

# NEWSLETTER

OCTOBER 2025

#EBACONNECTINGEUROPE



ACTIVITY REPORT



OCTOBER HIGHLIGHTS



MEMBER NEWS

## #EBASUSTAINABLE VISIT AT TEGETA



As part of the #EBA4SustainableFuture initiative, driven by the EBA Sustainability Committee under the leadership of BDO Georgia, EBA organized visit at Tegeta Holding. The meeting, which was attended by the EBA member companies, together with European ambassadors and trade attachés, provided a valuable opportunity to review the company's sustainability strategy, initiatives and reporting efforts in a direct and transparent manner.



The #EBA4SustainableFuture initiative supports sustainable business practices across our membership. Through site visits, peer exchange and collaboration, we help Georgian companies align with global sustainability trends while boosting competitiveness and stakeholder trust. The visit to Tegeta highlights how a leading Georgian company can integrate sustainability into its core operations and reporting.



Tegeta Holding has officially presented its 2024 report, highlighting its performance, management practices and financial Statements for the year. The document, developed in accordance with international standards, is part of the company's long-term vision, and emphasizes the responsibility, accountability and corporate culture of the holding. The full report is available at the following [link](#).



Looking ahead, EBA remains committed to advancing sustainability across sectors and scaling collaborative efforts. The Association will continue to partner with member companies, encourage transparency in reporting and foster corporate models that deliver environmental, social and economic value. Together, we aim to build a business ecosystem in Georgia that is resilient, responsible and future-ready.



**INNOVATIONS COMMITTEE**



The EBA Innovation Committee held its first official working meeting at Georgia's Innovations and Technology Agency (GITA). The session was opened by Julia Schwarz, Chair of the Committee, Co-Founder & CEO of December32, who presented the Committee's strategic direction and recent initiatives.



The panel discussion featuring EBA, GITA Tech Park, Horizon Europe and AXEL was focused on startup-corporate collaboration, leveraging EU programmes, and strengthening Georgia's innovation value-chain. The discussion was followed by a Q&A session and networking. EBA remains committed to advancing innovations and European-standard business practices in Georgia, and looks forward to translating the valuable insights from this meeting into tangible action.



**TRADE AND INVESTMENT FORUM**



EBA Georgia's Managing Director Mariam Kuchuloria, together with a group of members interested in trade relations with Armenia, participated in the Trade and Investment Forum in Yerevan, an excellent platform to explore new opportunities for regional cooperation and partnership.



The event was focused on fostering trade partnerships and investment opportunities between Armenia and international companies. It brought together over 250 participants, including investors, distributors, and business leaders from more than 20 countries, and included B2B meetings, panel discussions, and factory visits. ITIF 2025 served as a unique platform to facilitate new business connections between local/regional businesses and international buyers.



EBA HOSPITALITY COMMITTEE



EBA members gathered for a productive Hospitality Committee meeting, chaired by Deborah Sivertsen, General Manager of the Sheraton Grand Tbilisi Metechi Palace, and hosted by the stunning Tbilisi Hills Golf & Residences. The visit brought together key representatives from the hospitality and tourism sectors.



Throughout 2025 EBA Hospitality Committee has expanded its membership to include several prominent companies, thereby strengthening the Committee's capacity and enhancing the value of membership for all involved. This enlargement brings additional expertise to advance our goal of elevating hospitality standards in Georgia.



Committee members discussed key issues, challenges, and priorities shaping Georgia's hospitality and tourism sector, and agreed on important next steps to strengthen the industry's development. EBA is proud to see its members actively contributing to the dialogue that drives positive change and growth in Georgia's business environment.



Hospitality remains one of EBA's key priorities. The Committee will focus on translating its enhanced membership into concrete actions, such as initiatives to drive service excellence, advocacy for enabling policy frameworks, and stakeholder collaboration, ensuring that our sectoral partnerships deliver measurable impact and benefit to EBA members.



