Kwitnący Dom employs SMS bots to respond to beneficiaries, automated flows via email, Messenger, and WhatsApp to share logistics, and a virtual volunteer registration system that coordinates over 1,500 monthly volunteer hours. Beneficiaries register online, book time slots, and receive updates independently, ensuring timely support and restoring autonomy. AI-powered tools allow communication in multiple languages, breaking barriers for migrants and refugees.

Public institutions rely on Kwitnący Dom to redistribute aid, run donation drives, and deliver large-scale campaigns such as holiday gifts for over 3,500 children. UNHCR representatives visiting in 2025 noted the organization's digital maturity exceeds many large NGOs in Poland, despite its limited budget.

Anna demonstrates that accessible technology, when used strategically, can transform community support. Her model integrates automation and inclusivity, proving that scale and efficiency are achievable without significant funding. By leveraging simple tools in innovative ways, she has created a system that supports vulnerable groups often excluded from traditional structures.

Her leadership shows how grassroots initiatives can harness digital solutions to deliver sustainable social impact. By combining efficiency, inclusivity, and scalability, Kwitnący Dom represents a model for modern humanitarian response, with Anna at its center as both visionary and implementer.

Noelia Torres Baños

Organization: Factoría F5, Spain

Position: CEO, Femcoders F5 Programme Lead

Noelia Torres Baños leads the Femcoders F5 programme, one of Spain's most impactful tech training initiatives for women, particularly those in vulnerable situations such as single mothers, unemployed women, refugees, LGBTQI+ individuals, and women with disabilities. Through Factoría F5, the nonprofit she directs, the programme has trained nearly 500 women, with 75% entering careers in technology as web developers, cloud technicians, and AI programmers.

Noelia has over 20 years of experience managing social impact projects across public administration, consulting, and the nonprofit sector. She previously managed SICAR, a support programme for women survivors of gender violence, further demonstrating her long-standing commitment to social transformation with a gender and diversity perspective.

Her leadership at Factoría F5 focuses not only on providing technical training but also on empowering women to feel prepared and confident in entering a male-dominated industry. She builds alliances with public institutions, private companies, and civil society to ensure participants transition from training into employment.

The Femcoders F5 programme represents more than skills acquisition; it provides dignity, opportunity, and community to women historically excluded from technology. Participants include migrant women who regularized their work status through tech employment and young women who overcame societal barriers to pursue developer roles.

Noelia's work has received recognition in Spain, including awards from the Catalonia Government, Barcelona Municipality, and the Confederation of the Third Sector. She has positioned Femcoders F5 as a scalable and sustainable model of inclusive technology education.

Her approach demonstrates that inclusive training can transform individual lives while driving systemic change. By combining high-quality education with a feminist and social innovation framework, Noelia Torres Baños is creating long-term impact in the Spanish and European tech ecosystems.

IT's Her Future – KPMG

Organization: KPMG UK

Position: Firmwide Initiative

IT's Her Future (IHF) is a KPMG programme designed to attract, recruit, retain, and advance women in technology careers. Founded in 2015, it has grown from addressing gender imbalance within KPMG's UK tech workforce to operating globally across five member firms.

IHF runs 11 workstreams and communities led by more than 80 volunteers and a network of 800 members. Each workstream addresses barriers at different stages of women's careers. The juniors workstream provides insight into tech careers for girls aged 14–16 through the Future Leaders Technology Programme, hosting over 120 students annually. The coding workstream offers a 10-week Python course with industry accreditation. The mentoring workstream partners with schools such as Mulberry Girls School in Tower Hamlets, supporting students aged 13–15 to explore STEM careers.

Other workstreams support senior women in advancing to leadership, foster client engagement, and increase visibility through branding and outreach. IHF collaborates with female-focused networks inside KPMG, such as Women in Cloud and Women in Cyber, to share knowledge and amplify impact.

The initiative has produced measurable results. Since its launch, female representation in KPMG's tech workforce increased from 26% to 42%, with a 50-50 gender split at graduate level. In 2023, 46% of promotions in tech went to women. IHF has also influenced broader workplace practices, including the provision of free menstrual products across all KPMG offices.

By addressing recruitment, retention, and leadership development, IHF has built a comprehensive framework for women in technology. It demonstrates how large firms can combine community-led action with measurable outcomes to drive equity in the workplace.

Géraldine Bueken

Organization: XR4heritage / 3 Plumes, Belgium

Position: Founder and Producer

Géraldine Bueken is a Brussels-based curator and producer working at the intersection of technology, culture, and social justice. She is the founder of the Digital Human Lab and co-founder of the AVATARS Concours, initiatives that use AI, XR, and immersive storytelling to amplify underrepresented voices and create inclusive innovation.

Her work includes producing historical avatars that revive forgotten figures for education and advocacy. In 2024, she presented an AI-powered avatar of Miriam Makeba at the European XR Awards. She also curates the iNVISIBLE FESTIVAL, a nomadic platform showcasing artists and technologists addressing inequality through digital culture.

