Women in Tech CCA Awards 2025

1. Aspiring Teen Award

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

2. Best Ally Award

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

3. Most Impactful Initiative Award

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

4. Most Disruptive Award

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

5. Woman in Web3 Award

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

6. Start-Up Award

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

7. Tech Diplomacy Award

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

8. Global Leadership Award

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

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

9. Lifetime Achievement Award

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

ASPIRING TEEN AWARD

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

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

Name – Nargiz Ismailli
Organization: Taskool, Skolyn, Khazar University
Position: STEAM Project Manager, Biomedical Data Analyst, Student

Nargiz Ismailli, a 20-year-old student at Khazar University, is passionate about technology and biology, combining her academic studies with impactful projects in bioinformatics and data analysis. She has worked as a Biomedical Data Analyst at Skolyn, a Bioinformatics Mentee at Bioinfo Hub, and a Data Analyst Mentor at Taskool, where she also led STEAM projects integrating AI to improve innovation and product development. Her technical skills span MS Office, HTML, CSS, Power BI, and Python. Beyond research and analysis, Nargiz has served as a mentor and ambassador for initiatives such as Teens in AI, the Azerbaijan Neuroscience Society, and WomenTech Network. With published research in neuroscience, multiple scholarships, startup incubation experience, and leadership in student STEM clubs, she demonstrates innovation, mentorship, and commitment to advancing STEM education and interdisciplinary research.

Name – Amina Chukenova
Organization: Nazarbayev Intellectual School
Position: High School Student

Amina Chukenova, a high school student from Kazakhstan, demonstrates strong academic and technical excellence across mathematics, physics, and computer science, consistently achieving top results. She founded *Engineering Voices*, a student-led digital platform where peers publish STEM-related articles, designing and coding the site herself. Her projects include *GlowWise*, a skincare education platform, and *MediaHub*, a multimedia discovery site. With a large online following on Telegram and TikTok, Amina shares resources on education, scholarships, and mental health, reaching thousands of students. She has also guided younger students through a year-long mentorship program in programming, leading them to create an interactive Kazakh language learning platform. Recognized for her achievements, Amina earned 2nd place in the International Mathematics Olympiad "Fibonacci," completed selective programs at Georgetown, Rice, Northwestern, and Hong Kong Baptist University, and gained experience in professional simulations with GE Aerospace and Accenture. Her commitment lies not only in innovation but in creating equitable access to STEM education.

Name – Camila Khokhlova
Organization: Nazarbayev Intellectual School of Physics and Mathematics in Aktobe
Position: Student

Camila Khokhlova, a student from Kazakhstan, combines academic excellence with leadership in STEM outreach. Maintaining a perfect GPA while also studying Advanced Placement subjects, she leads the Aktobe Regional Planetarium Astronomical Club, mentoring students for Olympiads and expanding its membership to over 100. She has also developed interdisciplinary engineering projects, including a robotic station with a turnstile antenna to receive meteorological satellite data, now integrated into middle school curricula. Her aerospace research includes building hybrid Mars rover models and conducting performance simulations, which connected her with global space education programs such as the United Space School. Camila has earned top placements in Olympiads and international competitions and was selected as a semifinalist for TechGirls, FLEX, and the Global Student Prize. She also pioneers interdisciplinary STEAM education, designing a "Music in Science" initiative and creating digital projects that merge culture and technology, such as a prototype to simulate traditional instruments. Resilient and innovative, she is dedicated to breaking barriers for young women in STEM.

Name – Ademi Samakova
Organization: Yonsei University
Position: Student, Nano Science and Engineering

Ademi Samakova, from Kyrgyzstan, is an aspiring innovator whose journey bridges robotics, scientific research, and cultural preservation. She has represented her country in international programming contests and the First Global Challenge robotics competition. Her research on satellite recycling earned her 2nd place at the New York Academy of Sciences' Junior Academy, competing among over 5,000 teams. She is also a skilled debater, ranked in the top 15 speakers nationally. Currently beginning her studies in Nano Science and Engineering at Yonsei University, Ademi continues to innovate through her mobile app *Oymo*, which uses computer vision to analyze and interpret Kyrgyz ornaments, preserving their cultural symbolism and connecting younger generations to their heritage. She plans to expand *Oymo* across Central Asia and eventually worldwide. Combining technical skill, creativity, and cultural vision, Ademi is driving technological solutions with social and cultural impact.

Name – Zulfiya Usmonova
Organization: Technical University of Munich
Position: MSc Student, "AI in Society"

Zulfiya Usmonova, from Uzbekistan, is dedicated to advancing artificial intelligence research and empowering women in STEM. A graduate of New Uzbekistan University in Software Engineering, she is currently pursuing her master's in "AI in Society" at the Technical University of Munich. Her achievements include winning startup competitions such as NASA Space Apps Challenge and Huawei's Seeds for the Future, as well as leading initiatives that support young women in tech, including mentoring for Technovation Girls and UniSat 2.0. Zulfiya has contributed to academia through published research on pedagogy and collaborative learning, and she is now working on AI reliability. At NewUU, she was the first recipient of the Honor of the University Award and served as Student Council Education Minister and General Secretary. In addition, she mentors young researchers and serves as

part of the Women in Tech Uzbekistan team. Ranked among the top in her class despite family responsibilities, Zulfiya combines academic excellence, resilience, and leadership to inspire and enable the next generation of women in STEM.

BEST ALLY AWARD

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

Name – Konul Guliyeva
Organization: SAFAVY LLC
Position: Co-founder & Director

Konul Guliyeva is the co-founder and director of SAFAVY, an EdTech platform in Azerbaijan that creates inclusive opportunities for underserved communities. Growing up in a small town with limited access to resources shaped her mission to bridge gaps in technology and education for those often excluded. Through her flagship program, *Her IT Journey*, she delivers practical IT and design boot camps to girls and women in rural and low-income areas. These programs frequently serve as participants' first introduction to technology and are guided by her hands-on mentorship and tailored curriculum. At SAFAVY, she is building a global education marketplace connecting teachers with students worldwide, ensuring access to reputable, affordable courses and career opportunities. Her work expands beyond program design—she actively visits communities, listens to their challenges, and creates solutions that reflect real needs. By fostering pathways into digital careers, Konul has impacted thousands of learners and established herself as a visible role model. Her vision of allyship is deeply personal: she builds the supportive presence she once needed as a young woman with limited access to technology. She believes winning the Best Ally Award would not only recognize her efforts but also signal to every girl who has felt unseen that their voices matter.