## TAX &amp; LEGAL BREAKFAST



We are pleased to announce the official launch of the “EBATax&Legal Breakfast Talks”, an informal yet professional morning gathering designed to bring together members of both the Tax Committee and the Legal Committee. The first gathering took place at EBA member Iveria Cafe.



In a relaxed setting, participants met to engage in open discussions on industry developments, share practical experiences, and build stronger cross-committee connections. The EBA Tax and Legal Committees are comprised of seasoned professionals and sector leaders. This marks the beginning of a new initiative aimed at fostering collaboration, insight-exchange and joint action across the tax and legal dimensions of doing business.



## EBAYOUTH



EBAYouth representatives facilitated an engaging information session for students of International School of Economics – TSU (ISET). The session brought together bachelor-programme students to explore the landscape of local internship opportunities and international mobility programmes.



Students learned about a variety of pathways for gaining practical work experience within Georgia and abroad, asked questions about eligibility criteria, and received first-hand insights from peers who had already engaged in such programmes. The format enabled a dynamic exchange of ideas highlighting training opportunities offered by the EBAYouth projects and its role in bridging the gap between university life and future careers.



## EAFA-ETF SEMINAR IN PODGORICA



On 7–8 October 2025, the European Alliance for Apprenticeships and the European Training Foundation hosted the 10th seminar in Podgorica, celebrating ten years of advancing apprenticeships. Seminar brought together around 80 participants from 29 countries to share practices and new opportunities for improving vocational education and training (VET) and work-based learning (WBL) in Europe and beyond.



EBA Georgia's Managing Director, Mariam Kuchuloria, joined the seminar to share Georgia's experience and learn from inspiring European examples. Participants also visited local schools and companies to see how apprenticeships are successfully integrated into daily operations - connecting education with business in action!



## TAX WEBINAR

The EBA members and partners had the opportunity to participate in the seminar "Taxation of Non-Residents at Source: Risks and Solutions", organised in collaboration with Andersen Georgia.



The webinar was led by Lasha Adamashvili (Head of Tax & Advisory, Andersen Georgia) and Giorgi Khanjaliashvili (Tax Manager, Andersen Georgia).

Key topics explored, relevant to businesses and tax professionals alike:

- *Taxation of services performed by non-residents;*
- *Tax treatment of non-resident employees;*
- *Withholding tax on dividends, interest and royalties;*
- *Debt-to-equity re-classification and beneficiary ownership;*
- *Avoidance of double taxation (Forms N1 / N2);*
- *Transfer pricing considerations*

Participants walked away with actionable take-aways and benefited from the opportunity to consult directly with experts during a dedicated Q&A segment.

Moving forward, the European Business Association Georgia remains committed to organising further up-skilling trainings, informational sessions and networking events tailored for our member companies.

## NEW MEMBERS



**Financial Chain Corporation (FCHAIN)** is a leading global outsourcing company providing accounting, human resource, employer of record, and consulting services to clients for 20 years.

FCHAIN is currently operating in 18 countries worldwide, and in Georgia, the company has been active for over 10 years.

Operating as a united partnership, FCHAIN works as one integrated team, leveraging expertise, scale, and cultural understanding. The main mission of the company is to create favourable workplaces and provide high-quality services to clients, actively using innovations in the field.

Specialties: Accounting, Legal, Outsourcing, HR, Company Registration, Employer of Record (EOR), Bookkeeping, and Tax.

For company info, check our the link: <http://www.f-chain.com/>



Energy Efficiency Center (EEC) was established in 1998 by European Union within the framework of the EU Tacis Project "Creation of an Energy Efficiency Centre and Development Natural Energy Study in Georgia".

The main objectives of EEC are:

- support to renewable energy and energy efficiency utilization for sustainable development and as a result improve national energy security level and minimize negative environmental impact.
- Increase awareness of the civil society and the country's decision makers on the environmentally friendly and economically sound ways of energy production and consumption as well as on the potential for renewable energy and energy efficiency.

For company info, check our the link: <https://eecgeo.org/index.htm>

## MEMBER NEWS

TBILISI HILLS

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# PREMIUM VILLAS

IN THE MOST PRESTIGIOUS RESIDENTIAL COMPLEX IN GEORGIA

Construction of 4 premium villas is starting at Tbilisi Hills - the most innovative and unique real estate project in Georgia, located just 20 minutes from Freedom Square.