The AVATARS Concours is a flagship initiative co-created with Samia Chelbi of Tunisia. It brings together teams from Belgium, Morocco, Tunisia, Senegal, and Côte d'Ivoire to design AI-generated avatars of forgotten women pioneers. The 2025 edition recreated figures such as Sojourner Truth, Olympe de Gouges, and Mariama Bâ, engaging youth across languages and cultures. The programme reached more than 50,000 viewers and trained participants in AI, ethical storytelling, and critical digital literacy.

Géraldine's initiatives directly contribute to fostering underrepresented vocations in AI and XR, building a pan-African and European network of women leaders, and creating economic opportunities for women in creative tech industries. Her work also challenges dominant historical narratives by inserting diverse female role models into contemporary digital culture.

She regularly advises institutions on responsible technology use and contributes to conferences on ethical AI and inclusion. By linking culture, memory, and innovation, Géraldine has established herself as a leader in inclusive tech. Her projects exemplify how creative technology can empower marginalized communities and promote systemic change across Europe and Africa.

WOMAN IN WEB3 AWARD

Acknowledges women making notable contributions to Web3 technologies, such as blockchain, decentralized applications, and cryptocurrency. This award celebrates leadership and innovation in the rapidly evolving field of decentralized technologies.

Catherine Smirnova

Organization: Digital & Analogue Partners, United Kingdom

Position: Co-Founder and CEO

Catherine Smirnova is Co-Founder and CEO of Digital & Analogue Partners, an advisory bureau working at the intersection of law, economics, and Web3. She has led projects across tokenised assets, DAO governance, cultural blockchain applications, and digital asset regulation.

At D&A Partners, Catherine advises governments, institutions, and venture-backed startups on cross-border digital architecture. She co-created CryptoMap, an AI-powered legaltech platform that guides startups in jurisdiction selection, supporting over 100 companies in its first year.

She led the legal model for Noble DAO, which enabled £17M of UAE real estate to be tokenised under DAO law, setting a precedent for real asset tokenisation. In cultural innovation, she served as legal strategist for the Saudi Ministry of Culture's NFT exhibition and directed the Grand Egyptian Museum NFT initiative, coordinating legal frameworks across Egypt, ADGM, and Estonia.

Catherine is also CEO of IOGINALITY, a \$12M-valued NFT art infrastructure platform offering compliance tools for museums and collectors. Previously, she co-founded NFTMASTERS, structuring the Hermitage Museum's first state-run NFT auction.

She is recognised as a leading authority on digital law, speaking at forums such as Art Dubai, Forbes Digital Forum, and national innovation panels. Her work has been featured in Forbes, Blockworks, and TechInsider.

Her leadership bridges law, policy, and blockchain infrastructure. By designing regulatory frameworks and institutional-grade platforms, she ensures Web3 adoption moves beyond speculation to durable systems.

María Teresa Nieto Galán

Organization: Telefónica Tech, Spain

Position: Senior Manager, SSI Product Line

María Teresa Nieto Galán is Senior Manager at Telefónica Tech, where she leads the development of the Self-Sovereign Identity (SSI) product line. This positions Telefónica at the forefront of decentralized identity in Europe, aligned with EUDI Wallet standards.

She earned top marks in her academic career, including best record in her master's programme and a thesis on blockchain-based social recovery wallets. In 2024, she co-invented a patent titled "Method and System for Improved DLT Network Performance," showcasing her contributions to blockchain scalability.

María Teresa has served on the Technical Steering Committee of Hyperledger since 2020, influencing open-source projects such as Fabric and Besu under the Linux Foundation. Her role has shaped enterprise blockchain adoption globally.

She is also active in advocacy and education, serving as an ambassador for Women Techmakers in Madrid and teaching blockchain courses at universities including Universidad Europea, Salamanca, and UNIR. She is a frequent speaker at conferences such as Women in Tech Day and Hyperledger webinars, where she addresses blockchain governance, digital identity, and social recovery mechanisms.

Her combined roles as inventor, open-source leader, educator, and advocate position her as a reference figure in blockchain innovation in Spain. By contributing to technical standards, patents, and public education, María Teresa exemplifies how women can lead both the technical and governance aspects of Web3.

Ella Cullen

Organization: Minespider, Portugal

Position: Co-Founder and CMO

Ella Cullen is Co-Founder and Chief Marketing Officer of Minespider, a blockchain-based traceability platform transforming global mineral supply chains. Minespider develops Digital Product Passports (DPPs) that track raw materials from extraction to final products, supporting transparency and compliance.

Since its launch in 2018, Minespider has grown to operate the world's largest traceability project, covering over 10% of global tin production. The platform partners with Renault, Google, Tata Elxsi, Ford Otosan, and other major companies. Minespider also leads €32M in EU-funded innovation projects, positioning itself as a key player in Europe's supply chain digitalisation.

Under Ella's leadership in brand, communications, and partnerships, Minespider has scaled from concept to enterprise adoption. She was named among the 100 Global Inspirational

Women in Mining (WIM100) in 2023 and received the 2024 Eira Thomas Award as the top young female mining professional globally.

