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A young girl with dark hair in pigtails, wearing a light-colored t-shirt and denim overalls, is balancing on a hand. She is smiling and holding a small stuffed unicorn with pink hair in her right hand. The background is a clear blue sky with some green foliage visible at the bottom.

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2023 Athens, Greece

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# editorial



The annual Directory of the American-Hellenic Chamber of Commerce aims to document the Chamber's activities, highlight key developments in the Greek economy, present up-to-date information on Chamber members, and showcase our work throughout the year. This year especially, I am particularly proud to present to you this newest edition, which highlights the Chamber's fast reflexes as we navigated the past year's turbulent circumstances and provides a comprehensive overview of the Chamber's activities and initiatives. Directory 2023 also showcases the Chamber's role as a leading business and networking organization and presents a clear updated overview of the Greek economy and the country's business and investment environment.

The year we just left behind was a difficult one. Russia's invasion of Ukraine and its ongoing war of attrition in the country will indisputably impact geopolitical balances in Europe and around the world for years to come. 2022 also left us with an uncertain economic environment, persistent inflation, a major energy crisis and ongoing supply chain problems. Nevertheless, current prospects for the Greek economy look promising, and investor interest is on the rise thanks in part to attractive opportunities in various sectors of our economy. At the same time, geopolitical developments favor Greece to strengthen existing alliances and establish new ones in a bid for the country to reclaim its leading role in Southeast Europe.

Building on an exceptionally successful program of events and initiatives in 2022, our Chamber has set a new series of ambitious goals for 2023, aiming to support Greek business and contribute to a robust investment environment in our country, secure a larger and more dynamic presence in U.S. markets, and establish more international partnerships across the Mediterranean and the Balkans, as well as to further advance economic and trade relations between the United States and Greece.

Through the dedicated work of our committees and an array of high-level activities throughout Greece and in the U.S., we will continue to advocate sustainable growth and good practices for business as well as changes that empower entrepreneurship, and to showcase the country's potential and its wealth of investment and business opportunities. We will keep pushing forward with bold initiatives, policy proposals and advocacy across key areas, steadfast in our commitment to contributing to a new era of growth and a sustainable future for the country, bolstering Greece's place as a regional leader on the world map.

With the publication of this new Directory, I wish to extend a warm thank you to all our members for their ongoing and valuable support of our mission.

**ELIAS SPIRTOUNIAS**

*Executive Director  
American-Hellenic Chamber of Commerce*

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# Message from the President



This past year seemed to challenge the very nature of so much that we hold dear and know to be true, throwing countries around the world into economic, political and social turmoil. Yet long before Russia's invasion of Ukraine and the subsequent energy crisis that triggered, Greece had already had to face its proverbial demons. Over almost 15 years of successive crises, Greece had to deal with critical issues, from the debt crisis and the fallout of the recession to bankruptcies, the collapse of several sectors of the economy, soaring unemployment, and growing domestic discontent. To finally shift the country out of the decade-long economic crisis and kickstart the economy proved to be a long and arduous process. In the end, what made it possible was striking the right balance of fiscal acuity, strategic foresight, resolve, and determination to acknowledge and address the issues and deficiencies that had long stifled change and progress in the country. And the key to this was the realization that it is up to us to create the conditions for our future and define our new outlook as we move forward.

It is thanks to the hard work to overcome these challenges that Greece is in the position it is in today—that despite the war in Europe and its impact, the human tragedy and countless lives lost, the ongoing energy crisis, and global geopolitical upheavals, Greece remains a pillar of stability in Southeastern Europe and the Eastern Mediterranean and a strong partner to the United States in ensuring regional stability and security.

Now, as we enter 2023, Greece is faced with a historic opportunity to create the conditions for sustainable economic growth and development and must work hard to maintain its new role on the world map. To achieve this, we must boost productivity, secure new investments and integrate innovative production methods and new technologies. We are already moving in this direction, with a growing trend of sizeable investments by global industry giants, many of them from the U.S., that are significant not only in terms of the considerable figures each represents and their cumulative effect on the overall transformation of Greek business and society. I am positive that by continuing to work toward streamlining processes, maintaining an investment-friendly tax framework, and enhancing the efficiency and transparency of its public administration, Greece will further establish itself as an attractive investment destination.

At the American-Hellenic Chamber of Commerce, we are committed to advancing the interests of member companies and contributing to top-level knowledge-sharing, advocacy, and policy development in the country. Working through our specialized sectoral committees and extensive international network, we will continue to strengthen the close bilateral relationship between the U.S. and Greece and support transatlantic cooperation at all levels, while also working to establish a modern and attractive business environment in Greece, capable of sustainably driving the country's economy.

**NIKOLAOS BAKATSELOS**

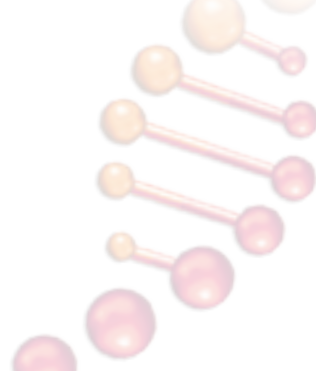
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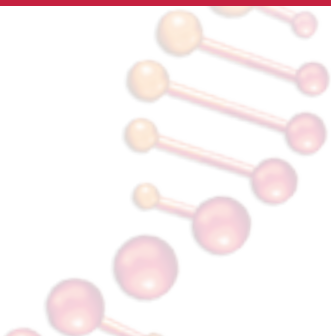
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Gilead is a global company of over 15,000 employees with 28 currently marketed therapies. Gilead entered the Greek market in 2001 with innovative medicines to treat HIV, Hepatitis B, D and C, Haematology/Oncology, Covid-19 and Invasive Systemic Fungal Infections as well as Cystic Fibrosis. Today, Gilead Sciences Hellas occupies 55 people focusing on medical, regulatory and commercial activities.