Name – Dmitriy Pak
Organization: EPAM Systems
Position: Head of ESG & Sustainability, Eastern Europe & Central Asia

Dmitriy Pak is a global ESG and DEI leader at EPAM Systems, where he champions systemic initiatives that empower women and girls in technology. He was instrumental in EPAM's endorsement of the UN Women's Empowerment Principles and continues to lead measurement and accountability around gender equity. His work spans grassroots and strategic levels, from mentoring female professionals to embedding inclusive governance frameworks. Dmitriy has launched regional initiatives such as *IT-Aiel* in Kazakhstan, which trained over 2,600 women, *500 Women in Tech* in Georgia, and digital inclusion programs in

Uzbekistan integrated into school curricula. He partners with UN Women, UNICEF, and UNDP to design scalable programs with lasting impact. Beyond training, Dmitriy drives "Tech for Good" solutions, including platforms for cancer prevention, digital donations, and STEM education. His allyship combines strategic foresight with empathy, ensuring women's voices are included at every stage. His leadership demonstrates how men in senior roles can institutionalize equity, building ecosystems rather than one-off interventions.

Name – Arman Shokparov
Organization: Kinergy Public Foundation / People Consulting
Position: Program Lead, Technovation Girls Kazakhstan

Arman Shokparov, a veteran HR consultant and founder of People Consulting, is a driving force behind gender equity in Kazakhstan's tech sector. Through *Technovation Girls Kazakhstan*, he mentors and recruits resources for the country's largest STEM program for girls, helping secure global finalist recognition at the Technovation World Summit. He created the *Top & Anti-Top IT Employers Ranking*, a public benchmarking tool shaping corporate inclusivity standards. Arman also funds microgrants, including supporting a Kazakh student's NASA internship and financing accessibility projects for the visually impaired. Beyond institutional reforms, he dedicates personal time to pro-bono mentoring and lectures, impacting hundreds of students and professionals. His leadership combines advocacy, philanthropy, and accountability, offering a replicable model of male allyship.

Name – Azis Abakirov
Organization: High Technology Park of the Kyrgyz Republic
Position: CEO

Azis Abakirov is a pioneer of Kyrgyzstan's tech ecosystem, with over 20 years of experience shaping innovation and entrepreneurship. He founded the Kyrgyz Software and Services Developers Association and later established the High Technology Park (HTP), which now supports 470+ companies generating $130 million in IT exports annually. Alongside systemic reforms, he founded an IT Academy to train thousands of professionals and launched *Programmer Ayımdar* to empower women in tech through education and mentorship. Recognized nationally and internationally for his contributions, Azis advocates for integrating Kyrgyz talent into global markets. His efforts demonstrate sustainable, inclusive growth, inspiring a new generation of entrepreneurs and innovators.

Name – Ekaterina Sayapina
Organization: ZTE Investment (Uzbekistan)
Position: Head of Solution Support Department

Ekaterina Sayapina has built a 17-year career at ZTE, rising from technical roles to department head. She has led Uzbekistan's telecom evolution from 2G to 5G, working with major operators such as Ucell, Beeline, and Uzbektelecom. Her expertise in network solutions, project leadership, and customer engagement has positioned ZTE at the forefront

of the nation's digital transformation. Aligned with the *Digital Uzbekistan 2030* strategy, she drives infrastructure modernization while nurturing local ICT talent. Formerly an IT college teacher, she remains deeply committed to mentoring students and young professionals, bridging academia with industry. Recognized with awards for technical excellence, she stands out not only for her achievements but for being a role model in a male-dominated field. Ekaterina exemplifies allyship by fostering opportunity, mentoring future leaders, and breaking barriers for women in technology.

MOST DISRUPTIVE AWARD

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

Name: Leyla Aliyeva
Organization: The Central bank of Azerbaijan
Position: Head of Fintech and Innovations department

Leyla Aliyeva is a distinguished fintech and digital payments leader with over a decade of experience driving disruptive innovation in the banking and technology sectors. She currently serves as Head of Division for Fintech and Innovations at the Central Bank of Azerbaijan, where she leads the national fintech strategy and spearheads transformative initiatives shaping the future of digital finance. At the Central Bank, she has led the creation and implementation of the country's first Open Banking and Open Finance platforms, a Shared KYC system, and a Regulatory Sandbox that enables startups to test cutting-edge financial solutions under regulatory oversight. The sandbox's first cohort features four fintechs currently testing real-world innovations, fostering a safer and more agile innovation environment. One of her most disruptive achievements was her role as Product Manager of the Instant Payment System (IPS)—a real-time payment infrastructure that has processed over 85 million AZN in transactions annually and onboarded 30+ banks over the country. The system slashed processing costs by 2 million AZN per bank annually, increased financial accessibility, and helped boost the country's cashless payments share from 11% to 30% in just three years. She also supported the launch of the AniPay (IPS app) mobile app, which now has over 1 million users and is revolutionizing mobile payments. She actively supports ecosystem growth through policy advocacy, fintech workshops, and university outreach—hosting over 8 industry events and delivering financial literacy sessions at 7+ universities.

Name: Hulan Unenbat
Organization: Beeline Kazakhstan/ QazCode
Position: Head of Technology Sourcing Stream

Hulan Unenbat oversees one of the most innovative technology deployments in Central Asian enterprise procurement. She oversaw the development and implementation of a company wide Robotic Process Automation (RPA) initiative as Head of Technology Sourcing at Beeline Kazakhstan, a VEON Group, which fundamentally reshaped the function of procurement in a forward-thinking telco. Hulan led a project that transformed procurement from transactional, manual workflows into a fully digital, intelligent, and value-generating function with a vision in line with VEON's DO1440 Digital Strategy. She envisioned and implemented a transformation that engaged and inspired her team, eliminated repetitive workstreams, decreased process error rates by 40%, and generated savings of $45 million USD in 2024 alone. She actively promoted an internal RPA Analyst and Developer School for procurement team that trained over 20 staff members, many of whom were women, to become certified automation developers. She oversaw the deployment of bots to automate data reporting, contract preparation, invoice checks, and supplier onboarding. This led to a 98% uptime during live operations and the release of more than 6 FTEs during periods of high procurement demand. As a result of her efforts, Beeline Kazakhstan advanced to the finals of the 2025 CIPS Excellence in Procurement Awards (Best Use of Digital Technology), where it faces off against international powerhouses such as British Petroleum, Experian, and the UK Cabinet Office.