Her role extends into international policy, contributing to UNECE blockchain traceability guidelines and mentoring through initiatives such as DLT Talents and CV Labs. She has presented at EthCC, LME Week, and other industry events.

Internally, Ella has fostered inclusivity by doubling female representation at Minespider and building a remote-first, diverse team. Colleagues credit her as both a mentor and a leader who drives culture alongside product innovation.

Her vision is a future where every product carries a Digital Product Passport, ensuring responsible sourcing and circularity. By combining blockchain technology with supply chain reform, Ella is reshaping transparency in two male-dominated industries: mining and Web3.

Kristen Nachtman

Organization: Goldman Sachs, France

Position: Vice President, Digital Assets

Kristen Nachtman is Vice President of Digital Assets at Goldman Sachs, where she represents the firm across continental Europe and leads the regional delivery of its global digital assets strategy. Her work bridges traditional finance with emerging blockchain technologies, positioning Goldman Sachs at the forefront of Web3 innovation.

With a background in investment banking focused on financial institutions, Kristen brings deep expertise in traditional financial systems. She leverages this experience to navigate the rapidly evolving decentralized finance landscape, ensuring that digital asset solutions align with both market innovation and institutional needs.

Kristen is an advocate for diversity and inclusion in technology. She participates in initiatives that highlight the contributions of women in blockchain and crypto, including serving as a speaker at Women in Web3, Blockchain, and Crypto, an event organized by Société Générale and the Association Women in Crypto. There, she shared perspectives on the importance of women's leadership in shaping digital economies.

She is also an active voice in global blockchain forums. At Paris Blockchain Week 2025, Europe's leading blockchain and Web3 conference, Kristen joined more than 400 speakers at the Carrousel du Louvre to discuss the future of decentralized technologies and their impact on finance.

Through her leadership, Kristen advances institutional adoption of blockchain while promoting diversity in the industry. She represents a new generation of leaders combining financial expertise, strategic innovation, and inclusive advocacy, making her a strong nominee for the Women in Tech® Europe 2025 Web3 Award.

Rita Martins

Organization: London Stock Exchange Group (LSEG), United Kingdom

Position: Head of Product Ecosystem, Digital Assets

Rita Martins is Head of Product Ecosystem, Digital Assets at the London Stock Exchange Group, where she leads the development of blockchain-powered infrastructure. She spearheaded the launch of LSEG's digital markets platform, the first from a major global stock exchange to enable end-to-end private market transactions—from issuance to trading and settlement—fully on blockchain. This initiative modernizes capital markets by streamlining operations and enhancing transparency.

Rita is also the author of *Web3 in Financial Services*, a widely acclaimed book exploring how blockchain, crypto, and digital assets disrupt traditional finance. The book covers stablecoins, CBDCs, tokenized deposits, DeFi, and digital identity, drawing on case studies from Fidelity Digital Assets, J.P. Morgan ONYX, Coinbase, and Aave.

Beyond her role at LSEG, she serves on advisory boards for startups in blockchain and DeFi, providing guidance on innovation at the intersection of finance and technology. Previously, Rita was Global Head of FinTech Partnerships at HSBC, where she helped incubate and scale emerging technologies. Earlier in her career, she led digital transformation projects at Accenture and Ernst & Young, driving strategic change for global clients.

Her influence extends across industry forums. She is a frequent keynote speaker at leading events including Money 2020, FT Crypto Digital Assets Summit, and Finovate Europe, where she shares expertise on the future of Web3 in financial services.

Through a blend of corporate leadership, authorship, and advocacy, Rita positions blockchain as a transformative force in finance. Her strategic vision and global thought leadership make her a standout nominee for the Women in Tech® Europe 2025 Web3 Award.

START-UP AWARD

Celebrates women-led technology startups that have demonstrated market viability and growth potential. This award recognizes innovative companies that are actively generating revenue and in the scaling phase of their development. Nominees should showcase sustainable business models, customer traction, and the potential for significant market impact under female leadership.

Manon Frajman

Organization: Advanced Care Technologies, France

Position: COO and Co-Founder

Manon Frajman is COO and Co-Founder of Advanced Care Technologies, the MedTech startup behind Digi'Skin, the first non-invasive sensory feedback system compatible with all prosthetic limbs. Digi'Skin restores both movement and sensation, addressing a major challenge in prosthetics adoption and patient rehabilitation.

Graduated from Sup'Biotech with a focus on biotechnology, marketing, and entrepreneurship, Manon began her career at VitaDx, where she designed clinical studies and built partnerships for diagnostic software in oncology. She later joined Innovhem, a spin-off from Henri Mondor Hospital, focused on sickle cell disease. Her combined background as a biomedical engineer and clinical project manager gave her insight into healthcare ecosystems, regulatory pathways, and reimbursement milestones.

