

NEWSLETTER

NOVEMBER 2025

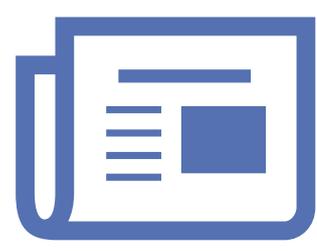
#EBAFORYOURBUSINESS



ACTIVITY REPORT



NOVEMBER HIGHLIGHTS



MEMBER NEWS

A MESSAGE FROM THE MANAGING DIRECTOR



"Dear EBA Members, Partners, and Friends,

As we close out another year, I want to take a moment to say thank you sincerely for your trust, commitment, and collaboration. Your support as members and partners has been the foundation of our progress, and your engagement, ideas, and dedication have turned ambitions into achievements. It is thanks to you that our community grows stronger, more vibrant, and more effective every day.

Despite the challenges that came with the year, 2025 proved to be a period of notable progress and collective achievement:

- We welcomed 29 new member companies across a wide variety of sectors.*
- EBA member companies operate across all regions of Georgia and collectively employ over 30,000 people.*
- In total, we hosted 70 events of varying sizes, with over 3,000 guests participating.*
- We facilitated more than 60 strategic meetings between members and partners, fostering new connections and collaborations.*
- Our community's diversity was represented through the continued work of 15 active committees.*
- On the advocacy front, we advanced 10 significant issues, moved forward five major collaborative cases via our Investors Council, and published up to ten position papers.*
- Internationally, we represented Georgia's business community at several regional and global forums, including events by the EBO Worldwide Network, the EU Business Forum, and other regional business gatherings.*
- We invested in people and inclusion by launching the EBA Youth Academy, rolling out a "Women Mentorship in Tech" initiative, and offering multiple trainings and seminars aimed at strengthening capacities and encouraging collaboration among member companies.*
- Our communications improved significantly: monthly newsletters, an enhanced social-media presence, and targeted campaigns helped raise the profile not only of individual companies but of the broader European business community in Georgia.*
- Finally, by becoming a local partner of the Enterprise Europe Network (EEN), we opened doors for our members to access Europe-wide support, matchmaking, and internationalization services.*

Overall, together we made 2025 a year marked by growth, partnership, and meaningful impact.

As we turn toward 2026, we do so with renewed energy and clear purpose. In the coming days, we will introduce upgraded membership packages - designed to be flexible and tailored so each company can choose what best fits their needs. Our team will be ready to assist you in selecting the ideal plan.

We also have fresh ideas in store: new initiatives to deepen collaboration, drive business growth, amplify our advocacy efforts, and strengthen our international ties. With your continued engagement, dedication, and support, I'm confident 2026 will be even more successful for all of us. Thank you again to our member companies, board members and committees, partners and international colleagues for your trust and cooperation. Wishing everyone a joyful holiday season and a prosperous year ahead".

Sincerely,

Mariam Kuchuloria

FINANCES FOR BUSINESS GROWTH



The EBA together with its members Grant Thornton and ProCredit Bank hosted event “Finance for Business Growth – Challenges and Opportunities,” at the ProCredit Bank Georgia green building. The event brought together a business leaders, entrepreneurs, finance professionals and banking experts for an open discussion on the role of financial readiness in business development.



After the event, attendees had the opportunity to engage in networking and informal discussions, exchanging ideas and sharing experiences. This allowed participants to connect directly, discuss different cases and explore potential collaborations and also added value beyond the formal presentations, strengthening relationships and opening doors for future cooperation.



During the event, participants explored how robust financial practices, including accounting, governance, and structured financial planning can serve as a foundation for business growth, expansion and access to funding. Invited expert speakers and panelists shared real-life case studies, actionable insights and best practices, illustrating how transparent and well-managed financial systems contribute to a company’s credibility in the eyes of banks, investors and partners.



The EBA extends its sincere thanks to Grant Thornton and ProCredit Bank Georgia, all speakers and attendees whose active engagement and valuable contributions made this initiative a success. The Association remains committed to driving meaningful dialogues and supporting the business community as we continue working toward strengthening the financial resilience and growth potential of enterprises across Georgia.



MEET & GREET THE EMBASSY



EBA Georgia and the Embassy of Latvia in Georgia co-hosted traditional Meet & Greet event. EBA members were honored to hear welcoming remarks from H.E. Ambassador Edīte Medne and EBA President John Braekeveldt, followed by an insightful presentation from Lolita Lenkeviča.



EBA members and Latvian companies enjoyed a productive networking session, creating space for new conversations and exploring promising opportunities for cooperation. We extend our heartfelt thanks to the Latvian Embassy and especially to Ambassador Medne for their warm hospitality and unwavering collaboration over the years. Their support has been very helpful in strengthening ties and building meaningful partnership between our business communities.



EUROPEAN SME ASSEMBLY 2025



EBA Deputy Managing Director Nino Ushikishvili joined the SME Assembly 2025 in Copenhagen, connecting with business leaders and innovators shaping the future of European SMEs. The SME Assembly is one of Europe's leading platforms dedicated to small and medium-sized enterprises.



