

EUROBAK

EUROPEAN BUSINESS ASSOCIATION OF KAZAKHSTAN

ANNUAL GENERAL MEETING

**11 MARCH 2026
ALMATY, KAZAKHSTAN**

EUROBAK BOARD MEMBERS 2025-2026



ERLAN DOSYMBEKOV

EUROBAK Chairman
EY Managing Partner
for Kazakhstan and Central Asia



GORDON HASKINS

EUROBAK Deputy Chairman
ADCB Kazakhstan CEO & Chairman
of the Management Board



DIAS ASSANOV

EUROBAK Deputy Chairman
Siemens Kazakhstan
CEO



ABAI SHAIKENOV

EUROBAK Secretary
Dentons Kazakhstan
Managing Partner



OLEG KHANIN

EUROBAK Treasurer
Kommesk-Omir Insurance Company
Chairman of the Board



KHACHAT MARKHIYEVA

Ex-Board Member
Metro Cash and Carry
Ex-General Director



IBRAHIM CANLIEL

Air Astana
Chief Financial Officer



HÜSEYİN ÖZHAN

EBRD
Managing Director,
Central Asia and Mongolia



ERTAN KURT

Anadolu Efes Jsc
International Operations Business
Unit General Manager



ALESKA SIMKIC

Ambassador of the European Union
to the Republic of Kazakhstan
Honorary Board Member



JULIE KUSSIDI

EUROBAK CEO
Ex-officio Board Member

CHAIRPERSONS AND CO-CHAIRPERSONS OF EUROBAK COMMITTEES IN 2025

DIGITAL



Tatiana Gorbacheva
Chairperson,
Axisa Audit Partner



Andrei Yorsh
Co-Chairperson,
Baker McKenzie Kazakhstan,
Local partner of Branch

ESG

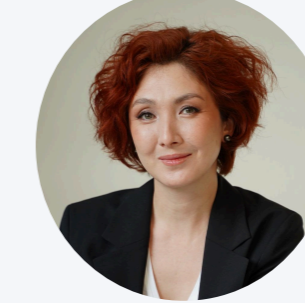


Yuliya Lim
Co-Chairperson,
Air Astana Group,
Chief Sustainability Officer



Yelena Arysheva
Co-Chairperson,
SANTO Member of Polpharma
Group, Regional PR Director

FMCG



Alima Issembayeva
Co-Chairperson,
EX Coca-Cola Icecek Kazakhstan,
Public Affairs Communications
and Sustainability



Alexandr Mendybayev
Co-Chairperson,
METRO Cash and Carry, Deputy
General Director for Legal Affairs

HEALTHCARE



Pavel Khegay
Chairperson, Gedeon Richter,
General Director



Svetlana Ceban
Co-Chairperson,
EY, Partner



Nina Neboga
Co-Chairperson,
TEVA, General counsel
& GR Head Kazakhstan

HR



Alexandra Pak
Chairperson,
Haileybury Kazakhstan,
HR Director



Yelena Lazareva
Co-Chairperson,
IBCU, Managing Partner

INFRASTRUCTURE, LOGISTICS, AND PROPERTY DEVELOPMENT



Artemii Pestovskii
Co-Chairperson,
Bright Rich I CORFAC Int., Partner



Taissiya Kogutyuk
Co-Chairperson,
DAMU LOGISTICS,
Legal and risk Advisor

TAX



Lolita Zakirova
Co-Chairperson,
Axisa, Director



Doniyorbek Zulunov
Co-Chairperson, EY
Kazakhstan, Partner of Law
and Tax practice

TECHNICAL REGULATIONS AND CONFORMITY ASSESSMENT



Bakhadir Akhmetjanov
Co-Chairperson,
EAS Strategies, Regional
Director



Vladimir Vysotskiy
Chairperson,
Eurasia Regulations &
Standards Manager

TRAVEL, HOSPITALITY & MICE



Oxana Serebrennikova
Chairperson,
International Travel Plus



Mehmet Birgen Kaya
Deputy Chairperson,
General Director,
InterContinental Hotel Almaty