At Advanced Care Technologies, she has led major achievements: filing a patent, conducting successful proof-of-concept trials with patients, raising over €300K in non-dilutive funding, and preparing for clinical trials in 2025 with CE certification targeted for 2026. Under her leadership, the company has received national and international recognition, winning Startup of the Year for Inclusion by AXA, the Jury Prize at the French National Assembly, and selection as a "Tech for Change" startup at VivaTech 2025.

Manon's mission is to reduce prosthesis rejection, shorten rehab times, cut healthcare costs, and improve patient quality of life. She has positioned Digi'Skin as a scalable, inclusive, and human-centered solution to a public health challenge. Beyond product development, she champions diversity in MedTech, participates in mentoring programs, and advocates for accessible healthcare innovation.

Her leadership blends technical expertise, entrepreneurial execution, and empathy. By transforming a bold idea into a tangible medical solution with measurable patient impact, Manon demonstrates how women-led startups can shape the future of healthcare technology.

Manel Chikh

Organization: MyBubbleHealth, Spain

Position: Founder and CEO

Manel Chikh is Founder and CEO of MyBubbleHealth, a medtech startup developing BBSKOPE, the world's first contactless monitoring solution for infant health. BBSKOPE provides intelligent, continuous surveillance from day one, reducing risks and empowering parents and caregivers with reliable data.

With over 25 years of experience in health tech, medical devices, and digital innovation, Manel is a seasoned entrepreneur and global executive. In 2024, she was nominated HEC Mercure European Entrepreneur of the Year for her leadership and influence in tech entrepreneurship. MyBubbleHealth has been recognized by Prix Galien, TechInnov, and Medintechs, and is a partner of École Polytechnique through the X-Novation program.

Her international background spans Algeria, Morocco, Switzerland, the UAE, and Spain, shaping her global perspective and enabling her to bridge cultures and markets. She actively

mentors young entrepreneurs through EU-funded programs, particularly in Lebanon, and supports purpose-driven innovation.

Manel also holds leadership roles beyond business. She is Honorary President of SheEOs, an ambassador for the Womanity Foundation—where she raised €80,000 by competing in the Rallye Aïcha des Gazelles to support girls' education—and an angel investor in high-impact startups. She sits on advisory boards such as CPhI Middle East, one of the world's leading healthcare events.

Her career reflects commitment to inclusion, impact, and ethical innovation. She empowers women in tech, promotes access to healthcare solutions, and advocates for global collaboration in entrepreneurship. By combining innovation with social purpose, Manel exemplifies the transformative leadership celebrated by the Startup Award.

Ala Presenti

Organization: Moniflo, Luxembourg

Position: Co-Founder and ESG Lead

Ala Presenti is Co-Founder and ESG Lead at Moniflo, a fintech platform founded in 2020 to democratize impact investing. Moniflo enables investors to align portfolios with ethical, social, and environmental values, leveraging blockchain-based custody for transparency and security.

Since its launch, Moniflo has secured €3 million in seed funding, received regulatory approval from Luxembourg's CSSF, and built a paying customer base across Europe. The company is scaling into new markets while growing assets under management. Its model combines a sustainable fee structure with cutting-edge financial technology, making impact investing accessible and profitable.

As co-founder, Ala has overseen operations, finance, and ESG integration, ensuring that growth aligns with sustainability goals. Under her leadership, Moniflo has been recognized as a women-led startup with high potential for disruption in the asset management sector.

The platform empowers individuals to invest with purpose, driving measurable social and environmental outcomes. By creating transparent investment pathways, Moniflo disrupts traditional models and brings impact investing into the mainstream.

Ala exemplifies women's leadership in fintech, combining technical expertise, financial governance, and a vision for sustainable innovation. Her work demonstrates how startups can scale responsibly while reshaping industries around inclusivity and ethics.

Anna Cejudo Mercado

Organization: Founderz, Spain

Position: Co-Founder and Co-CEO

Anna Cejudo Mercado is Co-Founder and Co-CEO of Founderz, a women-led EdTech startup democratizing access to AI education. Founded in 2020, Founderz has scaled into a Microsoft Worldwide Training Partner, reaching over 200,000 students across 50+ countries with a team of 60.

Founderz bridges the gap between exclusive business school learning and passive online platforms, delivering an immersive, collaborative model powered by AI. The proprietary platform features “Founderz Fellows,” AI agents handling over 10,000 daily student interactions to provide academic and emotional support at scale.

By 2024, Founderz achieved profitability with €4M in revenue and projects €9M in 2025. Programs are co-certified with Microsoft, KPMG, Freepik, and GSIC, ensuring industry credibility. The startup has launched major initiatives, including AI Skills 4 All, AI for Accessibility, and AI for SMBs in Spain and the UK.

A defining achievement is AI Skills 4 Women, launched in 2025, which trained 50,000+ women in under three months in 12 languages, with scholarships and Microsoft badges to enhance employability. Founderz also established the first University Chair in Responsible AI and Employability with Microsoft and Universidad Autónoma de Madrid, presented to the King of Spain as a national initiative.