The event gathered entrepreneurs, experts, and organizations from across the region to exchange ideas, share best practices, and explore solutions that drive innovation, sustainability, and competitiveness. For EBA members, the Assembly provides valuable insights into key business trends and policy developments while creating opportunities for international networking and collaboration. It strengthens EBA's role in supporting a dynamic and resilient SME community.



EBA TAX COMMITTEE



The EBA Tax Committee held another working meeting, hosted by Nexia Georgia and attended by tax professionals from the member companies of the Association. During the session, attendees discussed and highlighted important topics related to tax policy, compliance, and regulatory developments in Georgia, important for private companies.



As part of the committee's work, members exchanged insights on issues that is significant for EBA member companies. The EBA extends our thanks to Mr. Gela Mgebrishvili, Managing Partner at Nexia Georgia and whole Nexia team for hosting and facilitating the meeting. The Committee will continue working on key tax matters to support our membership develop transparent and business-friendly tax policies.



TRANSPORT-LOGISTICS COMMITTEE



The EBA Transport & Logistics Committee members gathered at Aramex Georgia's new office in Tbilisi. Members engaged in meaningful discussions on a variety of sector-specific themes, shared their experiences with regional and international partners, and explored future growth and expansion plans in the transport and logistics field.



Guests also had the opportunity to tour Aramex Georgia's new office and operational area to learn about the advanced technologies and systems of operation. We are grateful to Aramex for the kind hospitality and to all attendees for their insightful contributions. The EBA looks forward to turning these shared ideas into collaborative action.



MULTIMODAL TRANSPORT FORUM



The President of the EBA - John Braeckveldt, delivered the opening speech at the Multimodal Transport and Transit Forum 2025. This event brought together leading minds across transport and logistics. During the Forum, John Braeckveldt also joined an expert panel alongside key industry stakeholders to discuss emerging trends in cargo transportation, the strategic potential of the Black Sea region.



We sincerely thank the Forum organizer - RDL Group, all speakers, and participants for the enriching dialogue and collaboration. For EBA Georgia, transport and logistics remain among our top strategic priorities and we remain committed to supporting initiatives that strengthen Georgia's position as a regional logistics and transit hub.



EBA VINTAGE GATHERING



EBA members participated in the seasonal vintage gathering at Vinotel, a well-established boutique hotel and restaurant in Tbilisi known for its historic setting and extensive wine offerings. The venue's distinguished facilities, including its arched brick wine cellar and multiple dining halls, provided an appropriate setting for a professional event with quality wine, food, and networking opportunities.



Members and partners of the Association had the chance to enjoy exceptional wine and genuine hospitality. The gathering also provided a relaxed, friendly atmosphere, a valuable opportunity for attendees to connect, exchange ideas, and strengthen business relationships over drinks and informal discussion.



MEMBER VISITS



The EBA President John Braeckveldt and Managing Director Mariam Kuchuloria visited BioChimPharm - a leading Georgian biopharmaceutical company specializing in innovative antibiotic alternatives based on bacteriophage technology.



BioChimPharm is a Georgian-based, biopharmaceutical company engaged in R&D, production and marketing of sustainable alternative to antibiotics. The company's production site and R&D laboratories are located in Tbilisi, Georgia in the historic bacteriophage production facility built in 1934. EBA is proud to see local pioneers like BioChimPharm advancing science and contributing to global health solutions while upholding the highest European business standards.

EBA VINTAGE GATHERING

The EBA President - John Braeckveldt and the General Representative of the Brussels-Capital Region to Georgia - Stefano Missir di Lusignano visited newly opened Leonidas store in Tbilisi. Guests were introduced to the rich history and heritage of Leonidas - its dedication to Belgian craftsmanship, high-quality ingredients, and tradition in chocolate making. Guests also enjoyed an exclusive tasting session, sampling a variety of pralines and specialties and learning more about Leonidas' product range and unique philosophy.



Leonidas is a Belgian chocolatier founded in 1913, known for its high-quality pralines and chocolates made with 100% pure cocoa butter. It has grown into an international brand with over 1,000 points of sale worldwide and aims to make luxury chocolate accessible for everyone. EBA Georgia extends warm thanks to the Leonidas Tbilisi team for their kind hospitality. We wish them every success in the Georgian market and look forward to potential opportunities for future collaboration.



NEW MEMBERS



ECOVIS Georgia is an internationally oriented consulting company that has been setting new standards of quality in the Georgian market for over ten years. The company began operations in 2013 under the name ATA Partners LLC, and since 2020, it has been a member of ECOVIS International - a global network uniting more than 9,000 professionals in over 80 countries.

Today, ECOVIS Georgia is one of the fastest-growing organizations in its field, bringing together more than 120 qualified employees. With an average annual growth of 15%, the company continues to develop in terms of both human resources and service quality. Importantly, professional advancement and internal career growth are the cornerstones of ECOVIS's culture - the path from intern to management is both realistic and achievable.

ECOVIS Georgia's services include audit, accounting, tax and legal consulting, international taxation, corporate finance, and inventory services. Our clients represent companies from all major sectors—from energy and infrastructure to agribusiness, IT, retail, and services. A diverse portfolio allows us to offer tailored solutions to each business.

