



Berlin

HOW WE MAKE IMPACT WORK /

INSPIRE | ENABLE | CONNECT

IMPACT REPORT 2025

How we make impact work

Introduction

2025 was an extraordinary year of courage in the face of adversity: wars persisted, as other conflicts escalated, thousands of communities were displaced by extreme weather, populism and far-right movements took hold, and disinformation became unavoidable.

These global challenges have been felt deeply here in Berlin, reminding us of the ever stronger need for collective action. And as we entered the second decade of Impact Hub Berlin, we responded as we always do: with trust, courage and collaboration.

We trusted each other and our community of impact-driven entrepreneurs and innovators to meet these challenges with a renewed sense of purpose. We showed courage by tackling the challenges of our time head on – making AI for sustainability and climate adaptation the focus of two most recent

trend reports and the Climate Action Accelerator. And we strengthened our existing partnerships, while forming new collaborations, to extend our ecosystem and empower even more people to turn their ideas into impact.

Thanks to these values and the people who embrace them, we were able to move through the polycrises of 2025 and together, make impact work.

But how exactly do we make impact work?

With this report, we hope to bring our impact logic to life – and show you exactly how we empower impact-driven entrepreneurs and innovators.

With your trust, courage and collaboration, we believe that together, we can shape a future where entrepreneurs and innovators are the driving force of our regenerative impact economy.

Keep reading to see how.



Letter from Leadership

Dear readers,

It's nice to be with you again. That is, back at Impact Hub Berlin, working alongside hundreds of impact-driven entrepreneurs, innovators and professionals, like yourselves.

For the past 4 years, I've been growing my own little ecosystem of creative and curious minds, caring for my two children. Now I've returned: to a circular house and thriving community which I'd envisioned in so many proposals and strategy papers and today, is very much alive.

As a Co-Founder of Impact Hub Berlin, I set the foundations for the buzzing ecosystem that exists today – living proof that we really can make impact work. While my family scaled, so did Impact Hub Berlin. **Since 2020, we scaled our team from 17 to 29 experts, our community from 237 to 577 members, our space from 560m² to 3500m², and ran 98 programmes for impact-driven entrepreneurs and innovators.**

With fresh eyes and energy, I'm putting my CEO hat back on to continue driving this momentum and scale our impact.

In the face of the polycrisis we all live in, I find it even more important to make our impact clear to our

community and partners. That's why we're publishing a refreshed impact logic in this year's report. **Our goal? To empower 10,000 people to turn their ideas into impact by 2030.**

We can't do it alone. We need the startups founders and aspiring entrepreneurs, the corporate innovators and sustainability advocates, the policy change-makers and investors to lean in. For all of you – for everyone who wants to have a positive impact on the world – I and the whole team at Impact Hub Berlin stand ready: to inspire you with ideas, enable you with skills and connect you with a like-minded community and critical partners.

Are you ready to bring your own vision to life?

Nele Winn
CEO &
Co-Founder
of Impact Hub
Berlin



Our Impact 2025

To describe our impact in 2025, we'll walk you through our three pillars of impact: **inspire, enable, connect**. For each pillar, we'll highlight the key **inputs, outputs and outcomes** that we were able to measure. Our aim is to show how each of the three pillars logically contribute to longer-term organisational outcomes for the people we empower, and our vision of a regenerative **economy**.

€3,439,512 Raised by the 20 active startups who took part in our 2025 innovation programmes

504,258 Stakeholders in our startup support pools and collaborator network

1031 Innovators and entrepreneurs empowered through our coworking and programmes

1,500+ Jobs created by our community and innovation programme alumni

46% Community mapped, reached or exceeded their impact goals

Before we get into what impact we had last year, let's take a look at **how we make impact work**. In short: we **empower impact-driven entrepreneurs and innovators** from startups, SMEs, corporates, government and academia **to turn ideas into impact**. Over the past 11 years of empowering innovators through programmes and coworking, we've honed our approach to three simple mechanisms or pillars of impact. We inspire, enable and connect.

We **inspire** people to make a positive impact on the world and create impactful innovations and initiatives, through our circular space, trend research and publications, events and communications.