PARTNERS 2025



RECRUITMENT PARTNER 2025



EUROBAK BOARD NOMINEES 2026-2027



IBRAHIM CANLIEL

Air Astana
Chief Financial Officer



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ERTAN KURT

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General Manager



ERLAN DOSYMBEKOV

EY
Managing Partner for
Kazakhstan and Central Asia



PAVEL KHEGAY

Gedeon Richter Kazakhstan
General Manager
Business Development



OLEG KHANIN

Kommesk-Omir
Insurance Company
Chairman of the Board



OMAR ABDELLATIF

Philip Morris International
Managing Director
Kazakhstan and CAS



DIAS ASSANOV

Siemens Kazakhstan
CEO

Ibrahim Canliel

Air Astana Group
CFO / CEO-elect
EUROBAK Board Member

Ibrahim Canliel has been with the Air Astana Group since 2003. From 2003 to 2017 in a range of commercial senior leadership roles, 2017-2026 as CFO and is the CEO-elect, scheduled to take the role starting 01 April, 2026.

Ibrahim started his career initially in tourism in Turkey during the early 90's until he joined aviation with KLM in 1998, initially in the Gulf followed by his tenure for Central Asia and Caucasus, based in Almaty.

He has been in Kazakhstan for the past 27 years experiencing through both economic upturns and downturns with success. Ibrahim was a Board Member of EUROBAK during the earlier days from 2005 till 2007 and has served 9 terms more recently since 2016. Ibrahim holds a bachelor's degree of Economics at the Marmara University and an MBA at Bosphorus University. Ibrahim is married and has two daughters.



Abai Shaikenov

Dentons Kazakhstan,
Managing Partner

Abai is the Managing Partner at Dentons in Kazakhstan with over 25 years of experience. He specializes in the most complex and unique M&A and corporate transactions, including cross-border acquisitions and disposals, as well as diverse finance transactions.

He has been the preferred legal counsel for leading financial institutions and private investment firms in Kazakhstan, including Citibank, Bank of China, ICBC, EBRD, IFC, ERG, and KAZ Minerals.

Abai is also a regular speaker at conferences and a contributing author to various local and international legal and business publications.

Education

- Duke University, 1998, Transactional Summer University for international lawyers in Hong Kong
- Kazakh State Legal Institute, 1996, Law Degree, with Honors



Hüseyin Özhan

The European Bank for Reconstruction and Development (EBRD)
Managing Director,
Central Asia and Mongolia

Hüseyin Özhan is the Managing Director, Central Asia and Mongolia at the European Bank for Reconstruction and Development (EBRD), a role he assumed in December 2024.

Mr Özhan joined the EBRD as a Principal Banker in 2011 as part of the Transport Infrastructure team in Istanbul. He took up the positions of Head of Office in Ankara and Deputy Head of Türkiye in 2015 and 2017, respectively. He then moved to London as Advisor to Vice President, Banking, whose remit extended to all EBRD Country offices in 2019. On 1 September 2021 Hüseyin was appointed as Director, Head of Kazakhstan and became Acting Managing Director for Central Asia and Mongolia on 1 June 2024.

Prior to joining EBRD, Mr Özhan worked as a Sector Head for Corporate Banking and Structured Finance department at EurobankTekfen. Previously, he was involved in a number of infrastructure transactions including energy and telecoms in the CIS and the Balkans.

He serves as the Deputy Chairman of the Kazakhstan Foreign Investors' Council Association and is a Board member of Eurobak, a member of AmCham, and the Advisory Board at Chapter Zero Kazakhstan.

Hüseyin holds a B.A. with honours in Economics and Mathematics from Macalester College, Minnesota, M.A. in International Finance and a Ph.D. candidate from Yeditepe University, Istanbul



Ertan Kurt

Anadolu Efes Jsc
International Operations Business Unit General Manager

Education:

Mr. Ertan Kurt graduated from Istanbul University in Economics and completed his MBA courses in Istanbul University

Career:

- Procter & Gamble Türkiye Sales Manager.
- Reckitt Benckiser Trade Marketing Manager Türkiye, Country Manager Slovenia and Global Trade and Shopper Marketing Director at Global HQ UK
- Nestlé Waters Türkiye Sales Director
- Bridgestone International Markets Director
- Sisecam Global Sales and Marketing Vice President
- Anadolu Efes Georgia General Manager; Kazakhstan General Manager; International Operations Business Unit General Manager

Under his leadership Efes Kazakhstan has achieved significant success in Kazakhstan's brewing industry. The company is also actively involved in social and environmental projects. Additionally, Efes Kazakhstan invests in the development of local entrepreneurship, supporting innovative projects and employee training programs.