For more information, visit <https://ecovis.ge/eng/home>



NFIDENT specializes in cutting-edge Hinterland Community Systems (HCS) and IoT (Internet of Things) enabled infrastructure for logistics nodes. This revolutionary dual focus is key to digitalizing and streamlining the flow of cargo, providing essential real-time visibility and coordination among all logistics stakeholders. This technology directly translates into greater capacity and operational efficiency across vital economic corridors.

We are especially enthusiastic about NFIDENT's acute focus on the strategic development of the Trans-Caspian International Transport Route (Middle Corridor), where Georgia serves an indispensable role as a key gateway. Moreover, NFIDENT is committed to investing in long-term projects that ensure sustainable development and lasting innovation within the region's logistics ecosystem.

For more information, visit <https://www.nfident.com/>

NEW MEMBERS



ChangeSchool is a world-class executive education company specializing in leadership development, management qualifications, innovation, and entrepreneurship. With projects delivered in 39 countries and a strong presence in Georgia since 2018, ChangeSchool continues to shape the future of executive learning and leadership excellence.

In 2025, ChangeSchool made history as the only non-university institution - and one of just two executive education providers worldwide - to win both of the industry's top global awards for excellence in executive education.

The organization also runs the accelerator program for the Royal Academy of Engineering, ranked among the top three in the UK out of more than 800 initiatives.

For more information, visit www.changeschool.org.



Nomos Georgia is a Tbilisi-based law firm that combines international expertise with a deep understanding of the local legal environment. The firm provides comprehensive legal services to businesses, investors, and individuals operating in or with Georgia. Its key practice areas include business and corporate law, commercial disputes and litigation, investment law, real estate and construction, immigration and residency, as well as tax and international transactions. Nomos Georgia is committed to delivering practical, efficient, and business-oriented legal solutions with a global perspective and local precision.

For more information, visit www.nomosgeorgia.com



MEMBER NEWS



EBA Member DIO Successfully Hosts "EFFICIENT ARCHITECTURE Conference 2025" in Tbilisi

Tbilisi, Georgia – November 2025

DIO, a leader in the local market and one of Georgia's foremost providers of specialized building systems, successfully hosted the **EFFICIENT ARCHITECTURE Conference 2025** on November 20th at the Marriott Hotel in Tbilisi.

The forum brought together leading architects, engineers, and developers to address the critical theme of **Innovative Window and Shading Systems for Maximum Energy Efficiency**.

Highlights and Key Takeaways

The successful event reaffirmed DIO's commitment to quality (backed by **ISO 9001:2015 certification**) and continuous evolution:

- **DIO's Evolution:** Starting with the production of only blinds, the business has evolved into a factory with state-of-the-art technology and now produces up to 70 products. This range includes metal and aluminum doors and windows, interior and exterior sun protection and shading systems, gate automation, and industrial solutions.
- **International Partners:** Representatives from leading European system manufacturers, **Aluprof** and **Aluplast**, presented cutting-edge technologies. The **Aluprof** team (Sabina Gustof and Andriy Tsyganok) specifically discussed **innovative aluminum systems** and the role of **external shading systems** in maximizing energy efficiency. Meanwhile, **Aluplast** (Stanislaw Lisowski) introduced the Energeto Neo system—a solution where design meets technology.
- **Local Expertise:** The conference concluded with a presentation by **George Abulashvili**, Director of the Energy Efficiency Center of Georgia, who discussed the legislative challenges and opportunities for energy efficiency standards in the country.
- **Networking Success:** The conference, held under the umbrella of the **DIO Architects' Club** (established in 2016), offered networking opportunities, fostering collaboration and knowledge exchange between Georgian and international professionals.

The successful event reaffirms DIO's commitment to advancing European architectural trends and high-quality standards in Georgia, ensuring that industry professionals are fully equipped to meet contemporary energy demands.





PSP's campaign "Birds Never Forget to Fly" wins the ADCE Grand Prix 2025 and a total of 5 awards in Barcelona



ADCE Grand Prix 2025, 2 Gold, Silver and ADCE European Star Johannes Neurkla was awarded to the campaign "Birds Never Forget to Fly" by Playmakers / Tbilisi (Georgia) for PSP.

At the 34th ADCE Awards Gala Ceremony, ADCE Creative Week 2025, held in Barcelona, the Georgian campaign "Birds Never Forget to Fly" won ADCE Grand Prix and a total of 5 awards. In total, 653 creative works entered the ADCE Awards from 24 European countries.

The special prize "ADCE European Star"- Johannes Neurkla Award is awarded to ideas that reflect European values - diversity, inclusion, freedom, justice, and the promotion of peace.

A film directed and voiced from inside prison, using letters, calls, and a subjective camera to highlight one of Georgia's most challenging periods. PSP chose this message for Independence Day to make a courageous stand for freedom.

All jury members from all disciplines selected the best work, which became a powerful statement about sustainability and freedom by allowing artists to return to their work, even under conditions of imprisonment.

The campaign "Birds Don't Forget to Fly", created by the creative agency Playmakers for PSP's Independence Day campaign and produced by Enkeny Films, has already won numerous awards, including the AD Black Sea 2025 Grand Prix, 8 gold, 3 silver, and 1 bronze prize.