Founderz combines commercial success with purpose. The team sponsors women’s football, recycles materials for community initiatives, and partners with NGOs like Fundación ONCE, YMCA, and UN Women.

As co-founder, Anna drives both growth and impact. Founderz stands as a global example of responsible, inclusive innovation in AI education.

Camila Rodrigues de Carvalho

Organization: EONSEA, Spain

Position: Co-Founder and CTO

Camila Rodrigues de Carvalho is Co-Founder and CTO of EONSEA, a deep tech startup applying AI and robotics to underwater inspections. A PhD in Electrical, Electronic, and Automation Engineering, with degrees in Biomedical and Electrical Engineering, she has built her career at the intersection of research and practical impact.

At EONSEA, Camila leads development of AI-based vision systems that analyze drone footage to detect corrosion, biofouling, and structural damage. The system reduces operational costs, improves safety, and mitigates environmental risks in ports, marinas, and aquaculture. The startup is preparing a scalable digital platform where clients upload inspection videos for automated AI reporting.

Previously, Camila researched robotic exoskeletons for rehabilitation at CSIC, contributing to European projects such as EXTEND and INTENTION. She won CSIC’s first prize in scientific outreach (2022) and built expertise in wearable robotics and intelligent systems.

Since founding EONSEA, she has built the technical team, secured academic and industrial partnerships, and driven product roadmaps. Within two years, the startup has been recognized as one of the “100 Startups to Invest In” and featured in national and international media.

Camila was named one of the “25 Women to Watch in 2025” by *El Referente*. She mentors young engineers, advocates for women in deep tech, and speaks on inclusive innovation in the blue economy.

Her work exemplifies purpose-driven innovation, proving that women-led startups can deliver breakthrough technologies in traditionally conservative industries.

TECH DIPLOMACY AWARD

This award recognizes a woman who demonstrates exceptional leadership in tech diplomacy—the practice of international relations and negotiations on global digital policy and emerging technologies. The recipient excels in bridging governments, industry, academia, and civil society to foster coordinated technology governance.

Henna Virkkunen

Organization: European Commission, Finland

Position: Executive Vice-President for Tech Sovereignty, Security and Democracy

Henna Virkkunen is Executive Vice-President for Tech Sovereignty, Security and Democracy in the European Commission, appointed in 2024. She also serves as European Commissioner for Digital and Frontier Technologies, overseeing the EU’s digital strategy and safeguarding democratic values.

Born in Joutsa, Finland, Virkkunen studied journalism and communication at the University of Jyväskylä, earning both a master’s and a licentiate in philosophy. Her early career was rooted in Finnish politics: she served as a Member of Parliament (2007–2014), holding ministerial posts in Education, Public Administration, and Transport. In 2014, she was elected to the European Parliament, where she focused on industry, research, and transport until her Commission appointment.

In her current role, she addresses complex security challenges while advancing Europe’s competitiveness in frontier technologies. She has engaged leading research institutions to strengthen Europe’s innovation ecosystem, aiming to secure digital sovereignty in an increasingly competitive world.

Virkkunen is recognized for a disciplined, methodical leadership style, committed to strengthening EU security and promoting inclusive digital growth.

Regine Grienberger

Organization: Federal Foreign Office of Germany, Germany

Position: Cyber Ambassador (former), Consul General in Istanbul

Dr. Regine Grienberger is Consul General of Germany in Istanbul, a role she assumed in 2024. She previously served as Cyber Ambassador at the German Federal Foreign Office, directing Germany's cyber foreign and security policy.

Her diplomatic career spans postings in Slovenia, Italy, and senior roles in Berlin, including Deputy Chief of Staff for Ministers Sigmar Gabriel and Heiko Maas. She has also worked on European financial policy.

A Doctor of Agricultural Sciences, she has blended technical, economic, and diplomatic expertise. As Cyber Ambassador, she advanced Germany's role in international cyber governance and digital diplomacy.

In Istanbul, she fosters bilateral relations, economic cooperation, and cultural exchange. She has met with the Ecumenical Patriarch and engaged the Organization of Turkic States on environmental and development issues, reflecting her broad diplomatic mandate.

Her career demonstrates the integration of cybersecurity, diplomacy, and multilateral cooperation in addressing global challenges.

Anne Bouverot

Organization: TowerBrook, France

Position: Special Envoy to the President

Anne Bouverot is Special Envoy for Artificial Intelligence to French President Emmanuel Macron. She led the 2025 AI Action Summit in Paris, convening over 800 contributors from more than 100 countries to discuss global AI governance, sustainability, and equitable development.

An engineer with a PhD in AI and a master's in telecommunications, she has held senior roles in both public and private sectors. She was Director General of GSMA and CEO of Morpho, a global security and identity solutions provider.

She co-founded Fondation Abeona, dedicated to responsible AI, and chairs the Board of Directors at École Normale Supérieure. She co-authored "AI: Our Ambition for France," presented to the President in 2024.