Name: Aigerim Kairzhanova
Organization: JSC NC "KazMunayGas"
Position: Head of the Analytics and Data Consolidation Department

Aigerim Kairzhanova is a woman with 18 years of experience in the IT sector, holding three university degrees in engineering and technology, and winner of three international project competitions. She is the creator and driving force behind a project that took five years to build and was recognized on July 7, 2025, as the world's best at the World Summit on the Information Society Prizes 2025 in Geneva, Switzerland. Her most significant achievement is the successful implementation of an analytical system for the highest levels of government in Kazakhstan - deployed in two offices of the Presidential Administration of the Republic of Kazakhstan. The idea of creating an integrated system to aggregate data from the numerous information systems within the Administration first emerged in 2018. In 2021, after graduating from two universities simultaneously to build her knowledge foundation, the journey to create a new analytical platform based on Power BI, ETL processes, 1C, and other technologies officially began. The system connects all financial indicators into a unified, transparent reporting system to reduce risks of corruption, targets human resources management to address nepotism by promoting meritocracy through objective data, and exposes acute problems across multiple domains including political, environmental, social-economic, healthcare, defense, education, and technological challenges. The most powerful feature became its real-time decision support, with the fastest high-level report generated taking just 23 minutes. By 2024, with AI-driven predictive analysis, the system could anticipate events before they happened. Today, this system operates in the Presidential Administration, the Office of the President, and 25 subordinate organizations.

Name: Kamilya Mukhametkaliyeva
Organization: NeuHarmony
Position: Founder

Kamilya Mukhametkaliyeva founded NeuHarmony, an AI-powered inclusive learning platform and the first initiative to bring music therapy methodologies to Central Asia — combining adaptive technology with color-coded piano learning to support children with autism, ADHD, and cerebral palsy. The project was born from direct volunteer experience at ILM Center, where the team completed 18+ hours supporting children on the autism spectrum. Drawing from seven years of piano training and academic backgrounds in neurobiology, behavioral neuroscience, and computational neuroscience, the team observed how children using AAC devices showed significant improvement when musical concepts were linked to sensory associations, particularly color. This insight led to the development of a first-of-its-kind curriculum tailored for neurodivergent learners. In collaboration with Inclusive Academy, they tested the methodology across 60+ user sessions, refining its structure based on feedback and behavioral outcomes. To validate product viability, they conducted research analyzing over 50 scientific publications on music therapy and inclusive education, earning 3rd place out of 240+ participants at an international science fair. They surveyed 150+ parents of neurodivergent children in 2025, identifying key accessibility gaps: 70% could not afford private therapy, 85% lacked personalized development support, and 92% had no access to tailored therapeutic platforms. NeuHarmony was selected as a Technovation Girls 2025 Semifinalist (top 2% of 2,500+ global teams), winning Best Project in Inclusion, and later named one of the Top 6 Startups at the i-Teams Startup Pitch Battle. Most recently, NeuHarmony was globally awarded the EmpowerED Excellence Award by Synopsys for Best Startup in Education.

Name: Diana Kamaladin
Organization: Qamalladin University
Position: Founder & General Director

Diana Kamaladin is featured in Forbes "30 Under 30," holds a PhD in Neuromarketing, and is the founder of the first fast-track professional online university in the CIS with international institutional accreditation — Qamalladin University. In 2022, she founded Qamalladin University—the first fast-track professional university in Kazakhstan with international institutional accreditation, focused on digital fields. They offer practice-oriented programs in marketing and IT, lasting one academic year. More than 1,000 graduates have already secured real career opportunities—either through internships or by launching their projects. In 2024, the university received international institutional accreditation, becoming a recognized educational institution that applies an innovative teaching methodology using artificial intelligence and career pathways. The project delivers a full-cycle digital education ecosystem, which includes AI-powered learning with adaptive recommendations, simulators, chatbots for skill practice, and performance analytics with risk prediction; live sessions with global experts from H&M, Coca-Cola, Yandex, Mars, PepsiCo, and others; and a career bridge with digital student portfolios, fast-track career opportunities for top graduates, and direct access to job offers from partner companies. Their educational model follows a 70% practice / 30% theory approach, with mandatory internships and personalized career pathways. The university is the first online university in Central Asia to combine a fast-track professional education model with international institutional accreditation, AI-driven learning management and personalized content, direct integration with the job market, and educational gamification via a "learn and earn" system. The university has a graduate employment rate exceeding 80%.

MOST IMPACTFUL INITIATIVE AWARD

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

Salome Mgeladze
Organization: re:school
Position: CEO and Founder

Salome Mgeladze is a tech education leader, entrepreneur, and mother of three who founded re:school, an innovative tech education platform based in Georgia. Since launching re:school, she has led efforts to train over 1,500 young people in future-focused fields including web development, UI/UX design, AI, cybersecurity, and entrepreneurship. Her work extends far beyond traditional tech education through several high-impact programs for underrepresented and vulnerable communities: she led a 10-month intensive UI/UX design program inside a women's prison, equipping participants with real-world skills and providing employment opportunities (two women are now employed full-time at re:school following their release); launched coding classes in juvenile detention centers; delivered free tech education to youth in conflict-affected or geographically isolated areas; and provided training to hundreds of individuals from low-income and marginalized backgrounds. She has built re:school to be more than just an education provider—it's a social impact engine widely recognized for its strong corporate social responsibility. Her work blends technology, education, gender equity, and economic empowerment into a scalable and sustainable model for inclusive digital transformation.