"Birds Never Forget to Fly" is especially remarkable for its story - its filming and voice-over were completed while the director and narrator were in prison. The director is Giorgi Okmelashvili, and the narrator is actor Andro Chichinadze. The video features stars of Georgian cinema and theatre: Megi Kobaladze, Nino Kasradze, Kakha Kintsurashvili, Irakli Kvirikadze, Giviko Baratashvili, Giga Datiashvili, Keta Shatirishvili, Paata Inaouri, and Kato Kalatozishvili.

ADCE brought together 60 leading creative minds from 22 European countries in Barcelona, who unanimously selected the winners in the nominations. ADCE - The Art Directors Club of Europe is a non-profit based in Barcelona; it unites 24 professional clubs and associations from 23 European countries. The club is the world's foremost non-profit organisation whose mission is to support and celebrate the success of the global creative community.

MEMBER NEWS



GIFT MORE THAN A GAME - A COMMUNITY GOLF GREEN CARD COURSE

Christmas is just around a corner and the struggle of choosing the perfect gift has already started.

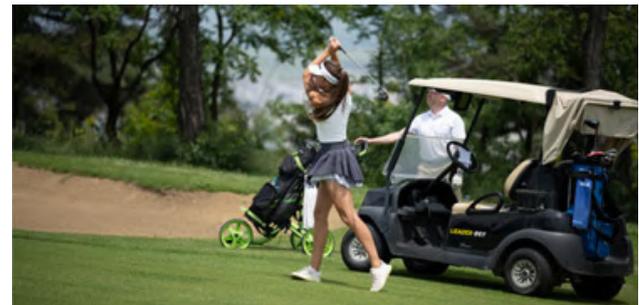
For the people we appreciate the most, we want to choose something exciting, more than a regular gift that will be memorized, something to look forward to in 2026.

This Christmas, you can gift an experience that changes a lifestyle.



Tbilisi Hills Golf offers the **Green Card Course** for anyone who wants to discover golf and start a new exciting hobby.

It is a 3-day beginner golf program designed for those with no prior experience.



In just three days, you'll learn:

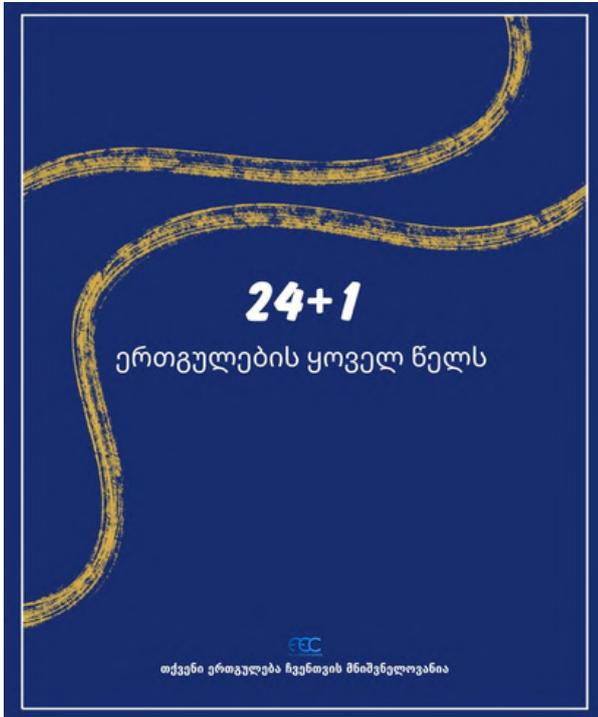
- Proper use of golf equipment
- Basic swing techniques
- Short-distance play
- Instructor-led exercises
- Full swing practice
- Golf etiquette and safety rules
- Practical understanding of rules and game techniques on a real course
- Your first short round of golf – a unique experience in Georgia



This is the place where you can find peace of mind, enjoy the great company and the environment surrounded by panoramic views of Tbilisi and the Shavnabada Monastery while playing golf at **the only professional 18-hole golf course in Georgia.**

For more details and to register, follow the link: <https://tbilisihills.com/golf/green-card-course/>

FEC Introduces a New Paid Holiday Policy to Honor Employee Loyalty



At FEC, our people have always been at the heart of our success. For nearly 20 years, our team has grown, evolved, and continuously set new standards in the industry. Every milestone we've achieved has been possible because of the dedication, professionalism, and loyalty of our employees.

Today, we are proud to announce an important update to our internal policy - a change designed to show our appreciation for the commitment our team members demonstrate every single day.

A More Personalized and Rewarding Holiday System

According to Georgian labor regulations, employees are entitled to 24 days of paid annual leave. While this remains the legal baseline, FEC is choosing to go further.

Under our new policy, paid holiday days will increase based on each employee's years of service at FEC.

This means:

- Employees with 2 years of experience will receive 26 days.
- a team member with 6 years at FEC will now enjoy 30 paid holiday days.

This approach reflects our belief that loyalty deserves recognition. The longer you've contributed to our shared growth, the more opportunities you should have to rest, recharge, and spend time with the people and experiences that matter to you.

Why We Introduced This Change

Over the last two decades, FEC has been fortunate to have employees who have stood with us through every challenge and every achievement. This update is our way of saying thank you - not only through words, but through real, meaningful benefits.