Spanning 331 hectares, this multifunctional residential complex combines land plots, premium apartments and prestigious private villas.



The villas will be delivered fully finished by summer 2026, built exclusively with premium European materials and in full compliance with 100% quality standards.

Each villa offers panoramic views of the city, lush nature and Georgia's only professional 18-hole golf course.

Each villa, starting from 1,102 m<sup>2</sup>, will feature a private swimming pool and a lush green yard, landscaped by Tbilisi Hills Landscape, the most experienced and professional team in Georgia.

Every villa is connected to roads, full utilities and high-quality infrastructure, maintained by an on-site Tbilisi Hills Maintenance team.



## MEMBER NEWS



90% of the entire territory is dedicated to green space, while only 10% remains for the construction. Much of this green area includes Georgia's only professional golf courses, covering 60 hectares, which ranks among Europe's top 100 courses and is located just a few minutes from the residential area, encouraging residents active participation in golf tournaments and lessons.



The area will soon include Georgia's largest Sports & Wellness Complex, featuring indoor and outdoor pools, pickleball and tennis courts, a spa, sauna, gym, restaurant and more. Alongside the sports complex, a clubhouse will also be built - creating Georgia's first hub for both local and international golfers.

In the near future, the complex will also include a school, commercial building, and a 2-hectare central park.



This project is made for those who value living in an eco-friendly, energy-efficient environment, prioritize safety and privacy, embrace an active lifestyle, and seek maximum comfort and enjoyment in their everyday life.

## Aramex Georgia Opens a New Office in Tbilisi Strengthening Regional Growth and Innovation

Aramex Georgia, a global leader in logistics and transportation, proudly announces the opening of its new office in Tbilisi, marking another milestone in the company's strategic expansion across the Caucasus region. The opening ceremony took place on September 23, welcoming distinguished guests, business partners, and media representatives.



### Strategic Expansion in Georgia

The launch of the new office once again highlights Aramex's commitment to strengthening its presence in Georgia and supporting the growth of local businesses. Located at 59 K. Dedopali Avenue, the new office will serve as a central hub, ensuring faster, more reliable, and efficient logistics services across the country.

"This is more than just the opening of a new office – our goal is to position Georgia, with its unique transit potential, as a key player on the global logistics map," said Lika Useinashvili, General Director of Aramex Georgia. "With the continuous growth of e-commerce and international trade, this expansion significantly enhances opportunities for local entrepreneurs and our global partners alike."

### Innovation and Sustainability

Equipped with advanced logistics management systems, the new Tbilisi office has been designed according to ISO 45001 (occupational health and safety) and ISO 14001 (environmental management) standards. The new space not only enables the company to meet growing demand for international shipments and e-commerce logistics but also provides employees with a modern, comfortable, and inspiring work environment.

### Commitment to Excellence

The opening event included a ribbon-cutting ceremony and a networking reception for clients and partners, reinforcing Aramex's mission to connect businesses and customers through reliable, innovative, and sustainable logistics solutions.

### About Aramex

Founded in 1982, Aramex is a globally recognized logistics and transportation provider, operating in over 65 countries worldwide. Known for its innovative approach and customer-centric philosophy, Aramex offers a comprehensive range of services, including international express (export/import), air, land, and sea freight, logistics and supply chain management, e-commerce solutions, customs brokerage, and insurance services. In Georgia, Aramex has been operating for over 11 years, standing as a trusted logistics partner for businesses and individuals alike, and contributing to the continued development of the country's logistics sector.

## Signify's product update: A Major Step Toward Contract Management



Signify has rolled out version 1.16 - one of its most significant updates yet - marking a new chapter in how teams manage documents. With this release, Signify moves beyond just digital signing and enters the broader field of contract management.

The update introduces two core capabilities: **Attributes** and **Import**.