Zulfiya Urunova
Organization: Take Care Mom
Position: CEO

Zulfiya Urunova is a social entrepreneur, startup founder, and passionate advocate for women's health and empowerment through technology. She is the Co-Founder and CEO of Take Care Mom, a tech-driven platform that leverages AI and digital innovation to support the mental and physical well-being of mothers across Central Asia and beyond. What began as a small social initiative funded by a FLEX Alumni grant has grown into one of the region's most impactful health-focused startups, now serving over 18,000 mothers in nine countries. The Take Care Mom platform combines AI-powered pediatrician tools, mental health support, legal consultations, and community-driven resources to address critical gaps in maternal care—especially in underserved areas with limited access to professional help. Her work has directly improved access to healthcare, helped women overcome postpartum depression, and provided life-changing support to thousands. The platform has won the UNFPA Equalizer Challenge as the only team selected from Central Asia, placed 3rd as Best

Social Project in Healthcare in Kazakhstan (2024), became Semi-Finalist at the AI for Good Innovation Factory by the UN, and was a Finalist at UN Women Expo (2025).

Dinara Alimova

Organization: Kinergy Public Foundation
Position: Director

Dinara Alimova leads Technovation Girls Kazakhstan, the local chapter of the global movement launched in Kazakhstan in 2016 as a volunteer initiative and officially implemented and scaled by the nonprofit Kinergy Foundation since 2022. The program empowers girls aged 8-18 through technology, innovation, and entrepreneurship, preparing them to become tech creators by guiding them through building real-world mobile and AI-based applications that solve social challenges in their communities. In the 2023-2024 season, Kazakhstan achieved a record 2,345 registrations, placing the country 5th out of 69 globally, with more than 606 girls (in 159 teams) submitting completed apps and pitch decks. Notably, 45.6% of all participants came from regional areas beyond Almaty and Astana, reflecting the initiative's inclusive and national impact. In the 2024-2025 season, 2,336 girls participated, with completion rates increasing from 26% to 30%, and ultimately 191 teams (703 girls) successfully finalized their projects. The program promotes project-based learning focused on real social issues, AI and coding education, soft skills training, mentorship with over 300 mentors, and open access ensuring all activities are free regardless of location or economic status.

Zakhira Begaliyeva

Organization: ITeachMe Competence Development Center
Position: Director

Zakhira Begaliyeva is the founder and director of the public competence development center "ITeachMe," deputy chairman of the NGO "Association of Women with Disabilities, Shyrak," and Advisor to the Minister of Labor and Social protection of the Republic of Kazakhstan. She focuses on developing internal projects at ITeachMe through her work on "ITM Lab," "ITM Job," "ITM Academy" and multiple other initiatives. Under her leadership, ITM Academy provided training in SMM and mobile photography to 68 young people with disabilities, with 49 successfully completing the program and showing a 30% increase in employment integration. Through the EcoBusinessLab initiative, over 460 applications were received, 82 finalists selected, and 30 eco-entrepreneurship projects were developed. The ITM LAB, ITM JOB, and ITM Academy projects showcase an innovative approach to employment by developing technological solutions (Braille e-books, vibro-bracelets, AI-powered gesture translation) and prototypes for technical rehabilitation aids and digital support platforms. She has represented Kazakhstan at the UN Committee on the Rights of Persons with Disabilities in Geneva, at the Global Disability Summit in Berlin, and has been involved in supporting persons with disabilities for over twenty years.

Kanykei Kazakbaeva
Organization: Technical School of Innovations
Position: Dean of Startup projects

Kanykei Kazakbaeva is the Dean of Startup Projects at a leading university in Central Asia and the founder of the "Startup Instead of Thesis" program, a pioneering initiative that transforms traditional graduation requirements into a real-world startup experience. She launched the region's first and only student-led startup program where female students serve as team leads and founders, taking their projects from ideation to investment under expert guidance. This initiative replaces the standard thesis with a hands-on entrepreneurial journey where students go through every stage of building a startup — identifying a problem, validating the idea, building a minimum viable product (MVP), launching in the market, and pitching to investors. Each team is led primarily by female students, empowering them with technical, business, leadership and strategic thinking skills. She has mentored over 100 students in the last 12 months, resulting in the creation of more than 18 viable startup teams, 8 of which have reached pre-seed funding stages. Her work fills a critical gap in the region by offering women hands-on access to technology, entrepreneurship, and investment networks in a space historically dominated by men, creating a sustainable model integrated into academic policy.

WOMAN IN WEB3 AWARD

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

Name: Ani Mildiani
Organization: IBC Group Caucasus and Central Asia
Position: Senior Business Development Manager

Ani Mildiani is an accomplished business development manager and strategic operator in the Web3 and blockchain space, known for her role in assisting projects across GameFi, DeFi, infrastructure, and AI verticals. With expertise in tokenization, fundraising strategy, go-to-market execution, and partnership development, she managed over 100 early-stage projects at Seedify and secured 40+ strategic partnerships with launchpads, VCs, and service providers. As Head of Business Development & Marketing at DeGameFi, she led the execution of the largest Web3 conference in the Caucasus region, securing Tether as the title sponsor. Now at IBC Group, she supports both early-stage and well-established companies in scaling their impact through strategic alliances with top-tier VCs, CEXs, launchpads, and market makers. Ani actively supports other women in the industry and contributes to creating more inclusive environments across the Web3 space.

Name: Elena Chigibaeva
Organization: WeinCrypto LLC
Position: Founder and CEO of WeinCrypto

Elena Chigibaeva is the founder and CEO of WeinCrypto DAO, a social startup that empowers youth and women through web3 technologies, aiming to minimize the gender gap in Web3 and accelerate digital transformation in Kyrgyzstan and Central Asia. She is also a full-time faculty instructor at the American University of Central Asia, teaching Design Thinking, Social Innovation, and AI and Blockchain for Social Innovation. A fellow of the US State Department's TechWomen 2018 program and Frankfurt School Blockchain Center's NFT Talents program 2023, Elena has educated over 100 women since 2022, with 5 successfully transitioning to Web3 careers. She was the only woman speaker at Kyrgyzstan's first blockchain and cryptocurrency conference and has organized the country's first metaverse art festival. Elena is currently developing an AI crypto mentor and auto-trading bot to help women and youth enter Web3 in a secured and gamified way.