We want every member of our team to feel valued, respected, and supported. By enhancing our holiday policy, we aim to contribute to a healthier work-life balance and reinforce a company culture that celebrates long-term growth and stability.

Looking Ahead

FEC is committed to creating an environment where people thrive both professionally and personally. This new policy is just one of the many steps we are taking to prioritize employee well-being and demonstrate our appreciation for those who continue to shape our company's story.

Together, we look forward to many more years of shared success, innovation, and collaboration.



Festive Happenings at Sheraton

Thanksgiving Buffet Dinner | 27 November 2025

Give thanks and gather with loved ones for a heartwarming Thanksgiving Buffet Dinner at Sheraton Grand Tbilisi Metechi Palace. Savor traditional favorites, festive flavors, and delightful desserts - all crafted to celebrate the spirit of gratitude in style.

Christmas Glow Ritual | 1 December 2025 – 31 January 2026

Celebrate the magic of the season with our Christmas Glow Ritual—a limited-edition spa journey designed to rejuvenate your body and uplift your holiday spirit. Immerse yourself in comforting aromas and nourishing ingredients for the ultimate festive indulgence at Spa P'auza.

Christmas Tree Lighting Ceremony | 6 December 2025

Join us for a magical evening filled with holiday cheer, sparkling lights, joyful music, and heartwarming moments. Celebrate the beginning of the most wonderful time of the year with family, friends, and the dazzling glow of our Christmas tree.

Gingerbread Display | 6 December 2025 – 16 January 2026

Immerse yourself in the sweetness of the season with our enchanting Gingerbread Display in the hotel lobby. A delightful holiday tradition that brings joy to all ages - where artistry, aroma, and Christmas spirit come together.

Stollen & Cookies at Lobby Bar | 6 December 2025 – 16 January 2026

Take the taste of Christmas home! Enjoy freshly baked German stollen and festive cookies, made with love by our pastry chefs - the perfect gift or sweet indulgence to share with family and friends this holiday season.

Sheraton Craft Fair | 20 December 2025

Step into a world of creativity at the Sheraton Craft Fair! Discover unique handmade gifts, festive decorations, and artisanal treats - the perfect way to find one-of-a-kind presents and experience the magic of the holiday season.

Christmas Eve Celebration at ATI | 24 December 2025

Experience a magical Christmas Eve dinner at ATI Rooftop Restaurant. Indulge in a specially curated festive menu, sparkling city views, and live music - creating unforgettable memories high above Tbilisi.

New Year's Eve Gala Dinner | 31 December 2025

Welcome 2026 in grand style at Sheraton's New Year's Eve Gala Dinner! Enjoy an exquisite multi-course feast, live entertainment, and breathtaking views - then raise your glass to a spectacular midnight celebration.

Sheraton Grand Tbilisi Metechi Palace

20 Telavi Street, Tbilisi, 0103
+995322772020
Marriott.com/tbssi

For more details



Traveline Tourism Discover Georgia's World-Class Winter Season 2025–2026 Premium Ski Adventures

As winter approaches, Traveline Tourism invites international travelers to discover Georgia's exceptional ski destinations, combining Alpine-level pistes, authentic culture, and seamless premium services. Our winter journeys offer a perfect blend of adventure, comfort, and European-standard hospitality, curated by highly qualified, multilingual mountain guides and tourism professionals.

Explore Georgia's Leading Ski Resorts

- Gudauri - Flagship ski resort with wide slopes, off-piste zones, heli-skiing and stunning Caucasus views.
- Bakuriani - UNESCO-recognized winter sports hub, ideal for families and international competitions.
- Mestia (Hatsvali & Tetnuldi) - High-altitude slopes with long scenic runs and excellent powder conditions.
- Goderdzi - Peaceful, snow-rich resort in Adjara offering an authentic winter escape.

Premium Winter Services by Traveline Tourism

- Tailor-made ski itineraries: accommodation, transfers, passes, equipment rental
- Certified ski & mountain guides
- Premium hotels, chalets & mountain lodges
- High-class transportation: SUVs, luxury vehicles, helicopters
- Private ski lessons & family packages
- Snowmobile tours, backcountry skiing, paragliding & winter activities
- 24/7 concierge support.

With its diverse ski terrain, warm hospitality and authentic culture, Georgia is becoming one of the most attractive emerging winter destinations worldwide for the 2025–2026 season. Traveline Tourism stands ready to craft unforgettable winter holidays for guests from all over the world.

For bookings or inquiries:

www.traveline-tourism.com

info@traveline.ge



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EBA Discount - Lock-in 2025 Rates Now!