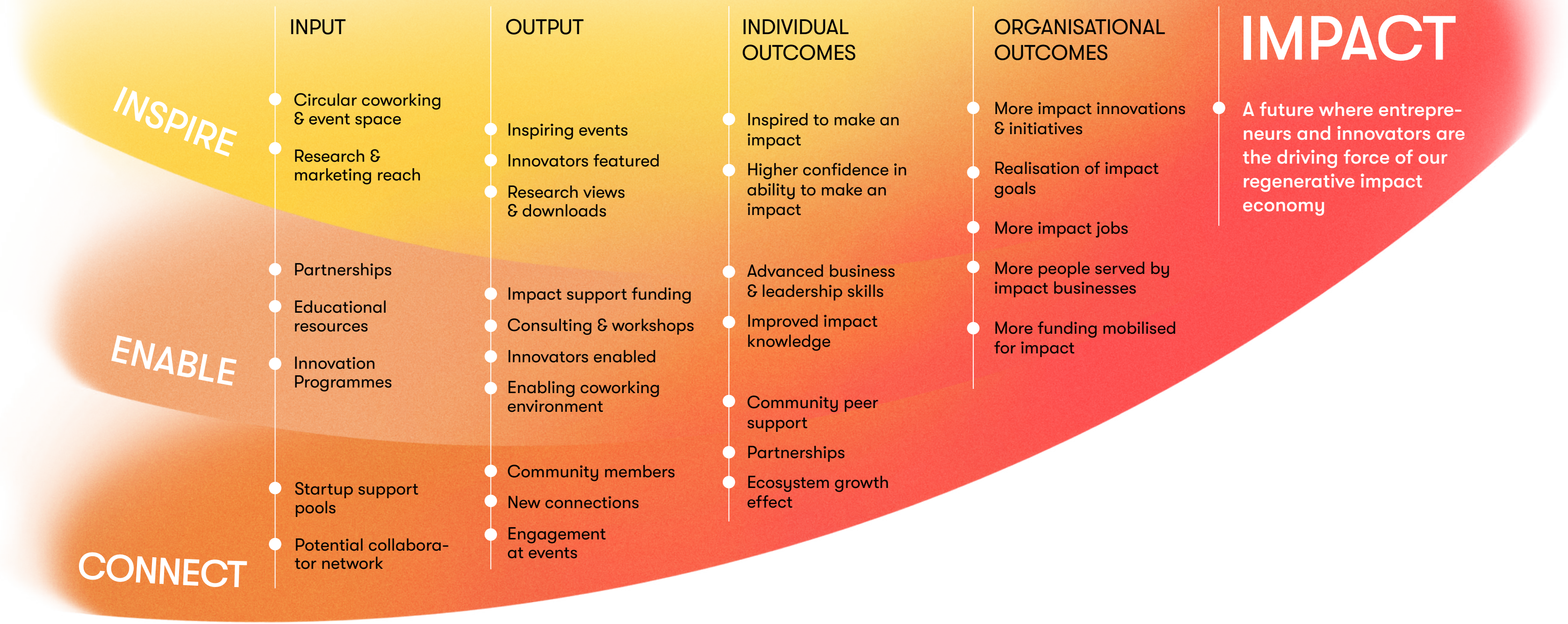
We **enable** people to improve business and leadership skills, as well as impact knowledge and confidence, through our collaborative programmes, coworking environment, educational resources and startup support.

We **connect** people with an impact-driven community, mentors, investors and other potential partners, through our networks, organisation database, direct connections and participation at our events.

By combining these three mechanisms, we empower people to realise their entrepreneurial and impact goals – scaling the size and reach of impact organisations or initiatives, and ultimately shaping a regenerative impact economy.

HOW WE MAKE IMPACT WORK

Our Impact Logic



INSPIRE

In 2025, we continued to shift mindsets to spark a better future for people and planet. We nurtured our physical circular space with sustainable practices and events, while feeding our digital space with optimistic stories of real change and tangible business opportunities. In doing so, we hoped to ignite the courage and innovation needed for the Berlin ecosystem to imagine and then build a regenerative impact economy.