**Attributes** allow teams to structure key information within contracts. It's a step toward what we call document awakening: transforming contracts into living databases where the information inside them - not just the files themselves - becomes searchable, connected, and actionable across teams.

With the new **Import** functionality, users can now bring external documents into Signify, apply attributes, and manage them under the same structured system. Whether a document was created or signed elsewhere, it can now live within Signify's unified workspace.

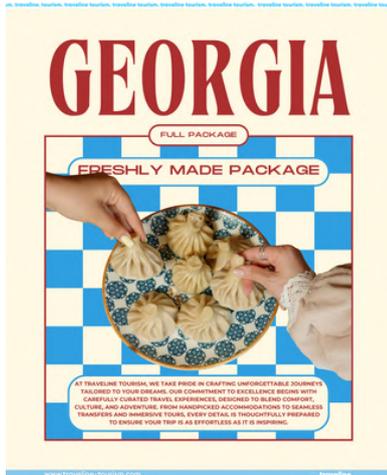
Together, these updates make Signify a central place for managing the entire contract lifecycle - not just for sending and signing, but for keeping every agreement visible, trackable, and actionable.

We're happy to walk you through the update and demonstrate how it can enhance your document management process.

✉ **Contact us at [contact@signifyapp.com](mailto:contact@signifyapp.com) to schedule a short demo or discussion.**

## Traveline Tourism – Flexible Line of Adventure

Traveline Tourism is a **Georgia-based Destination Management Company**, fully owned and operated by **local professionals**, delivering **authentic, culturally immersive, and unforgettable journeys** across Georgia, Armenia, Azerbaijan, and Turkey. Aligned with **Georgian Tourism Administration standards** & global travel trends, we provide **full-service travel solutions**, ensuring seamless experiences for international travelers and partners:



- **Tailor-made itineraries:** 100% personalized journeys combining comfort, authenticity, and adventure.
- **Event management & corporate services:** Cultural galas, private celebrations, and professional event execution.
- **Professional video & media production:** Capture and share your journey with high-quality storytelling content.
- **Sustainable & experiential travel:** Eco-conscious, immersive adventures aligned with worldwide trends.
- **Insider access & local experiences:** Traditional cooking, wine-making, handicrafts, and exclusive festivals.
- **Local storytelling & expert guides:** Explore legends, history, and culture with knowledgeable local experts.
- **Health & wellness offerings:** Mountain hiking, spa retreats, fitness, and meditation experiences.

- **Exclusive partnerships:** Top local and international hotels, luxury brands & gourmet venues.
- **24/7 personalized support & complete travel assistance:** Flights, visa, insurance, SIM cards, transfers, on-the-ground guidance.
- **Global promotion & partnerships:** Showcasing Georgia and the Caucasus region at ATM Dubai, FITUR Madrid, OTM Mumbai, SATTE Delhi, and other international exhibitions.
- **Insights via our blog:** Curated content, travel inspiration & insider tips for a global audience.

**Luxury & VIP Experiences:** Under our exclusive LUXLINE service, Traveline Tourism delivers a premium line of services designed for the most discerning travelers. From the very first moment of arrival, guests enjoy VIP airport meet & greet with luxury vehicles directly from the aircraft, personal concierge assistance, and a seamless journey into comfort. Our LUXLINE experiences include:

- **High-class transportation** with luxury cars, limousines, and helicopters
- **Personal concierge & butler services** available 24/7
- **Exclusive hotel & villa arrangements** with premium amenities
- **Private fine-dining & curated gourmet experiences** with top chefs
- **Priority access** to cultural events, entertainment, and special venues
- **Wellness & spa retreats** tailored to individual preferences
- **Personalized shopping & lifestyle services**
- **Luxury adventure experiences**, from private yacht charters to guided helicopter tours
- With traveline **luxury begins at the runway and continues throughout the entire journey**, ensuring that every detail meets the highest global standards of premium travel.



**With authentic local expertise, premium European-standard quality, and a passion for cultural experiences**, Traveline Tourism ensures that every journey is **memorable, effortless, and unique**, making Georgia and the Caucasus truly unforgettable.