Erlan Dosymbekov

EY

Managing Partner for the Caucasus and Central Asia

Erlan Dosymbekov is a senior executive and public leader with 30+ years of experience overseeing large-scale projects aimed at improving the institutional environment, investment climate, infrastructure, tax and customs administration, as well as advancing decarbonization and clean technology initiatives. His work focuses on strengthening the business ecosystem in Kazakhstan and Central Asia by collaborating with governments, policymakers, nonprofits, and regulatory bodies to create conditions that attract investment and support sustainable economic growth.

Erlan is committed to helping businesses make informed investment decisions and works closely with government counterparts to remove structural barriers that hinder long-term development. His leadership contributes to shaping policies that improve the overall competitiveness and investment climate of the region. Erlan holds several prominent public and advisory roles, including:

- **Chairman of the Governing Board**, Kazakhstan's Foreign Investors' Council Association (KFICA)
- **Co-Chair**, FIC Investment Policy Working Group, with a focus on tax and customs administration, investment policy, and regulatory reforms
- **Chairman of the Governing Board**, European Business Association of Kazakhstan (EUROBAK)
- **Member of the Board of Directors**, UN Global Compact Network in Central Asia
- **Member of the Board of Trustees**, AlmaU
- **Chair of the Investment Climate and Tax Administration Working Groups**, Foreign Investors' Council under the President of Uzbekistan

He also leads the flagship program EY Entrepreneur of the Year in Kazakhstan, which has been running since 2007. Over this period, the program has supported and celebrated more than 1,000 entrepreneurs across the country, contributing to the development of a vibrant entrepreneurial ecosystem.

For his significant contribution to the economic development of Kazakhstan and his role in promoting investment growth, Erlan was awarded the Presidential Order of Honor, the country's highest civilian distinction. He is also a recipient of the medal commemorating the 25th anniversary of the Constitution of Kazakhstan and the medal marking the 30th anniversary of Independence.

His expertise, reputation, and commitment to public-private collaboration make him one of the key figures influencing economic policy and investment development in Kazakhstan and Central Asia.



Pavel Khegay

Gedeon Richter Kazakhstan GM, Business Development

Education

Kazakh Institute of Management, Economics and Strategic Research (KIMEP University)
Bachelor of Science (BSc), Accounting and Finance (2004 - 2008)

Experience

Gedeon Richter KZ LLP

- Managing Director, July 2023 - present (3 years), Almaty, Kazakhstan
- Business Development for CIS countries (Central Asia, Caucasus, Moldova, Mongolia), July 2024 - present (2 years), Almaty, Kazakhstan
- Plays an active role across key industry bodies, including the EUROBAK Healthcare Committee, the Ethical Committee at AIPM, and the Distributors Committee.

During this period, the company continues to consistently develop areas that directly influence people's quality of life. At the same time, Gedeon Richter's activities go beyond the development and supply of pharmaceutical products – an important part of the company's mission remains its contribution to public well-being and support for socially significant initiatives.

GSK

- Acting General Director, 2017 - 2019 (2 years), Almaty, KZ
- Financial Director, 2015-2019 (4 years), leading full scope financial processes in Kazakhstan

Kazakhmys Projects B.V., mining industry: 4 companies (3 mining fields with full production on site and 1 management company with consolidation).

- Finance Control, ERP system implementation (Oracle), 2012 - 2015 (3 years), Kazakhstan



Oleg Khanin

Oleg Khanin worked as Deputy Chairman of the Management Board for Business Development since 2009. Mr. Khanin has been working in the Company since 1998, During this time he held the positions of Assistant Chairman of the Management Board for Insurance Affairs, Auditor, Chief Underwriter of the Underwriting and Surveyors Department, Vice President for Insurance, Deputy Chairman of the Management Board for Financial Affairs.