INPUT

85%

Building and catering materials are reusable

31,607

Followers and subscribers across our channels

7

Research publications and blogs

OUTPUT

193

Inspiring events at Impact Hub Berlin

919

Downloads of our trend reports



FT FINANCIAL TIMES
statista | sifted/ | EUROPE'S LEADING START-UP HUBS 2024

SPOTLIGHT

Circular House

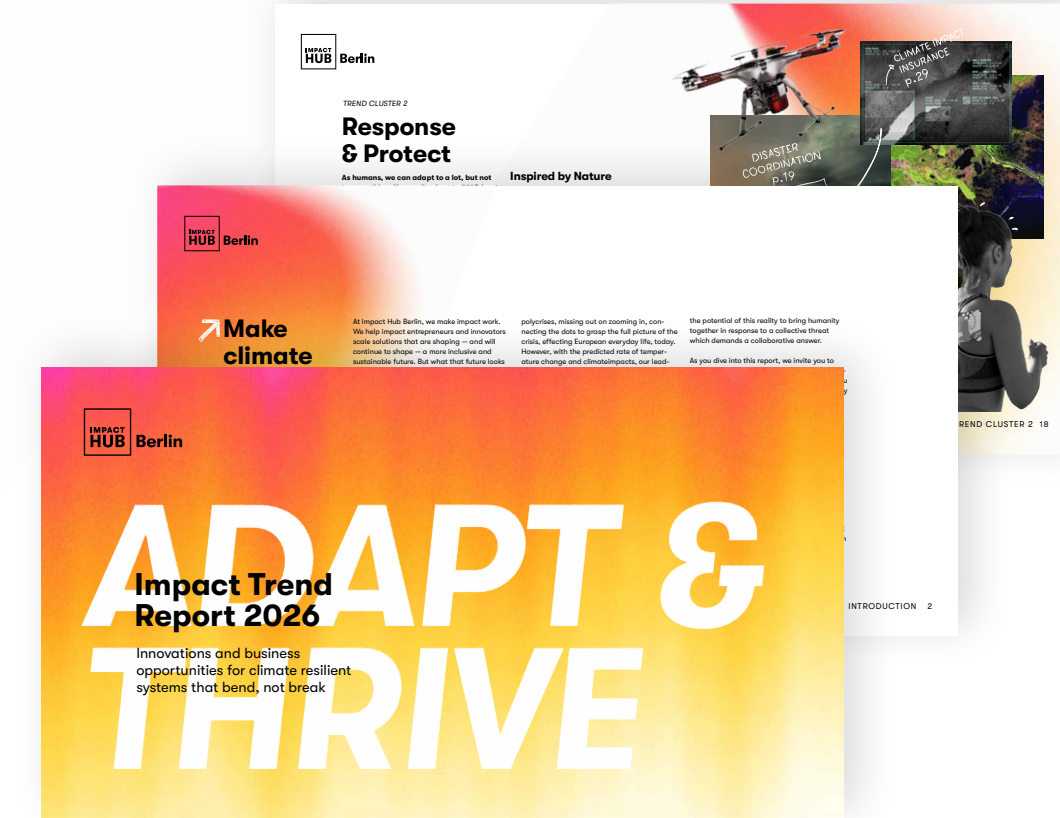
We believe that to **inspire** a regenerative future, we must first inhabit it. Our our 3500m² home in the heart of Neukölln, Berlin, at the CRCLR House is more than just a coworking and event space, it's a living proof-of-concept for the circular economy which inspire our members, partners and visitors.

70% Interior materials are recycled, upcycled, or from sustainable sources

90% Furniture is from circular vendors and returned at end of life

100% Energy that powers the space comes from renewable sources.

90% Food produce purchased for our cafe, The Loop, comes from regional, seasonal suppliers



SPOTLIGHT

Trend Report

It spotlights trends and innovations in climate adaptation which are helping to build resilient systems which bend, not break, in the face of our shifting climate. With our report we hope to **inspire** more innovation in an area that demands urgent action. Join our Climate Adaptation Roundtable on 15 April to dive deeper and become a driver of more regenerative systems.

3 Trend clusters in climate adaptation

40+ Innovators from around the world

ENABLE

Equipping innovators with the tools to persevere was the motto that came out of 2025. In response to last year's polycrises, we focused on strengthening the skills and resilience of the innovators and entrepreneurs we believe can solve them, through specialised support and collaborative programmes.

From long-lasting programmes like the Berlin Startup Stipendium to new offerings such as nawi.berlin and Investment Readiness Programme with Bank of America, we worked hard to ensure the impact ecosystem has the expertise, confidence and community support to turn their ideas into lasting impact.

INPUT

17

Innovation programmes

15

Programme funding partners

6

Courses on our free online learning platform, [RISE Academy](#)

OUTPUT

€99,830

In scholarships directly provided to impact entrepreneurs

1,031

Hours of free startup support through community expert hours and programmes

454

Innovators & entrepreneur programme participants

151

Learners on [RISE Academy](#)

OUTCOMES

43%

Agree Impact Hub Berlin is an enabling coworking environment

88%

Innovation and business skills increased among programme participants

77%

Leadership and entrepreneurial skills increased among programme participants

33%

Members felt more confident in their ability to have a positive impact

48%

Community increased their product offering



SPOTLIGHT

AI Stewardship Programme

How do we ensure AI genuinely serves people and the planet? In 2025, we launched a programme in collaboration with Joscha Wirtz, to build AI capacity and foster responsible adoption across the Impact Hub Network. Together, we **enabled** impact professionals to become AI Stewards, ready to launch a Community of Practice for 'Sustainable AI' and 'AI for Sustainability'.