Name: Leyla Baghirzade
Organization: Swiss Alternative Financing AG/Global Oracle Association for Leaders (GOAL)
 Position: Founder and CEO/Founder and President

Leyla Baghirzade is an internationally recognized leader in digital innovation and financial technology with over 15 years of experience at the intersection of finance, technology, and entrepreneurship. Currently serving as Head of the Azerbaijani Chapter for Women in WEB3 Global, she champions gender diversity and leadership in the Web3 sector. As a Mentor for the UNDP "Women in STEM" program and Stanford AI & WEB3 Research Lab, she supports emerging female talent and collaborates with leading academics and Silicon Valley venture capitalists. As Founder & CEO of Swiss Alternative Financing AG, she has built a Swiss-based consultancy that bridges traditional finance and emerging technologies, delivering blockchain advisory, pre-financing, and wealth management solutions. Leyla is a frequent speaker at leading international forums, including the World Economic Forum (Davos 2022 and 2023), and holds a Certificate of Advanced Studies in Blockchain Technology and DLT from the University of Geneva.

Name: Aigerim Omarbekova
Organization: Fasset
Position: Marketing Director

Aigerim Omarbekova is a dynamic marketing and community-building leader in the Web3 space, known for her cross-regional impact and role in scaling blockchain ventures. With over seven years of experience in fintech and Web3, she holds a Master's degree in Public Relations & Corporate Communication with specialization in Investor Relations from New York University. As Head of Marketing at Zilliqa Group, she leads marketing & growth strategy for the Zilliqa ecosystem, including its layer-1 blockchain, metaverse platform MetaMinds, music tokenization platform TokenTraxx, and Web3 gaming company Roll1ng Thund3rz. Her role is pivotal in preparing for Zilliqa 2.0, aimed at broadening adoption among developers, enterprises, and mainstream users. Aigerim is frequently featured as a speaker in Web3, gaming, and metaverse conferences, sharing insights on gaming, user growth, and building accessible Web3 ecosystems. She is committed to "making Web3 as easy to use as the internet" and represents the rising generation of Web3 leaders who bridge East-West geographies and traditional finance with decentralized paradigms.

START-UP AWARD

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

Name: Khayala Miriyeva
Organization: Climasel Ltd.
Position: CEO & Co-founder
Country: Azerbaijan

Khayala Miriyeva is a young technology innovator and third-year Chemical Engineering student at Baku Higher Oil School (under Heriot-Watt University), who co-founded and serves as CEO of CLIMASEL Ltd., a cleantech startup developing heat-absorbing cooling panels using bioengineered phase change materials (PCM). These innovative panels reduce indoor temperatures without electricity by absorbing and releasing thermal energy, offering up to 25% energy savings and potential CO_2 emission reductions of 30%. Her achievements include winning €25,000 from the Startupbootcamp Amsterdam Accelerator Program, 1st place at the Access Bank Startup Competition (25,000 AZN), and being selected as one of 10 finalists for the ISC3 Innovation Challenge 2025. She has also led research initiatives transforming waste cooking oils into environmentally friendly cleaning materials and co-developed Eclipse, a machine learning-based renewable energy forecasting solution. The company is now incorporated in the United Kingdom with two early adopters in pilot discussions, nine signed Letters of Intent, and over 30 potential customers in their pipeline, while awaiting a final decision on a potential €100,000 investment.

Name: Makpal Orakkyzy
Organization: MacDent
Position: CEO

Makpal Orakkyzy is a tech entrepreneur from Kazakhstan and founder and CEO of MacDent, a cloud-based CRM platform for dental clinics that addresses the gap left by Western solutions that fail to consider local regulations. After graduating with honors from EKSTU and becoming a certified SAP consultant at KazZinc JSC, she launched MacDent in 2019, which is now used by over 1,000 clinics across 18 cities with more than 5,900 administrators and doctors using the platform daily. The platform is integrated with e-Gov RK, UAPF, 2GIS, and local payment systems, helping clinics save up to 80% of administrative time and increase revenue by 20–30% within the first six months. Within four years, her solution captured approximately 35% of the market, with client clinics reporting an average EBITDA growth of +12 percentage points. She has served as a mentor for Women in STEM at Astana Hub, won the Astana Hub Battle 2021, and represented Kazakhstan at TikTok Startup Valley. In 2024, she established MCD Holding Ltd in the Astana International Financial Centre to support expansion into Central Asia and the MENA region, with the project maintaining sustainability through revenue funding and MRR of approximately 20 million KZT.

Name: Aidana Aituarova
Organization: Porte Tech
Position: CEO

Aidana Aituarova is the founder and CEO of Porte Tech, a digital concierge-as-a-service platform for hotels that enables mobile check-in, digital keys, and on-demand guest services without changing existing hardware. With deep experience in finance, real estate, and startups from her five years at PwC and EY, plus her role as CEO of proptech startup Parqour which she scaled to 23 countries, Aidana is recognized as the only female tech founder from Central Asia currently scaling in the Gulf region. The platform's technical breakthrough lies in its closed API integrations with top hotel lock providers, allowing smartphone door access even in legacy systems. Under her leadership, the company is already profitable with $700,000 in signed contracts and has raised $200,000 in pre-seed funding while actively raising a $1 million seed round. Porte Tech has received multiple international recognitions including Startup World Cup 2025 (Central Asia Winner), InMerge 2025 (Kazakhstan Winner), and Global Finalist at the Entrepreneurship World Cup 2024 in Riyadh under the patronage of His Majesty the Crown Prince. Beyond her startup success, she actively mentors female founders from Kazakhstan, Uzbekistan, and the wider CIS region, helping them access Gulf markets and funding while serving as an advocate for women's entrepreneurship and innovation.

Name: Tania Plotnikova
Organization: pwron, Inc
Position: CEO

Tania Plotnikova is a tech entrepreneur and innovation leader with 15+ years of experience in B2B marketing, digital strategy, and product development across major telecom brands including Beeline, Kcell, MegaFon, and VEON, where she launched multiple product lines, built digital sales from scratch, and led cross-functional teams of up to 200 people. An alumna of the prestigious TechWomen program (Silicon Valley) with an Executive MBA from KIMEP and certifications from INSEAD and Growth Tribe Academy, she co-founded pwron.ai in late 2024, a disruptive AI-powered platform for market research and reputation intelligence. As the visionary behind pwron.ai, recognized as one of Kazakhstan's fastest-growing startups in the Top 41 most dynamic startups and selected into the Silkway Accelerator (by Google for Startups and Astana Hub), she has created an all-in-one research and reputation platform that radically disrupts the traditional market research industry by shrinking research timelines from months to days. The platform combines surveys, AI-powered analytics, and competitive intelligence in one flow, democratizing access to customer insight tools typically reserved for enterprises and helping businesses across finance, retail, and construction make faster, data-driven decisions.