Monthly Rates (GEL)

Size	4m ² (9m ³)	6m ² (13m ³)	8m ² (18m ³)	10m ² (22m ³)	15m ² (33m ³)
Base Price	425	549	729	925	1195
Discount Price	340	412	510	598	647
EBA Member (Ex. VAT)	255	295	380	465	510

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MEMBER NEWS

**NOMOS GEORGIA LAW FIRM – PREMIUM BUSINESS LAW,
LITIGATION & CORPORATE ADVISORY IN GEORGIA**

Comprehensive Practice Areas
1. Litigation, Arbitration & Dispute Resolution

- High-stakes commercial litigation
- Corporate and contractual disputes
- Civil and administrative cases
- Debt recovery, enforcement & creditor protection
- Arbitration and negotiated settlements

2. Corporate & Commercial Law

- Company formation & restructuring
- Corporate governance and shareholder relations
- Mergers & acquisitions support
- Contract drafting, negotiations & risk management
- Regulatory compliance for Georgian & foreign entities

3. Real Estate, Construction & Land Law

- Full title due diligence
- Legal support for residential & commercial acquisitions
- Construction, zoning & permitting compliance
- Drafting/negotiating real estate and development agreements

4. Investment Advisory & Market Entry

- Structuring investment vehicles
- Full-cycle investor onboarding
- Regulatory & tax risk assessment
- Joint ventures, partnership agreements & capital structuring
- Market entry support for international companies

5. Tax Law, Accounting Support & Compliance

- Corporate tax advisory
- VAT, CIT, and special regime guidance
- Representation during audits & inspections
- Accounting & Reporting
- Cross-border tax planning

6. Outsourced Legal Department (Local & International Businesses)

- Ongoing advisory & legal supervision
- Contract lifecycle management
- labor & internal policy compliance
- Regulatory monitoring
- Representation before authorities & auditors
- Comprehensive risk management

Nomos Georgia Law Firm is a leading Tbilisi-based full-scope legal practice providing high-level, strategic legal support to both Georgian and international businesses. The firm is recognized for its precise, business-oriented approach and its strong track record in litigation, corporate advisory, business and investment law, and compliance.

Nomos Georgia works with entrepreneurs, SMEs, international investors, local and global companies, offering reliable legal protection and long-term strategic partnership. The firm combines international standards with deep knowledge of the Georgian legal, tax and business environment.

7. Immigration, Residency & Relocation Advisory

- Residence & work permits Tax residency
- Relocation support for international professionals
- Individual & Corporate immigration solutions

8. Intellectual Property & Digital Business

- Trademark registration & IP protection
- IP enforcement
- Legal support for tech, e-commerce & digital platforms
- Online business compliance

Recent Highlights

- Significant wins in major commercial litigation cases
 - Rapid growth in foreign investor onboarding
 - Expansion of outsourced legal department services
 - High-volume real estate due diligence projects
 - Increased demand for tax, compliance & regulatory advisory
- Nomos Georgia continues to strengthen its position as one of Georgia's most trusted partners for complex legal, regulatory, and investment matters.

Contact

Website: www.nomosgeorgia.com
 Email: info@nomosgeorgia.com
 Phone: +995 511 45 87 76
 Lika Tsintsabadze
 Founder & Business Lawyer
 Email: lika@nomosgeorgia.com
 Phone: +995 574 11 22 01

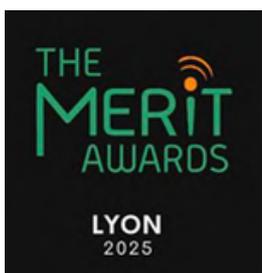
ChangeSchool support the growth of Georgia business with world class executive education



ChangeSchool Limited, one of the UK's fastest-growing international education institutions, is expanding its award-winning transformative executive development programs to Georgia business professionals. With programs delivered across 39 countries ChangeSchool represents an opportunity for Georgia's business community to access elite business education taught by the world's experts from London Business School, Cambridge Judge Business School and Cranfield School of Management.

Founded on the principle that elite education is for everyone, ChangeSchool bridges the gap between academic excellence and practical business application. Our partnership with King's College London this year earned a Silver Award from the European Foundation of Management Development (EFMD) Excellence in Practice Awards in Talent Development, demonstrating the institute's commitment to world-class educational standards.

For more information, visit www.changeschool.org





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MEMBER NEWS

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COURTYARD
BY MARRIOTT

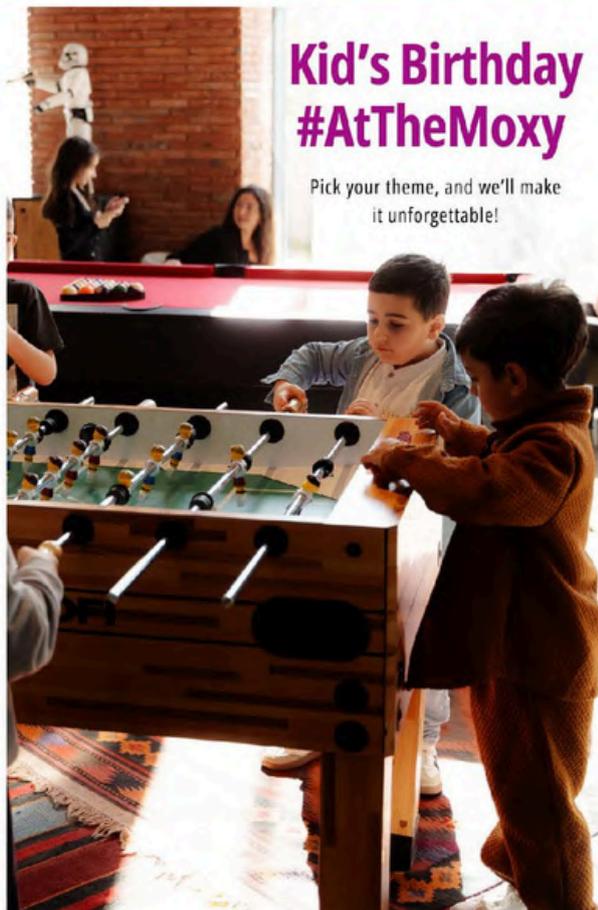
Tbilisi

MEMBER NEWS



PLAN THE PERFECT KIDS' BIRTHDAY PARTY AT THE MOXY TBILISI!