17 Impact Hubs from 4 continents

42 AI Stewards trained

4.6/5 participant satisfaction

4 AI Stewardship Workshops



SPOTLIGHT

Ideas to Scale in Practice

It was a pleasure to support SOS Children's Villages to gather feedback and cultivate stakeholder backing to bring their 'Ideas to Scale' unit to life. Through our unique impact lens and combination of systems, design and futures thinking, we **enabled** cross-unit exploration and innovation through a structured series of workshops with representatives from their key geographies. The team has now successfully implemented their 'Ideas to Scale' unit and are moving forward with scalable ideas we enabled them to identify and prioritise.

"Working with Impact Hub Berlin has brought fresh energy and perspective, an invaluable asset, especially as we can too easily become caught up in our own ways of thinking."

– Martin Schmidt, SOS Children's Villages International

CONNECT

Cultivating collective action is a task that never ends — the amount of potential is simply too high. In 2025, we continued to bridge the gap between founders and the wider ecosystem, facilitating valuable connections with potential clients, partners and investors, and expanding our network to unlock even more potential. Our events brought these stakeholders together, strengthening the belief that together, we can make impact work.

INPUT

503,884

Potential collaborators in our network

374

Investors & mentors in our startup support pools

OUTPUT

577

Community members

3926

Ecosystem stakeholders attended and connected through our events

428

Organisations in our community and the Impact Hub Network

OUTCOMES

278

Hours peer support given or received by community members, monthly

88%

Innovation and business skills increased among programme participants

710

Valuable connections reported by members and programme participants

2,391

Customers served by startups in our innovation programmes



SPOTLIGHT

Climate Action Ecosystem

In 2025, we continued to strengthen the Climate Action Ecosystem – a project funded by the Nachhaltig Wirken Programm. We officially launched RISE Academy, for learners wanting to increase their skills to turn their ideas into impact. We built a database of 4,756 diverse stakeholders working in inclusion as well as our climate action, who **connected** at our curated roundtable and matchmaking events, and regular Pitch & Pizza, Brunch for Change and Need for Speed networking events. We didn't do this alone, but collaborated with partners to further strengthen the ecosystem.

*“Impact Hub Berlin was indispensable in helping me launch the Berlin chapter of Women in Carbon, which empowers women and allies in carbon fields. The roundtable quickly sold out and for me, our greatest achievement was that, by looking at issues collectively through different lenses, participants left inspired to take on new challenges and create knowledge sharing platforms, with new **connections** and for some – even a new job.”*

– Virginia Bergamasco, Chapter Lead Berlin, Women in Carbon



SPOTLIGHT

nawi.Berlin

Last year – thanks to funding by the Berliner Senatsverwaltung für Wirtschaft, Energie und Betriebe – we built up nawi.berlin: an online and consulting platform to enable sustainable transformation across Berlin's startup and business ecosystem. You can now **connect** to over 300 offers of free startup support, from more than 143 partners, on the online “Navigator”.

We directly enabled **25 early-stage startups** through free consulting on sustainable transformation and made **500 connections** to potential support partners, achieving a **Net Promoter Score of +94**.

*“Speaking with other creators and founders who Impact Hub Berlin **connected** me with, enabled me to get a better overview of opportunities and the feedback I needed to implement sustainability at Tidewise Design myself. Through the transformation meetups, I also made **connections** to helpful experts and industry partners..”*

– Katharina Buccarello, Founder, Tidewise Design



nawi.berlin

From Idea to Impact

We'd like to take this part of the report to feature some very important people in our impact story. That is, the entrepreneurs and innovators in our community, who succeed in turning their ideas into impact. **Let's hear how Impact Hub Berlin empowered them, in their own words.**



Franziska Niebler

Co-Founder of Leo & Pentola, Programme participant (nawi.berlin 2025) and Member.

“Alongside my work at Neue Narrative, I co-founded a small Italian olive oil business with the intention of creating connection and celebrating food. Through the nawi consultation, we received incredibly relevant insights, ranging from financing options to sustainability strategies and network connections. I left with pages full of notes and **inspired** to rethink parts of our business to actively explore stronger sustainability opportunities and long-term impact strategies.”



Nishit Agrawal

Co-Founder of SkoneLabs, featured in Forbes 30 Under 30 and Sifted. Programme participant (Feeding the City 2020), Member and Partner.

“In 2023, we came to Impact Hub Berlin for the Circular Together programme, with an idea and a pitch deck. Slowly, we started developing our prototype, found partners through Impact Hub Berlin and landed our first pilot project.