Name: Aisuluu Zhamangulova
Organization: MUGALIM AI
Position: CEO & Co-Founder

Aisuluu Zhamangulova is the founder and CEO of MUGALIM AI, an EdTech platform that uses artificial intelligence to support teachers, improve educational quality, and reduce inequality in the classroom. What began as a volunteer movement during COVID-19, where she mobilized 300 mentors to train over 2,000 teachers in digital tools when schools moved online, evolved into a full-fledged EdTech initiative that has helped over 32,000 teachers generate more than 500,000 lesson plans, saving them 6–10 hours weekly. In 2024, MUGALIM AI won the Connected AI Startup Battle as Best AI in EdTech, earning international recognition and a $10,000 award. A 2023 alumna of the TechWomen program in Silicon Valley, she brings extensive experience in curriculum design, digital transformation, and financial literacy, having authored a school textbook on financial literacy still used in Kyrgyz schools. The platform now serves thousands of teachers across Kyrgyzstan with 900+ daily active users and is expanding to neighboring countries. Her long-term goal is to build Central Asia's first EdTech unicorn while partnering with organizations like Google, UNICEF, and the Ministry of Education to integrate AI responsibly into educational systems and demonstrate that technology should enhance rather than replace human teachers.

TECH DIPLOMACY AWARD

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

Name: Rinata Ilyubayeva
Organization: Al Farabi Innovation Hub
Position: CEO

Rinata Ilyubayeva is the CEO of Al-Farabi Innovation Hub in Dubai, a cross-border platform that bridges innovation ecosystems between the Gulf region and Central Asia. With over 7 years of experience in KYC, Telecom, FinTech, and AI, she has led complex technology projects that enabled secure digital transformation in both public and private sectors. As CEO of Al-Farabi Hub, she fosters international collaboration, supports startup acceleration, and promotes responsible tech innovation across emerging markets. Through her leadership, the hub has become a practical platform for scaling Central Asian companies beyond borders, forming cross-regional partnerships, and creating visibility for founders from Kazakhstan, Uzbekistan, and neighboring countries. Her work contributes directly to increasing the IT export potential of the region and positioning Central Asia as an emerging source of technological innovation. She is a vocal advocate for inclusive digital growth and uses her platform to mentor tech professionals, connect founders with investors, and advise on scalable, ethical digital strategies that have directly impacted technology adoption and capacity-building efforts in Central Asia and the GCC.

Name: Ayazhan Mukanova
Organization: Kazakhtelecom JSC
Position: Director of International Projects Departments

Ayazhan Mukanova has led Kazakhstan's international digital engagement efforts with a background in technology and public administration, positioning the country as a key player in regional and global tech diplomacy. As former Director of the Department of International Cooperation at the Ministry of Digital Development, Innovations and Aerospace Industry, she led numerous bilateral and multilateral initiatives across Asia, Africa, and the Middle East. She played a central role in launching Kazakhstan's participation in GovStack Global, making Kazakhstan the first CIS country to pilot modular and open e-government architecture in collaboration with UN bodies. Under her coordination, Kazakhstan became an exporter of key e-government services such as Smart Bridge, Digital Family Card, and Smart Data Ukimet to partner countries including Tajikistan, Sierra Leone, and Togo. She was the principal organizer of the first SCO Digital Forum (Almaty, 2024) and co-led regional digital needs assessments in partnership with UNDP and the Astana Civil Service Hub. As Vice-Chair of UN ESCAP's AP-IS Working Group on Connectivity, she continues to shape digital infrastructure governance across Asia-Pacific while serving as Kazakhstan's

diplomatic voice in global forums such as the UN Public Service Forum and Asia-Pacific Ministerial Conference on Digital Inclusion.

Name: Avigail Menashe
Organization: STEM Consulting
Position: Founder

Avigail Menashe is the founder of STEM Consulting and a strategist driving tech ecosystem growth and cross-border innovation in Central Asia. As former CEO of the Kyrgyz Software and Services Developers Association (KSSDA), she facilitated connections between Central Asian senior executives, founders, and business leaders with U.S. corporations, investors, and partners, enabling strategic partnerships and knowledge exchange for over 100 regional leaders. She developed Kyrgyzstan's tech export development program and created the Central Asian Tech Awards, uniting innovators across the region. Widely acknowledged by Bloomberg, the U.S. Department of State (IVLP), and global development institutions as a leading "tech diplomat," she now leads the Turkic-American Angel Network, investing exclusively in U.S. and European deals with capital sourced from the U.S. and Turkic states. Her major achievements include persuading Bloomberg to feature Kyrgyzstan in their "Hello World" docuseries (achieving over 240,000 global views), leading Kyrgyzstan's debut at Japan IT Week, contributing to the nationwide "50,000 Programmers" initiative, and co-founding Kyrgyzstan's first export accelerator for IT companies. She also champions women in tech through programs like "Programmer Ayimdar" and "Sanarip Ayimdar," providing digital literacy and programming training to over 180 women in rural Kyrgyzstan.

Name: Fariza Niyatbekzoda
Organization: Technological University of Tajikistan
Position: Senior Lecturer

Fariza Niyatbekzoda is a Senior Lecturer at the Technological University of Tajikistan with more than 20 years of professional experience in science, education, and public service, dedicated to strengthening international collaboration in food technology and integrating innovative solutions into the education system. Through the EU-funded TAEETT Project (Transfer of European Educational Technologies in Food Production), she completed professional training in Slovakia and modernized university curricula in Tajikistan, developing new methodological guidelines and supporting professional development of teachers and students. Her recent focus on using Artificial Intelligence in food processing led to her 2025 publication "Automated systems for sorting and packaging food products based on Artificial Intelligence," exploring AI integration into traditional production lines in resource-constrained settings. Her scientific contributions include over 15 peer-reviewed articles, participation in more than 20 national and international conferences, and development of educational materials, plus she is the author of a patented national drink "Marhami Dil." As Deputy Dean for Science and Innovation (2022–2023), she coordinated research activities, engaged students in scientific Olympiads, and facilitated international academic collaboration, working

to ensure local innovations are recognized globally while bringing world-class practices into Tajikistan's classrooms and laboratories, with special focus on empowering students from rural and underserved regions through access to global science and technology.