OUR STYLISH AND MULTIFUNCTIONAL LOBBY IS READY TO ADAPT TO ANY EVENT STYLE – HAVE FUN, CELEBRATE, AND CREATE UNFORGETTABLE MEMORIES!



Kid's Birthday #AtTheMoxy

Pick your theme, and we'll make it unforgettable!



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Turning Challenge into a System: VORTEX Water Engineering Delivers Water Abstraction, Treatment and Distribution System for Kulevi Oil Refinery

When Black Sea Petroleum LLC started the large-scale construction project of the the Kulevi Oil Refinery, one of the key challenges that the company faced was securing a stable supply of technical water of the appropriate quality for the refinery from the Rioni River. Resolving this issue required a complex and innovative solution, including the creation of a comprehensive concept, engineering calculations, and the preparation of detailed technical and technological documentation, which would serve as the basis for designing and implementing the system.

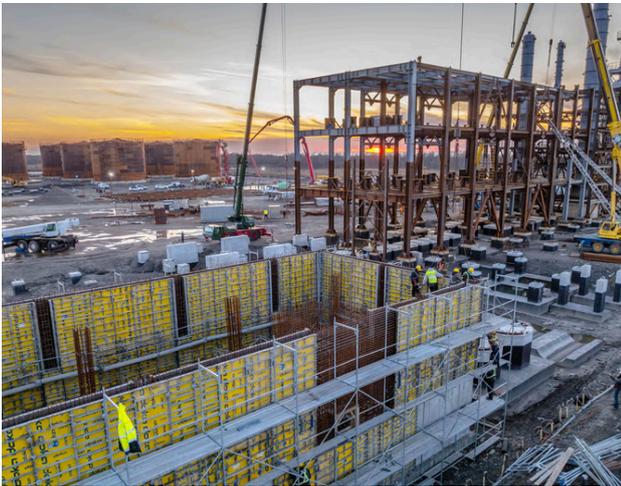


Figure 1 BSP Kulevi Oil Refinery

VORTEX Water Engineering was the only company that took responsibility for the project.

Through the project prepared by us, Black Sea Petroleum obtained state permits for water abstraction and for discharging treated wastewater into the sea, provided the water first met the permissible parameters set forth by the Technical Regulations of Georgia on Wastewater.

Technological design of the system included:

- Raw water abstraction;
- Coagulation–flocculation;
- Reduction of suspended solids and organic compounds;
- Fully automated management of WTP via SCADA system, eliminating the need for constant operator involvement.



Figure 2: Pumping stations, Multimedia Filters, Chemical Dosing Systems and Hydrocyclone separators installed by VORTEX Water Engineering

As part of the project, a complete technical documentation package was prepared, including:

- Hydraulic calculations, technological flow diagrams, electrical and SCADA system designs;
- Structural design and calculations for the pumping station, reservoir, and pipeline supports;
- Topographic survey (8 km), bathymetric survey, cost estimation, and construction organization plan.



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GEORGIAN BANDS

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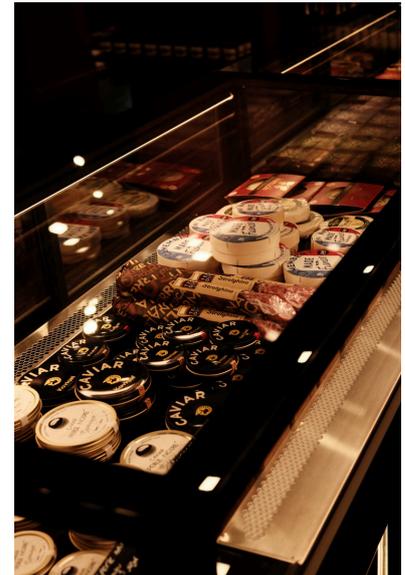
DOORS OPEN - 20:30