Bouverot also serves on multiple boards, including Cellnex Telecom, Technicolor Creative Studios, Capgemini, Edenred, and Ledger. She has been recognized as Chevalier of the National Order of Merit and Officer of the Legion of Honour.

Her career reflects sustained influence in shaping AI governance and promoting responsible innovation.

Daphne Dernisson

Organization: Philips, Netherlands

Position: Global Public Policy Director

Daphne Dernisson is Head of Government and Public Affairs Europe at Royal Philips. Based in Brussels, she coordinates advocacy strategies across Europe, advancing health technology innovation and policy engagement.

Since joining Philips in 2018 as Global Public Policy Director, she has led initiatives on value-based care, healthcare transformation, and pandemic response. She represented Philips in the EU Chips Act roundtable, contributing to recommendations for strengthening Europe's semiconductor supply chain.

Previously, she worked at the Dutch Ministries of Economic Affairs, Agriculture, and Health, and at embassies in Moscow, Bangkok, and Hanoi. She holds master's degrees in public law (Leiden) and political science (Amsterdam).

Her career combines public service and corporate advocacy, positioning her as a leader in health technology diplomacy and EU public-private cooperation.

Nadia Carlsten

Organization: Danish Centre for AI Innovation (DCAI), Denmark

Position: CEO

Nadia Carlsten is CEO of the Danish Centre for AI Innovation (DCAI), where she leads initiatives to advance artificial intelligence adoption and international collaboration.

A recognized expert in AI commercialization and governance, she has worked across startups, academia, and policy. Her leadership emphasizes fostering responsible innovation while strengthening Europe's position in AI.

Through DCAI, Carlsten focuses on building ecosystems that link research, business, and policy to accelerate deployment of AI solutions. She is active in international dialogues on ethical AI and has built partnerships supporting Europe's competitiveness in emerging technologies.

Her career reflects dedication to advancing innovation through diplomacy, bridging the gap between technology and global cooperation.

GLOBAL LEADERSHIP WOMEN IN TECH® AWARD

This award honors a woman who has demonstrated exceptional leadership on a global scale in the technology sector. The recipient has made significant contributions to advancing the role of women in tech worldwide, inspiring and empowering others across cultures and borders. She exhibits visionary thinking, strategic influence, and a commitment to fostering diversity and inclusion in the international tech community. This leader's impact extends beyond her organization, shaping industry trends and driving positive change on a global level.

Karin Taheny

Organization: Switzerland Global Enterprise (S-GE), Switzerland

Position: Chief Digital & Technology Officer

Karin Taheny is Chief Digital & Technology Officer at Switzerland Global Enterprise (S-GE), the country's official export and investment promotion agency, active in over 130 markets. She leads the digital transformation of the century-old institution, integrating siloed systems into a unified, user-focused digital ecosystem that supports thousands of Swiss businesses internationally.

At S-GE, Karin spearheaded FlowForward, an enterprise-wide transformation framework fostering shared rituals, agility, and team ownership. The initiative has strengthened organizational culture while embedding innovation and resilience. S-GE's efforts were recognised globally, winning the 2024 WTPO Award for Best Use of IT and top placement in the International Trade Centre's benchmarking for digital maturity among trade organizations.

Her leadership style blends strategic clarity with people-centered execution. She focuses on making digital transformation personal, ensuring employees feel empowered to embrace change. By linking systems and culture, Karin demonstrates that transformation is not just about technology but also about building trust, collaboration, and confidence across teams.

Her career includes leadership roles at Google, board mandates, and participation in digital innovation juries such as the Digital Economy Award. She mentors emerging leaders and supports women navigating digital careers, emphasizing inclusion and diversity.

Karin's approach combines technical fluency with emotional intelligence. She leverages technology to unlock human potential and create inclusive growth, proving that digital transformation can be ambitious yet human-centric.

Debola Ibiyode

Organization: CarbonAI / SCB Group, United Kingdom

Position: Founder & CEO, Group Head of Engineering

Debola Ibiyode is Founder and CEO of CarbonAI, an AI-powered sustainability platform developed with SCB Group, where she also serves as Group Head of Engineering. CarbonAI provides real-time insights into carbon markets, ESG tracking, and Net Zero strategies, supporting transparency and trust in global sustainability initiatives.

A seasoned software and AI leader, Debola's career spans over two decades. She began as a key contributor to Nigeria's first digital solution for checking JAMB and WAEC results, transforming access for millions of students. Since then, she has led enterprise-grade software projects and cloud-native solutions internationally.

In the UK, she served as CTO of a leading accounting software firm, driving development of LiquidAccounts, one of the first systems integrated with HMRC's Making Tax Digital program. Her contributions helped shape the country's digital tax ecosystem.

Debola holds a Master's in Computer Engineering from Syracuse University, USA, and completed AI programs at Oxford and Harvard. She also holds a Bachelor's in Computer Science and professional certifications including PRINCE2 and MCSD.

Beyond her technical leadership, she is a mentor, educator, and advocate for women in tech. She supports initiatives that help women enter and thrive in technology careers, and she teaches coding and robotics to children. Her commitment to empowering others is as central as her professional achievements.