📍 **For partnerships, inquiries, or bookings:** 🌐 [www.traveline-tourism.com](http://www.traveline-tourism.com) ✉️ [info@traveline.ge](mailto:info@traveline.ge)



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## Happenings at Sheraton in November

- **Every Thursday, 50% Discount for Diplomats at ATI Rooftop Restaurant:** New seasonal menu, the elegant atmosphere, stunning views of the city, and an extra benefit of a complimentary dessert during the month of November.
- **P'auza Spa:** Buy a 3-month membership and **get a 1-day pass for your friend and a complimentary back, neck, and shoulders massage;** Buy a 6-month membership and **get 3-day passes and a 50-minute body massage.** Buy a 12-month membership and **get 5-day passes and three 50-minute body massages.**
- **Lobby Bar:** Afternoon Tea - a refined experience featuring Georgian tea, delicate finger sandwiches, warm scones with cream and jam, and a selection of pastries and cakes, available every Saturday and Sunday from 2 PM to 5 PM at the Sheraton Lobby.
- **Feast:** Thanksgiving Buffet Dinner on November 27 - a lavish celebration of classic flavors and togetherness.
- **Craft House:** The Pumpkin Menu season is here - discover our limited-time menu during the month of November.
- **ATI Rooftop Restaurant:** Saturday Night Vibes - DJ Set, chill beats, smooth grooves, and delicious tapas set the mood—every Saturday from 10 PM to 1 AM.

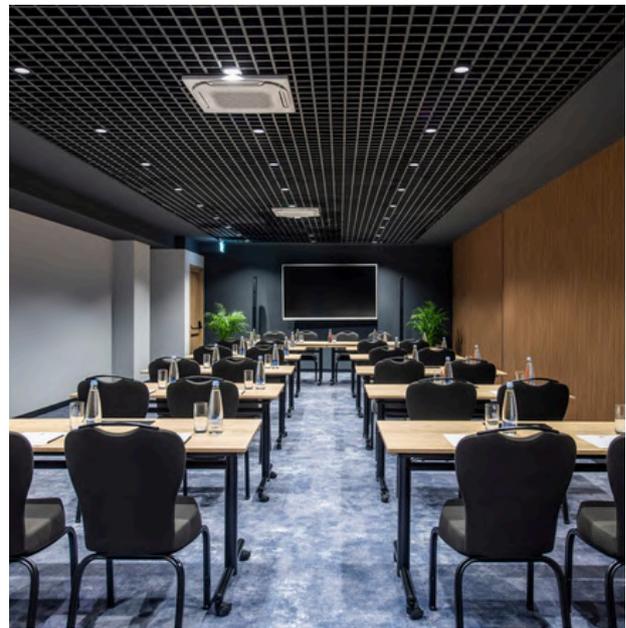


## Meet, Work, Connect at ibis Tbilisi Airport

Just 500 meters from Tbilisi International Airport, ibis Tbilisi Airport

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presentation screens, comfortable seating, and all the essentials you need for productive sessions - whether it's a corporate meeting, workshop, or private event.



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## WYNDHAM GRAND TBILISI

Special offer for EBA

Wyndham Grand Tbilisi is delighted to extend this formal offer of a corporate agreement for European Business Association members.

### Special Corporate Room Rates:

Deluxe King for single occupancy - USD 100 + 18% VAT

Deluxe King/Twin for double occupancy - USD 120 + 18% VAT



### Terms of the Corporate Offer:

The above rates are non-commissionable, quoted in USD, payable in GEL.

Full American Breakfast Buffet is included in the rates.

In addition to special room rates, Wyndham Grand Tbilisi Hotel will extend other benefits to EBA members such as complimentary amenities, room upgrades (subject to availability), and priority booking.

### Meeting and Event Spaces:

Wyndham Grand Tbilisi Hotel will provide preferential rates for meeting and event spaces upon request. Our state-of-the-art facilities can accommodate a wide range of events, from corporate meetings to conferences and banquets.



### FOR RESERVATIONS

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# MEMBER NEWS



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