Name: Lika Merabishvili
Organization: StrategEast
 Position: Regional Director for the Caucasus

Lika Merabishvili is the Regional Director for the Caucasus at StrategEast, where she leads strategic initiatives to strengthen tech ecosystems and foster international cooperation across the Caucasus region. Her work focuses on building bridges between regional tech communities and global partners, facilitating knowledge exchange, and promoting digital transformation through diplomatic engagement. As a key figure in regional tech diplomacy, she coordinates cross-border initiatives that enhance the visibility and competitiveness of Caucasus nations in the global technology landscape. Her leadership at StrategEast involves developing partnerships, organizing international forums, and creating pathways for tech professionals and entrepreneurs to access global markets and networks. Through her strategic vision and diplomatic approach, she contributes to positioning the Caucasus as an emerging hub for innovation and technology cooperation, while advocating for inclusive growth and sustainable digital development across the region.

GLOBAL LEADERSHIP WOMEN IN TECH® AWARD

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

Fidan Aydin
Organization: SOCAR Asia Pacific
Position: Technical Expert

Fidan Aydin is a distinguished IT leader and cybersecurity strategist with over 12 years of experience driving innovation, transformation, and cross-border collaboration in the technology sector. Her career spans critical roles in both public and private sectors, where

she has consistently combined technical excellence with strategic vision. Fidan served as the Chief Information Security Officer (CISO) at SOCAR-RUS, the Russian branch of the State Oil Company of Azerbaijan Republic (SOCAR). In this capacity, she played a pivotal role in building a technological and organizational bridge between Russia and Azerbaijan, aligning IT infrastructures, securing cross-border data operations, and introducing modern security frameworks tailored to the energy sector's critical demands. She is known for her ability to lead high-pressure digital transformation projects, implement scalable cybersecurity systems, and create environments where innovation and inclusion thrive. Fidan also actively mentors women in tech and is deeply committed to building a more equitable and forward-thinking digital future.

Yekaterina Rekhert
Organization: DataBoom
Position: Founder & CEO

Yekaterina became the first Woman in history of Kazakhstan to receive Microsoft Most Valuable Professional (MVP) award in 2021 and the second MVP in history of Kazakhstan. Microsoft MVP is an award given to fewer than 3,000 professionals globally to recognize their expertise, leadership and impact on technical community. Since 2021 Yekaterina has been able to confirm MVP award 4 times and is currently the only 4-time MVP in the history of Kazakhstan. This year (2025) she has become the first and only in the history of Kazakhstan who received MVP in 2 categories at once: Data Platform (including Power BI) and Microsoft 365 Copilot (AI). Since founding DataBoom in 2019, she has personally trained over 20,000 students and collaborated with more than 500 companies across Kazakhstan. For almost 7 years she is leading Kazakhstani DATA community (10,000+ members) that she founded in 2019 and since then organized 300+ free educational events on Data and AI for Kazakhstani community helping local people and especially women to learn data skills for free.

Azhar Mambetova
Organization: IFC (World Bank Group)
Position: Digital financial services consultant/ Product Management mentor

Azhar Mambetova is a digital financial services consultant and technology leader from Kyrgyzstan with over than 15 years of work at the intersection of fintech, policy, and digital banking. Her career spreads across banks, international development, and education — making her one of the most influential voices in Central Asia's banking system. Azhar has started her career by launching Kyrgyzstan's first mobile wallet (ELSOM) in 2012 and later became Managing Director of Digital Business at Kompanion Bank where she launched of the country's first branchless banking model — building a network of over 2,000 digital agents in remote and underserved regions. In her current role as Digital Financial Services Consultant for the International Finance Corporation (IFC), World Bank Group, Azhar advises national stakeholders on Open Banking, virtual asset regulation, and payment infrastructure. Additionally, she created the first national course on digital product

management in Kyrgyzstan in 2023 and educated more than 120 professionals from banks and fintechs.

Zaytuna Saydullaeva
Organization: TechXtile Hub / Founders School
Position: CEO / Co-Founder

Zaytuna Saydullaeva is a Chevening alumna, systems thinker, and ecosystem builder based in Tajikistan. She is working to build what doesn't yet exist in Central Asia—a grassroots startup infrastructure led by women, for women. Her mission is to create scalable, actionable pathways for women in tech—from early ideation to venture investment—in a region where startup ecosystems are still in their infancy. As the founder of Ilmhona Founders School, the region's first equity-free, founder-first accelerator, she has supported early-stage entrepreneurs to launch 12 MVPs, move 4 startups into revenue, and help 2 reach investor readiness, all within their first program cycle. Through Startup Weekend Tajikistan, she activates the earliest stage of the entrepreneurial journey—engaging both rural and urban youth in validating real ideas under real-time pressure in a context where tech entrepreneurship is still emerging. As a strategic partner of the TechnoWoman Initiative, she has worked to create a dedicated pipeline for women and girls to move from digital inclusion into true ownership and leadership in tech.

Mariam Gagua
Organization: DwellUP
Position: Co-Founder & CEO

Mariam Gagua is Co-Founder & CEO of DwellUP based in Georgia. She is recognized as a nominee for the Global Leadership Women in Tech Award in the Caucasus and Central Asia region for her contributions to the technology sector.

WOMEN IN TECH® LIFETIME ACHIEVEMENT AWARD

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

Name: Dr. Rena Alasgarova
Organization: Baku-Oxford School
Position: Deputy Head of Secondary School Academic

Dr. Rena Alasgarova is a distinguished educator, academic, and AI advocate whose two-decade career has profoundly shaped the integration of technology in education. With one completed and one ongoing PhDs in International Leadership and General Linguistics, Dr. Alasgarova exemplifies the fusion of academic excellence and applied innovation in the field of education technology. Her lifelong commitment to equity, learning, and digital empowerment is evident in her current leadership roles as Deputy Head of Secondary Academics at Baku Oxford School and Adjunct Instructor at ADA University, where she supervises master's theses and teaches a pioneering graduate-level course on the ethical and practical use of AI in education. She has trained hundreds of educators through professional development initiatives and designed curricula that embed responsible AI, critical literacy, and digital citizenship. Dr. Alasgarova is a published researcher in AI in education, language attrition, and pedagogical innovation, with peer-reviewed articles in Scopus-indexed journals. She has represented Azerbaijan and the broader Caucasus region in major international education and technology forums, including the EDEN Annual Conferences, SEACE, and PCE. Dr. Alasgarova's contributions to the European Digital Education Hub's Squad on Explainable AI (2025) helped produce a pivotal policy-aligned publication on transparency and human oversight in AI. A committed mentor and change leader, she has cultivated inclusive education environments, championed digital transformation strategies in secondary schools, and established quality assurance systems for AI-assisted pedagogy.