Mr. Khanin's career began in 1998 in Almaly District Tax Committee of Almaty City.

Mr. Khanin graduated from the Kazakh State Academy of Management. He was trained in the Finance Academy at the Government of the Russian Federation under the international professional program for insurance specialists. In 2008 Mr. Khanin received the certificate confirming the international qualification of Certificated Accounting Practitioner (CAP) under the Certified International Professional Accountant Program. In 2013 Mr. Khanin was awarded the Certificate of the Chartered Insurance Institute and Honored Financier Medal for considerable contribution to development of Kazakhstan financial sector.



Omar Abdellatif

PMI

Managing Director Kazakhstan and CAS

Omar Abdellatif is the Managing Director of Kazakhstan and Central Asia at Philip Morris International. Prior to the appointment, he worked as a General Manager of Lower Gulf countries and Iraq at Philip Morris International affiliate based in Dubai, UAE and overseeing the markets of UAE, Oman, Bahrain, Qatar and Iraq.

Omar plays a vital role in driving the transformation of the Philip Morris business in the region towards a smoke free future and strengthening the commercial activities of PMI's innovative scientifically substantiated smoke-free products where commercialized.

Since joining PMI in 2009, Omar has held leadership positions within Markets & Consumer Research in both Switzerland and the UAE as well as Marketing and strategy in Iraq. He has previous experience in large FMCG companies where consumer insight was his main area of focus.



Dias Assanov

Siemens,
Chief Executive Officer

Dias Assanov joined Siemens LLP in October 2009 as the General Counsel and Regional Compliance Officer for Kazakhstan. In January 2012 Mr. Assanov took over as the Regional Compliance Officer for Russia / Central Asia at Siemens in Moscow. After an 18-month delegation to the project management office of the Locomotives Business Unit in Erlangen, Germany, Mr. Assanov was appointed as the General Counsel of Siemens Russia / Central Asia in charge of all legal, compliance and export control topics. In October 2021 Mr. Assanov took over as the Chief Executive Officer of Siemens Kazakhstan & Central Asia

Mr. Assanov presided over a steady growth of Siemens's business in Kazakhstan & Central Asia with sustainable energy infrastructure and digitalization of industrial sector as the main value propositions to the market. Together with representatives of other EUROBAK member companies, he continues to drive the topics of digitalization, technology and transparent business practices in Kazakhstan.

In May 2024, Mr. Assanov joined the Board of Directors of "Air Astana" JSC, as an Independent Non-Executive Director. He is also the Chairman of the German Economy Union in Kazakhstan, as well as the Board member of AmCham Kazakhstan.

Mr. Assanov graduated with honors from the United States Military Academy at West Point in 2007 and prior to that obtained his law degree from the Kazakh State Law University in 2003.



EUROBAK was established in 1999 upon the joint initiative of EU companies, institutions and the Delegation of the European Union

MAIN OBJECTIVES:

- to promote and nurture mutual understanding between Kazakhstan and Europe in business as well as social spheres.
- to create an effective platform for constructive dialogue between business and government, to improve investment and business climate in the Republic of Kazakhstan.

ACTIVITY REPORT 2025



Annual General Meeting • 11 March 2026
Almaty, Kazakhstan

EUROBAK BOARD MEMBERS 2025-2026



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Dentons Kazakhstan
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ALESKA SIMKIC