Impact Hub Berlin **inspired** us to make a significant impact on society. The community aspect of Impact Hub **enabled** us to iterate our idea very fast and the **connection** to industry partners really helped us in scaling the business.”



Christoph Koessler

Co-Founder of Scale Energy, featured in WISO. Programme participant (Impact Incubator: Climate Tech 2025).

“Together with one of my co-founders, Elias, I participated in the 2024 Impact Incubator program. Especially in the early phase of our company, the program **enabled** us to further structure our processes and sharpen our execution. It also provided valuable connections to a network that was helpful as we continued building the business. Overall, the experience was a supportive step along our journey and contributed to the foundation that **enabled** us to raise EUR 2 million in early 2025. Now we have a total capacity of more than 1.5 gigawatts across over 250 sites in Germany and Austria.

Impact Hub Berlin inspired long-term thinking, enabled idea development and connected us with other startups, who we could exchange learnings with about the same mistakes.”



Monica Kistic Aguirre

Founder of Roots Radicals, Programme participant, Member and Partner.

“Roots’ journey with Impact Hub Berlin goes back to the beginning of our story: the 2020 Feeding the City programme. Coaching and mentorship **enabled** us to incubate our ideas, shaping what Roots would become. But it didn’t stop there. Impact Hub Berlin has been a constant supporter: from inviting us to **inspire** others, to promoting our campaigns, to becoming trusted catering clients.

Through around 25 events with Impact Hub Berlin, we sourced and served more than 150 kg of responsibly rescued food, demonstrating how delicious upcycling can be: from breakfasts topped with candied turmeric peels to house-made hot sauces from kitchen scraps. Impact Hub Berlin continues to support our growth by **connecting** us to relevant opportunities. Even today, we’re participating in one of these programmes to grow and scale our impact. This relationship is built on shared values, trust, and a belief that food can be a powerful tool for change.”

Scaling Impact Through Collective Action

PARTNERS

INSPIRE

Creating a circular coworking and event space would not be possible without our trusted partners for catering, office furniture, maintenance and more.



PARTNERS

ENABLE

Thanks to all our valued partners who helped us enable impact-driven entrepreneurs and innovators from Germany and beyond through our programmes and community offers.



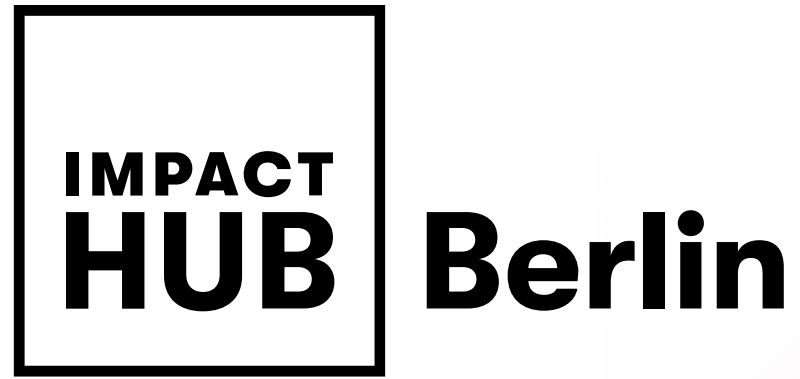
PARTNERS

CONNECT

Collaborating with other communities, startup support organisations and DEI experts helps us create a safer, more productive space, and foster connections not only within our community, but with our city and the wider entrepreneurial ecosystem.



Partner with our community:
community.berlin@impacthub.net



“Whether you work in a startup, SME or corporate, the government or academia, you can help shape a regenerative impact economy, by partnering with us now to empower more innovators from your organisation and communities.”

Impact Hub Berlin invites you to join our diverse community of impact-driven entrepreneurs and innovators: to be **inspired**, to **connect** with purpose-driven people like yourself, and let us **enable** you to turn your ideas into impact.

Concept, Content & Coordination

Lead: Ellie Leopold

Design & Illustration

K-Tiv.com

Michael Berger

Run a Programme

Do you want to make impact work within your organisation and turn inclusive and sustainable innovation into your competitive advantage?

Explore how

Join our Programmes

Do you want to boost the impact of your start-up or scale your venture? Take part in one of our venture support programmes!

Apply now

Become a Member

Are you an impact entrepreneur or a startup looking for coworking space or team office to take your impact to the next level?

Become a member

Rent an office

Plan an Event

Are you searching for an inclusive, inspiring and sustainable space for your next big event, board meeting or workshop?

Explore our spaces