By combining deep technical expertise with visionary leadership and social impact, Debola demonstrates how AI can be harnessed for climate action and inclusive innovation.

Inés Huertas

Organization: Kairós Digital Solutions, Spain

Position: Global Head of Data & AI

Inés Huertas is Global Head of Data & AI at Kairós Digital Solutions, where she leads strategy, innovation, and delivery in artificial intelligence and big data. She has built her career at the intersection of data science, entrepreneurship, and inclusion, contributing significantly to Spain's AI ecosystem.

A Telecommunications Engineer with a master's in Telematic and Information Systems, Inés co-founded Datatons in 2015, a consultancy in Big Data and Machine Learning. Under her leadership, the company participated in Google's Exchange AI program, South Summit, and Airbus's BizLab. She also advised startups such as Mediktiv and The SideWays Project.

Since 2016, she has coordinated R-Ladies Madrid, part of the global R-Ladies network promoting inclusion in programming. She co-founded the Women Startup Community in 2018, fostering connections and visibility for female entrepreneurs. That same year, she was selected for EY's Entrepreneurial Winning Women Europe.

She participated in NASA's Datanauts program, exploring open data, and in 2022 became a Google Women Techmaker Ambassador. In 2024, she was awarded "Tech Leader – Woman that Builds" by Globant.

As a speaker, Inés presents at Codemotion, Commit Conf, Big Things, and PyConES, and teaches through platforms such as LinkedIn Learning and Platzi. At Kairós, she focuses on ethical, human-centered AI, aligning with the think tank We The Humans.

Her work demonstrates how technical excellence, leadership, and advocacy can combine to transform industries and empower communities.

Neema Balolebwami Nelly

Organization: NEEMA AI, Spain

Position: Founder, CEO & AI Ethicist

Neema Balolebwami Nelly is Founder and CEO of NEEMA AI, a company providing AI ethics training and consultancy. She is also the founder of EMEA Venture Builder, dedicated to creating AI software solutions. Her mission is to advance responsible AI by embedding fairness, transparency, privacy, and human-centered design into emerging technologies.

She advocates for policy adoption of ethical AI, ensuring that new systems are equitable and trustworthy. As a trainer and speaker, she has delivered impactful sessions worldwide, sparking dialogue on AI ethics. Her recognition includes being named Ambassador of Barcelona by the City Council in 2022 and a Tech Leader of the Year nominee by Women Who Change the World in 2024.

Neema also founded Black Women Leadership and Valencia Tech Women, initiatives to amplify underrepresented voices in tech. Through these organizations, she supports women of color and builds communities for empowerment.

Her influence extends to schools and universities, where she mentors students and inspires future leaders. She emphasizes not only technical capability but also social accountability, helping shape the next generation of ethical innovators.

By combining entrepreneurship, advocacy, and thought leadership, Neema exemplifies how women can lead responsibly in AI.

Elsa Maji

Organization: Moderlab, France

Position: Co-Founder and Chief Product Officer

Elsa Maji is Co-Founder and Chief Product Officer of Moderlab, an immersive technology company redefining spatial computing for real estate, retail, and cultural sectors. Moderlab

delivers photorealistic, cloud-based 3D environments that enable real-time co-design and marketing.

Her platform has been recognized as a France 2030 laureate for innovation in digital transformation. Moderlab is engaged in projects with the Chalhoub Group in the Middle East and tenders with Dubai Silicon Oasis, and is scaling into global markets with showcases at GITEX Global and PropTech Summit 2025.

Elsa began her career in innovation strategy and product design, later founding Moderlab to merge gaming technology, immersive design, and cloud streaming. Under her leadership, Moderlab has deployed solutions for clients such as Louis Vuitton, AXA IM Alts, and Barnes, transforming how spaces are visualized and marketed.

She has been recognized internationally, winning the TikTok x Blossom Accelerator Program, and participating in global innovation ecosystems.

Beyond business, Elsa is a vocal advocate for women in immersive tech and gaming, mentoring young professionals and championing inclusive innovation. Her vision integrates creative industries with technology, showing how immersive tools can drive sustainability, culture, and storytelling.

Her leadership exemplifies how women can shape the next generation of immersive platforms with global reach and tangible impact.

WOMEN IN TECH® LIFETIME ACHIEVEMENT AWARD

The most prestigious category, recognizing a woman's lifelong dedication to the tech industry. This award highlights her achievements, influence, and long-term impact on the field, celebrating a career of sustained excellence and leadership in technology.

Carme Artigas

Organization: Harvard Belfer Center / UN AI Advisory Body, Spain

Position: Senior Fellow / Co-Chair

Carme Artigas is a Spanish executive and entrepreneur with over 30 years of experience in Big Data, AI, cybersecurity, and technology innovation. She is recognized internationally for her leadership in AI regulation and governance.