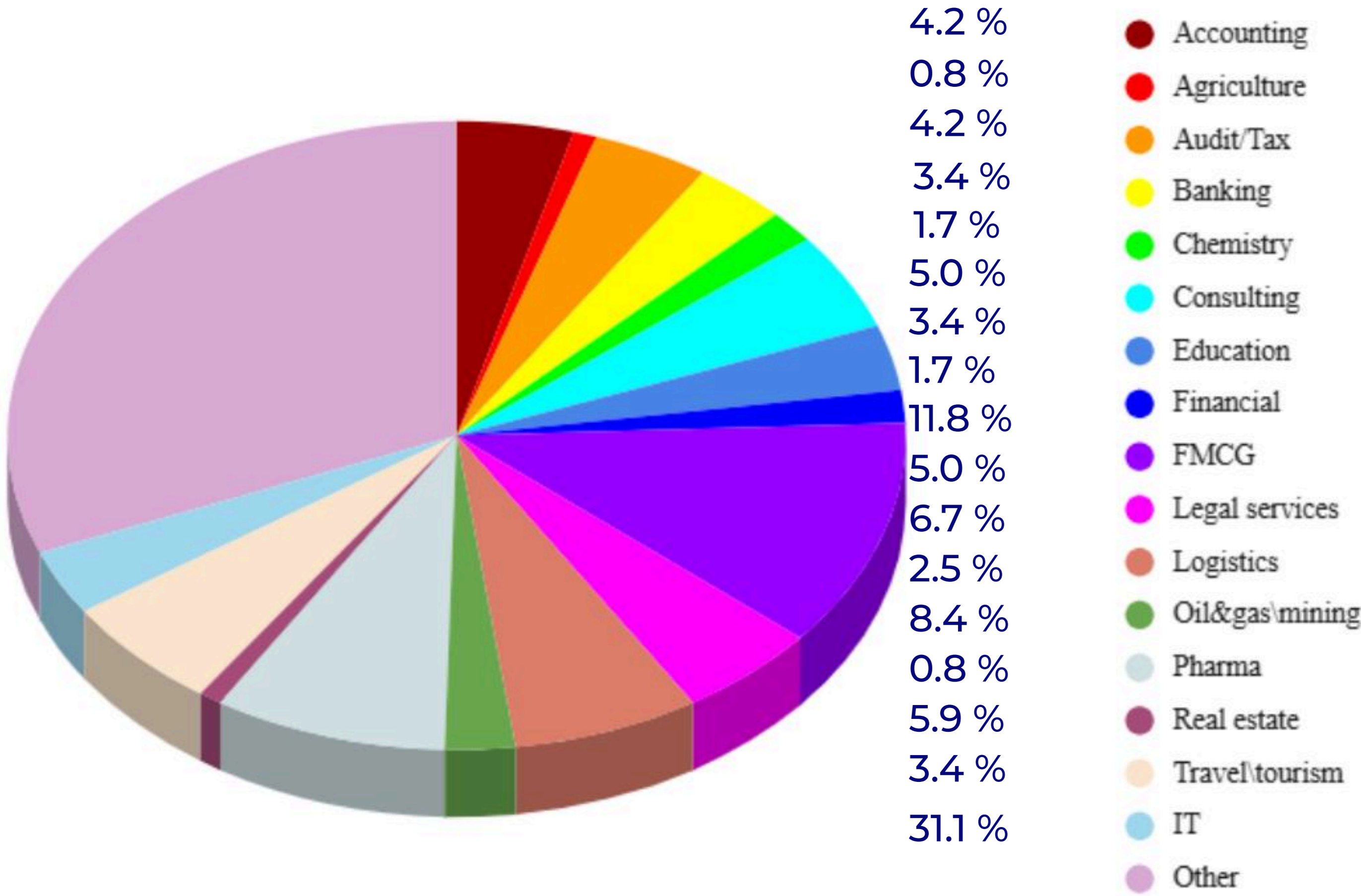
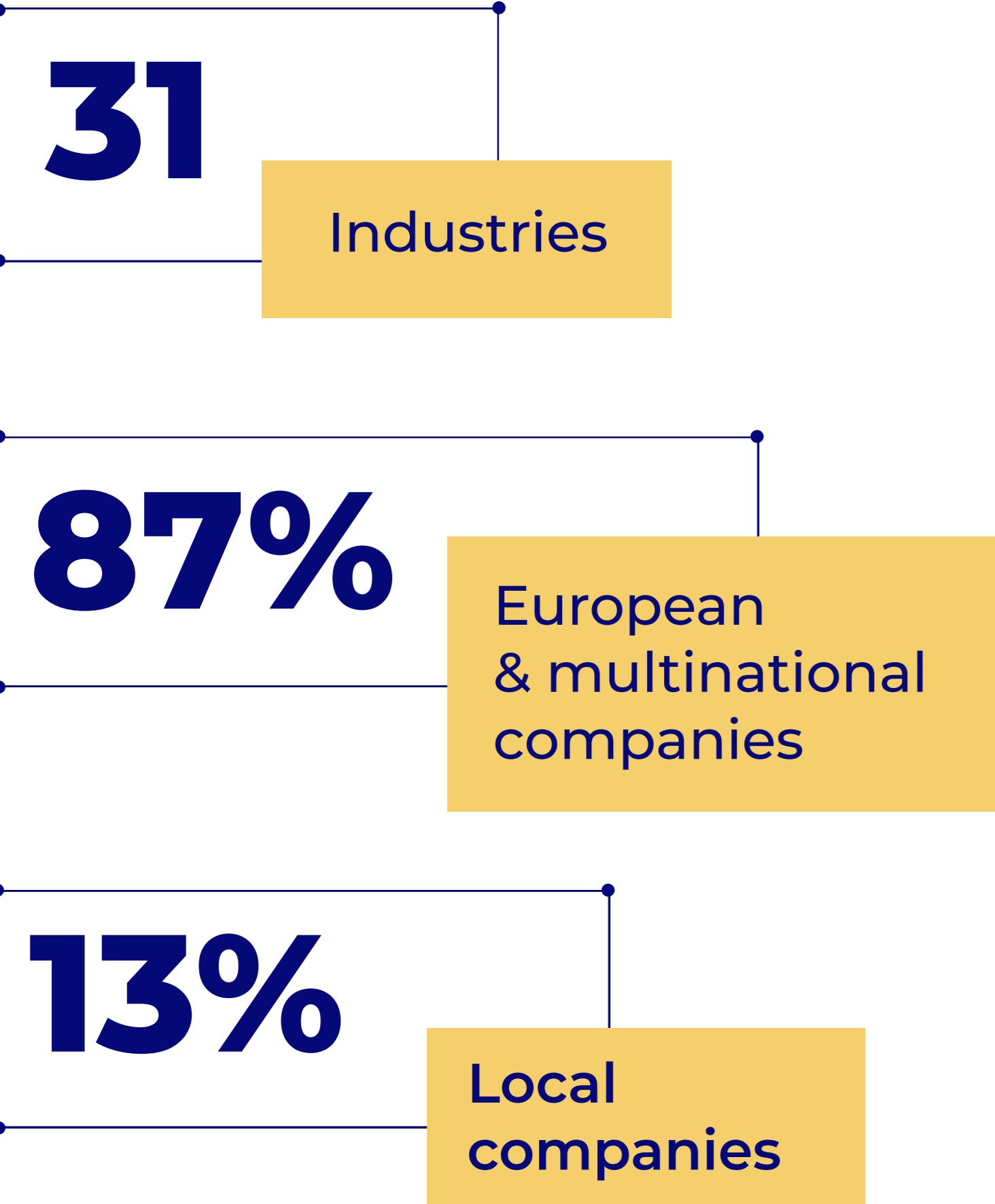
Ambassador of the European Union
to the Republic of Kazakhstan
Honorary Board Member