SCAN & GET A TICKET



RUSTAVELI AVENUE 31, THE TELEGRAPH HOTEL, B1 FLOOR

MEMBER NEWS

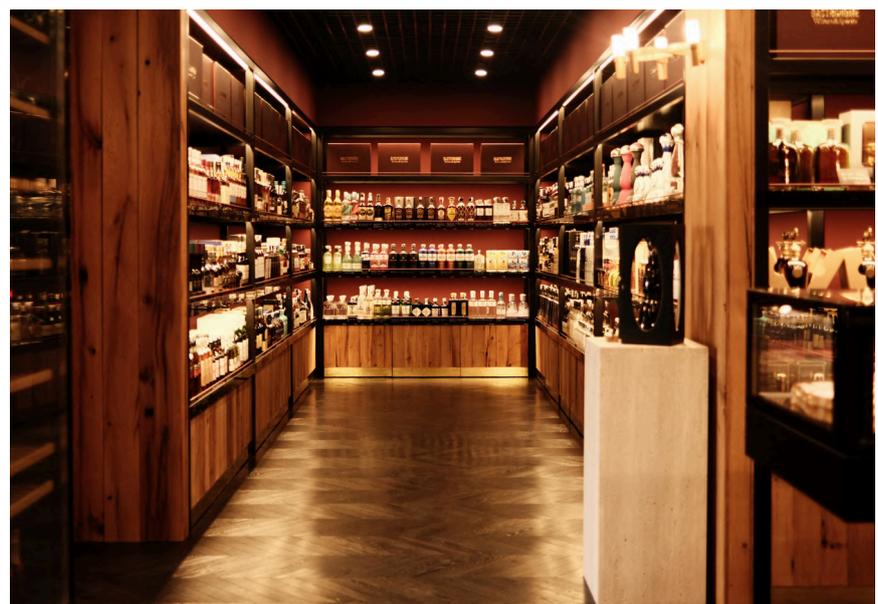
GASTRONOME
Wines & Spirits

Gastronome Group is introducing Gastronome Wines & Spirits, a new concept that brings a modern perspective to Tbilisi's wine and spirits scene. Inspired by Georgia's deep wine heritage yet shaped by global standards, the brand aims to create a space where discovery feels both sophisticated and welcoming.

The store brings together a curated mix of international vintages, collectible spirits and standout Georgian wines, presented through meaningful storytelling and warm hospitality. More than a retail space, it is designed as a destination for learning, gifting and exploration, where enthusiasts and newcomers alike can connect with the culture and craft behind every bottle.

Gastronome Wines & Spirits seeks to make the experience of discovering wine and spirits in Georgia inspiring, accessible and truly memorable.

86, I. Abashidze Str.



Funded Tax & Accounting Advisory for MSMEs in Georgia with IBCCS TAX

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IBCCS TAX Georgia is a business consulting and tax advisory firm focused on finding optimal, practical solutions for our clients. We assist with setting up or relocating businesses to Georgia and provide ongoing support with accounting, legal and tax obligations. As part of an international group with offices in **Georgia (Tbilisi and Batumi), Cyprus, the UAE, Estonia** and **Uzbekistan**, we serve clients across multiple jurisdictions and ensure smooth, compliant cross-border operations. We work with both locally owned Georgian businesses and international companies choosing Georgia as their regional hub.

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Our expertise in the Georgian market is led by a dedicated team of tax and legal professionals, headed by our Executive Director, **Ketevan Aghoshashvili**. With more than a decade of experience in finance, taxation and regulatory strategy, and the support of a highly skilled team, we provide reliable, hands-on guidance at every stage of your business development.

IBCCS TAX Georgia is also an official partner of the **Enterprise Georgia MSME Support Program**. This initiative gives micro, small and medium-sized enterprises (MSMEs) in Georgia the opportunity to receive expert consulting services with a budget of up to **10,000 GEL**. In practice, this means that if your business needs tax or accounting advisory services worth up to 10,000 GEL, the program can fully cover the cost - allowing you to benefit from professional support without additional financial burden.

Working with IBCCS TAX Georgia under this program, MSMEs can:

- Access over a decade of **tax and accounting advisory experience**
- Work with a team that understands the specific challenges of Georgian MSMEs
- Receive client-centric, long-term strategic guidance
- Be supported throughout the whole process - from application to implementation

Our vision goes beyond simple compliance. We aim to build long-term relationships, supporting clients from initial registration and tax planning, through growth and restructuring, to succession planning. Our goal is to help Georgian MSMEs grow confidently in a competitive and evolving market.

If you are a micro, small or medium-sized business in Georgia, or you want to strengthen your business operations, reach out to our team for tailored support.

Email us at helloGeorgia@ibccs.tax or call **+995 32 24 24 837**. Visit www.ibccs.ge to learn more.

EY's Compensation and Benefits Survey for Technical and Administrative Positions 2025 is already available!



This survey provides valuable insights into Georgia's remuneration landscape, enabling organizations to benchmark compensation practices and ensure competitive packages for both technical and administrative roles. With limited reliable salary data available for many technical positions, this resource offers essential guidance for companies operating in the market.

The survey includes detailed information on fixed and variable pay across hundreds of roles, helping businesses make informed decisions about compensation strategies.

The survey reports cover:

- Data for 200+ **technical positions** including site engineers, line operators, core production workers, production planning specialists, construction engineers and many more.
- Insights into 100+ **administrative roles** such as lawyers, accountants, HR specialists, IT professionals, and office administrators.

To access the full list of positions, detailed report content and an overview of the methodology, follow the link below and view the demo versions.

[Compensation and Benefits Survey for Technical and Administrative Positions 2025 | EY - Global](#)

For additional information, including the list of participating companies and report pricing details, please contact us at:

Salarysurvey@ge.ey.com
Tina.Kachakhidze@ge.ey.com
Eka.Abesadze@ge.ey.com
Nata.Tsitskishvili@ge.ey.com
+995 32 215 88 11



+995 599 25 66 55

INFO@EBA.GE

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