She co-founded Synergic Partners, one of Europe's first Big Data companies, later acquired by Telefónica. In 2020, she became Spain's first Secretary of State for Digitalization and Artificial Intelligence, where she launched the National AI Strategy, the Quantum Strategy, and the Digital Bill of Rights. She also led negotiations for the EU AI Act, the first global AI regulatory framework.

Carme co-chaired the UN High-Level Advisory Body on AI, delivering the report “Governing AI for Humanity,” adopted by the UN General Assembly. Today, as Senior Fellow at Harvard Kennedy School, she continues shaping global tech policy.

Earlier in her career, she held leadership roles at Procter & Gamble, Ericsson Innova, and the City of Barcelona, where she launched Spain’s first digital startup ecosystem and co-created its first VC fund.

Her career spans four waves of technology: Internet, mobile broadband, Big Data, and generative AI. She has built ecosystems, advanced ethical regulation, and championed women in STEM, leaving a global legacy of innovation and impact.

Esther de Gaspar

Organization: CDS, a Hewlett Packard Enterprise company, Spain

Position: General Manager for Spain and Portugal

Esther de Gaspar is General Manager of CDS, a Hewlett Packard Enterprise company, where she has built a career of nearly 30 years. With a background in psychology, she brings a people-focused approach to leadership in technology.

She has held roles in HR and business leadership, becoming Country Manager Iberia in 2017 and General Manager in 2020. She created initiatives like the CDS Tech Challenge, which brings students into technology careers, and CDS Academy, training thousands of students in partnership with universities.

Her projects, such as CDS Impulsa Región, have created over 600 qualified jobs in Spanish cities, connecting local talent to global opportunities. She has built partnerships with more than 50 universities and sits on advisory boards.

Esther is a visible advocate for diversity and inclusion. She has been recognized among Spain’s Top LGBTI Leaders, sponsored HPE’s Pride group, and implemented well-being policies that earned CDS multiple Top Employer awards.

Her leadership combines strategic vision, inclusivity, and community impact, positioning CDS as a benchmark for talent development and workplace culture in Spain.

Sarah Porter

Organization: InspiredMinds, France

Position: Founder & CEO, UN Advisor

Sarah Porter is Founder and CEO of InspiredMinds, the world’s largest emerging tech and AI community with more than 300,000 members across 168 countries. She also serves as a UN Advisor on Lethal Autonomous Weapons and Human Rights Law.

Her foundation supports underrepresented groups in accessing AI opportunities. She played a pivotal role in evacuating the Afghan Girls Robotics Team and over 160 Afghans from Kabul in 2021, securing placements in schools and asylum worldwide.

Sarah is a frequent speaker on AI ethics, diversity, and inclusion. She has been nominated Female Tech Entrepreneur of the Year and is widely recognized for advocacy in ethical AI development.

Beyond her professional work, she is an endurance swimmer and ultra-marathoner, balancing her entrepreneurial career with raising three children.

Her work demonstrates how AI communities can be built at scale with impact, and how leaders can merge entrepreneurship, humanitarian action, and ethics in technology.

Ilham Kadri

Organization: Syensqo, Belgium

Position: CEO

Dr. Ilham Kadri is CEO of Syensqo and a global leader whose career spans three decades across four continents. She is recognized for leading purpose-driven transformations that combine profitability with sustainability.

She chairs the World Business Council for Sustainable Development and is a member of the European Round Table for Industry and the WEF International Business Council. Since 2024, she has also served as President of CEFIC, advancing sustainability in the European chemical industry.

Her career includes leadership at Solvay, L'Oréal, and A. O. Smith. She holds a PhD in polymer science and is a trained chemical engineer, blending technical expertise with business strategy.

Ilham's leadership has reshaped global industries by embedding sustainability, innovation, and inclusivity. Her work demonstrates how science-based leadership can create lasting business and societal impact.

Megan Clarken

Organization: Criteo, France

Position: CEO

Megan Clarken is a distinguished media executive and former elite athlete whose career spans leadership in global media, advertising, and technology. Originally from New Zealand, she competed as a track-and-field athlete before transitioning into corporate leadership.

At Nielsen, where she worked for more than 15 years, she rose to Chief Commercial Officer of Nielsen Global Media. She was the architect of Nielsen's Total Audience Strategy, transforming cross-platform audience measurement and reshaping how content and ads are valued.

In 2019, Megan was appointed CEO of Criteo, where she led its evolution from a retargeting company into a commerce media platform, expanding offerings and reinforcing its role as a trusted partner for marketers and media owners. Her emphasis on fairness, open internet principles, and collaboration guided Criteo's transformation.

She also serves as an Independent Director on the Board of Capgemini SE, contributing expertise in technology, digital transformation, and media.

Her achievements have been recognized with multiple honors: HERoes 100 Women Role Model Executives List (2020), Women of Power and Influence (2019), and Wonder Women by Multi-Channel News (2016).

Megan's leadership philosophy draws from her athletic discipline: resilience, adaptability, and inclusivity. She champions diversity and inclusion, mentoring women and advocating for equitable workplaces. Her journey illustrates determination, innovation, and transformative impact across industries.