Name: Saltanat Mashirova
Organization: CPX
Position: OT Cybersecurity Lead

Saltanat Mashirova is an award-winning cybersecurity expert and one of the most recognized female leaders in the industrial cybersecurity space in Central Asia. Currently serving as a Product Management Lead at Honeywell, Saltanat brings deep expertise in securing critical infrastructure across sectors such as oil & gas, energy, manufacturing, and smart buildings. Her responsibilities include ISA/IEC 62443 compliance, risk assessments, vulnerability remediation, and system acceptance testing for both brownfield and greenfield projects. Saltanat holds a Master's degree in Networked Systems from the University of California, Irvine—earned through Kazakhstan's Presidential Scholarship—and is certified in CISSP, CISA, CISM, TOGAF, and ISO 27001. She regularly speaks at international conferences and has contributed to Singapore's OT Cybersecurity Masterplan 2024. As founder of Women in Cybersecurity Kazakhstan, she initiated a Telegram-based community offering mentorship, resources, webinars, and intern opportunities. She served as ISACA Astana Chapter President, leading educational programs, internships, and meetups to strengthen cyber literacy and visibility of women in Kazakhstan's cybersecurity ecosystem. She serves on advisory boards for siberX (Canada), Women of Security, WomenTech, and the Global Cybersecurity Observatory. Saltanat has been recognized as Cybersecurity Woman of the World finalist, "Top 40 Under 40" global leader, and featured on SC Media's "Women to Watch" list.

Name: Gulmira Issabekova
Organization: National Informational Technologies, JSC
Position: Deputy Chairperson of the Board (Deputy Chairwoman)

Gulmira Issabekova is a distinguished leader whose 14+ year career has been devoted to building a transparent, citizen-focused digital government in Kazakhstan. Her work has consistently turned ambitious ideas into practical digital solutions that millions rely on today. Starting at National Information Technologies JSC (NITEC) in 2011, Gulmira advanced from promoting early e-services to managing and leading complex national projects. In 2014, she led the complete redesign of Kazakhstan's e-government portal, transforming it into a trusted source for state services and information. This overhaul increased user traffic by 2.5 times and set a new benchmark for citizen engagement. At Zerde Holding, Gulmira managed critical public safety technology projects for the General Prosecutor's Office. She coordinated the launch of a groundbreaking mobile app for Kazakhstan's traffic police, which digitized violation reports, minimized corruption risks, and raised traffic fine collections by 30%. As Director of E-Government Services Support at NITEC during the COVID-19 pandemic, Gulmira led urgent digital adaptations that ensured continuous access to public services amid lockdowns. Under her leadership, new laws enabled fully online issuance of digital signatures and remote vehicle sale registrations. In the insurance sector, Gulmira brought digital-first thinking to private industry by launching dtp.kz at Freedom Finance Insurance. Returning to NITEC in a senior leadership capacity, Gulmira now serves as Deputy Chairperson of the Board, overseeing the rollout of the visionary Egov 3.0 initiative.

Name: Rakhat Zhusumambetova
Organization: MBANK
Position: Head of department of the development digital services

Rakhat Zhusumambetova is a leader whose mission is to build a digital future where people come first. For over a decade, she's been at the heart of Kyrgyzstan's digital transformation — first as Deputy Minister of Digital Development, and now as Head of the Department for Digital Services Development at MBank, the most innovative and forward-thinking bank in the country. She built Tunduk — National Electronic Interoperability System that connects more than 80 public and private institutions, enabling real-time data exchange and eliminating paperwork and bureaucracy. She created the Tunduk E-Government Services Portal bringing over 130 government services online and developed the Tunduk Mobile App — a citizen's digital cabinet that provides services and shows which government agencies accessed their personal data and when. She established ESIA — Unified Digital Identification System, a secure, centralized login and authentication platform for accessing all government e-services. She's working on the Digital Code of the Kyrgyz Republic, the first legal framework in Central Asia to unify laws related to data, AI, cybersecurity, and the digital economy. Today at MBank, she brings her public sector experience into fintech — leading digital product development, improving customer journeys, and launching innovative solutions. The Tunduk project was recognized by the OSCE as one of the most successful digital reforms in 50 years. She mentors young women through UNICEF's "Girls in Science" program to show them that technology can be led by them.

Name: Beknazarova Saida Safibullayevna
Organization: Tashkent University of Informational Technologies
Position: Professor of department Television and media technologies

Beknazarova Saida Safibullayevna is a woman in science and technology from Uzbekistan whose life's work has been driven by the desire to create impact through innovation, mentorship, and the belief that knowledge must be shared. Over the past two decades, she

has devoted herself to research, education, and empowering young women in tech. She is a proud member of several national and international scientific communities, including the International Organization for Women in Science (OWSD) under UNESCO and TWAS, the Republic Organization of Women in Science (Olima), and the Center for Women Innovators in Uzbekistan. She also serves as a member of the Youth Academy of Uzbekistan under the Ministry of Innovation Development. She has authored 489 scientific publications, 14 monographs, 5 manuals, and developed 21 software products aimed at optimizing the delivery of audio, video, and text data. She has guided 4 students who received the Beruni State Scholarship, 7 winners of the Muhammad Al-Khwarizmi Scholarship, and 4 awardees of the national IT Development Scholarship. She leads the Programmer Girls' School under the Women's Committee of Uzbekistan. Her work has been recognized with numerous awards including Gold Prize at the 18th Korea International Women's Invention Exposition, Grand Prix winner of the "Woman of the Year" award (2018, Uzbekistan), Shukhrat Medal recipient (2020), and Winner of the "Best Young Scientist – 2020" award across the CIS.