JULIE KUSSIDI

EUROBAK CEO
Ex-officio Board Member

EUROBAK MEMBERS IN 2025



OUR HONORARY MEMBERS

38 Members



Austrian Consulate & Austrian Embassy



Belgian Embassy



Bulgarian Embassy



Croatian Embassy



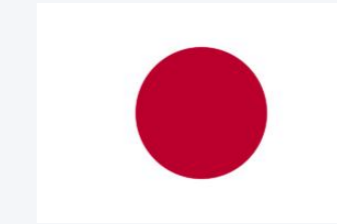
Cypriot Embassy



British Embassy



Canadian Embassy



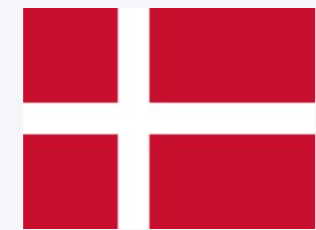
Japanese Embassy



Embassy of Malaysia



Czech Embassy



Danish Embassy, Moscow



Estonian Embassy



EU Delegation of the Commission



Finnish Embassy



Norwegian Embassy Moscow



Indian Embassy



South African Embassy Moscow



Swiss Embassy



French Embassy



German Embassy



Greek Embassy



Hungarian Embassy



Irish Embassy, Commercial Section



Turkish Embassy



U.S. Embassy, U.S. Consulate



UNICEF Kazakhstan



Italian Embassy



Latvian Embassy



Lithuanian Embassy



Embassy of Netherlands



Romanian Embassy



Polish Embassy



Portuguese Embassy



Spanish Embassy



Slovak Embassy



Sweden Embassy



Kazakh Invest



Kazakh Tourism National Company JSC

EUROBAK IN NUMBERS 2025

560+ Total numbers of events and activities

3000 + attendees

33
Secretariat external

79
Government Relations

73
Secretariat internal

64
Committees

75
EUROBAK Events

80+
Official Correspondence

147 Members Relations

EUROBAK Special Events and Programme

Annual General Meeting for Member companies of Association is aligned to sum up the previous year and elect a new Board of Directors of EUROBAK

Executive Get Together is intended for the companies' executives. In the course of these meetings, top managers have an excellent opportunity to discuss current business matters

EUROBAK Art Night OUT - the main idea of this project is to explore art in Kazakhstan while fostering business networking

EUROBAK Platform for Professional Development of Women in Business and Boards encourages candid conversations on various professional topics and allows women to grow professionally

EUROBAK Award Ceremony aims to highlight and appreciate the commendable social projects initiated by companies in diverse sectors

EUROBAK Executive Festive Dinner is an enchanting evening once a year in November filled with gourmet delights, heartwarming laughter, and live musical performances

EUROBAK Mentorship programme contributes to the professional growth of individuals within the Association's Member companies. Our mentors are seasoned professionals with extensive experience and significant leadership tenure. EUROBAK Secretariat is available to provide information on mentors upon request and facilitate direct communication by sharing their contacts, enabling mentees to arrange meetings independently

SPORTS EVENT

EUROBAK initiates highly relevant and effective events aimed at maintaining team spirit of member companies within the Association. EUROBAK provides an excellent opportunity for company employees to discover and show their talents

WE ARE IN DIALOGUE WITH

**Prime-Minister of RK
Ministry of Foreign Affairs
Ministry of Labor and Social protection of the
population Ministry of Artificial Intelligence and Digital
Development
Ministry of National Economy
Ministry of Science and Higher Education
Ministry of Justice
Ministry of Finance
Ministry of Healthcare
Ministry of Industry and Construction
Ministry of Transport
Ministry of Trade and Integration
Ministry of Tourism and Sports
Ministry of Ecology and Natural Resources
Akimat of Almaty
Akimat of Astana
Supreme Court of Republic of Kazakhstan
National Bank
Investment Committee of the Ministry of Foreign Affairs
State Revenue Committee of the Ministry of Finance
Astana International Financial Center
AIFC Court and IAC
National Company «Kazakh Invest» National Company
«Kazakh Tourism»**

KEY GOVERNMENT ENTITIES & OUR FOCUS AREAS IN 2025

- **Ministry of Foreign Affairs – Investment Climate**
- **Ministry of Healthcare – VAT, Medicine Pricing**
- **Ministry of Industry and Construction, Ministry of Trade and Integration – Technical Regulation and Conformity Assessment**
- **Ministry of Labour & Social Protection – Labour Law, Migration, Insurance**
- **Ministry of National Economy – New Tax Code, Investment Climate**
- **Tourism and Sports, NC “Kazakh Tourism” – Travel, MICE and Hospitality development**
- **Ministry of Trade - Tariffs, Logistics, Freight**
- **Supreme Court of Kazakhstan – Business Regulations in Law, Rule of Law**
- **JSC «NC «KAZAKH INVEST» – Investment Climate**

COMMITTEES

DIGITAL

- Review of IT rights and related legislation
- Regulation of Cloud technologies
- Information security
- Protection of personal data
- Implementation of Regulatory Sandbox
- Use of Data, analytics, and AI in Business
- Digital Code
- Digital skills for digital transformation
- Initiative on Systematic digitization and data updates in advance to inform business in legislative initiatives in a timely manner
- General Rules for Regulating Digital Marketplaces
- Astana Hub
- Universities: Student English Proficiency and Practical Skills required for the Workplace

ESG

- Working with communities, promoting ESG agenda
- Promoting ESG through Awareness and Exchange of Best Practices among Members

FMCG

- Track & Trace Labelling
- Trade Regulation
- Extended Producer's Liability
- Royalty
- Personal data protection
- Counterfeit and parallel import
- Track and logistics issues
- Recall of products that do not comply with EAEU standards at the request of epidemiological authorities of Kazakhstan
- National Catalogue of Goods

HEALTHCARE

- Deregulation of Prices and Medical Devices
- VAT refunds
- Logistics HUB initiative in Central Asia

COMMITTEES

HR

- Monitoring changes in the Labour Code of Kazakhstan
- Mentorship and coaching programs
- Artificial intelligence in recruitment and talent management
- Corporate culture
- Career management
- Employee well-being

TAX

- Monitoring changes in tax legislation of Republic of Kazakhstan, Customs and Tax administration, VAT, Cameral control, Transfer pricing, MLI, CIT

TECHNICAL REGULATION AND CONFORMITY ASSESSMENT

- Key and main aspects of technical regulation and organization of work within regulators (Ministry of Industrial and Construction, Ministry of Trade and Integration)
- Electronic customs system
- Amendments to laws/drafts of technical regulations in the spheres of:
 - heavy machinery
 - chemical products
 - food products and their labeling
 - feed for non-productive animals, as well as lack of laboratory infrastructure

TRAVEL, HOSPITALITY & MICE

- Monitoring changes in legislation related to the industry
- Promotion of Kazakhstan's attractions and develop a communication line promoting Kazakhstan as a tourist friendly country
- Development of Almaty as convention center Cooperation with the Government, exchange of experience.

CHAIRPERSONS AND CO-CHAIRPERSONS OF EUROBAK COMMITTEES IN 2025

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Public Affairs Communications
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HEALTHCARE



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DAMU LOGISTICS,
Legal and risk Advisor

TAX



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TRAVEL, HOSPITALITY & MICE



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InterContinental Hotel Almaty

world monitor

2025

**DIALOGUE.
DEVELOPMENT. DRIVE.**

Диалог. Развитие.
Движение.



DEEPER CONNECTIONS

Крепкие деловые связи в меняющемся мире

STRONGER TOGETHER

Мы вместе

EUROBAK's informational partner since 2006

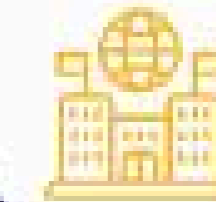
World Monitor - information and analytical platform about the economy, business, investments, culture in the Republic of Kazakhstan and countries of the European Union.

The audience of the magazine is the business and political elite of the country, top managers, business owners, the diplomatic community, middle management.



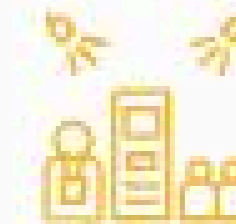
Government of RK

Members of
EUROBAK



EU and NON EU
Embassies

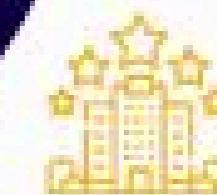
Air
Astana –
business
class



International
exhibitions

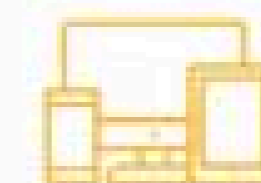
**DIRECT DELIVERY
OF THE MAGAZINE**

Forums and
EUROBAK
events



Hotels of
Kazakhstan

Available on all electronic devices



LinkedIn



facebook



Instagram

PARTNERS 2025



RECRUITMENT PARTNER 2025





**THANK YOU FOR
BEING EUROBAK
MEMBER!**



LinkedIn



Telegram



Eurobak.kz