# Hellenic Republic

## Ministry of Finance



We are entering 2023 under the pressure caused by the unprecedented and continuous exogenous crises that marked the previous year and continue to cast their shadow on the world and our national economies. Under these circumstances, governments are called upon to reinforce the resilience and competitiveness of our economies through the implementation of effective and farsighted policies. In Greece, during the last three years, the government has been adopting policies reflecting these principles and resulting in important achievements: economic activity is maintaining its growth momentum; GDP composition is positively changing; labor market developments have been positive; the banking sector has made marked progress; public finances have resumed their improving trajectory; and the Greek sovereign has been upgraded 11 times in the last three years, and since last August, Greece has returned to normal European economic surveillance. This all proves the effectiveness of the government's prudent and reform-oriented economic policy, which is based on six pillars:

1. Targeted, temporary support measures, especially for vulnerable social groups, without compromising our fiscal targets and the dynamics of our public debt.
2. A credible fiscal path, mainly based on GDP expansion, with higher permanent tax revenues, enhanced by growth-friendly reduction on taxes and social security contributions.
3. A smart debt issuing strategy, which allows for maintaining substantial cash buffers.
4. Enhanced liquidity in the real economy, through banks' credit expansion, the development of the loan facility of the National Recovery and Resilience Plan, and the new insolvency framework.
5. Utilization of public property through the implementation of the Asset Development Plan and structural reforms.
6. Sound utilization of available European funds. The Greece 2.0 - National Recovery and Resilience Plan is in full swing.

Despite difficulties and international volatility, Greece has turned a page thanks to the methodical, joint efforts of its citizens, businesses, the Government and institutions—such as the American-Hellenic Chamber of Commerce, which over 90 years has contributed significantly to improving Greece's business environment, promoting investment and enhancing relations between Greece and the United States.

Yet, we still face increased uncertainty, significant challenges, and risks related to energy prices and inflation. We are fully aware of the difficulties ahead, but we also have the ability, experience and knowledge to continue doing the hard work, preserving all that we have achieved, and capitalising on our progress. This is why I am positive that in 2023, citizens will give us their vote of confidence in order to further strengthen our economy and improve their daily life and Greece's prospects.

**CHRISTOS STAIKOURAS**  
*Minister of Finance*





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# Hellenic Republic

## Ministry of Development and Investments



2022 has been a momentous year for Greek-US relations, as our long-standing strategic cooperation has reached an all-time high and at the same time imprinted into the economic sphere to an unprecedented extent. Over the past year, Greece attracted new iconic investments from significant US companies, and more new projects are on track for 2023 onwards.

Microsoft, JP Morgan, Google, Pfizer, Amazon Web Services, Digital Realty, Chubb Insurance in cooperation with Deloitte in the IT sector (digital hubs, R&D, and data centers), the Texas-based energy company 547, Invenergy (the US's largest privately held green energy company in the energy sector), Blackstone, Goldman Sachs, Hines, Marriot, AMResorts, and Hard Rock International, in the leisure industry, are among the new US investors in Greece, to name but a few. Goldman Sachs in particular has chosen Greece for its first ever investment in tourism aiming at high-income earners.

An enduring symbol in US-Greece investment relations is, of course, ONEX's investment—with the strong support of the United States government and financing from the United States International Development Finance Corporation (DFC)—in Elefsina Shipyards, which marks the revival of the Greek shipbuilding industry.

All these investments, coupled with improvements in our country's business environment (Greece is the top country in the world in improving its business environment since Q4 of 2019) and the introduction of new financing instruments, mainly through the Greece 2.0 National Recovery and Resilience Plan, will serve as a catalyst for attracting many more US investments in the coming years, especially as Greece emerges as both the gateway to a huge market covering Southeast Europe, the Middle East and beyond, and the guarantor of European energy security, whilst simultaneously implementing a bold energy transition.

I strongly believe that many more US companies will gain momentum to invest in the country that has been declared by The Economist as the "economic winner for 2022" and forecast by the European Commission as the "European Union's champion 2002-2024 in terms of investment growth rate."

In this context, the role of the American-Hellenic Chamber of Commerce is of utmost importance. As the minister responsible for supervising all Chambers in Greece, I can assure that the American-Hellenic Chamber of Commerce is an exemplary Chamber in terms of management, operation and contribution to the continuous improvement of bilateral relations between the Hellenic Republic and the United States. There is no doubt that the aforementioned results would not have been achieved without the American-Hellenic Chamber of Commerce.

I wish you all a fruitful and prosperous new year!

**ADONIS GEORGIADIS**

*Minister of Development and Investments*



## Χρησιμοποιούμε τη δύναμη επιστημών αιχμής για να σώζουμε και να βελτιώνουμε τις ζωές των ανθρώπων σε όλο τον κόσμο.

Για περισσότερο από έναν αιώνα βρισκόμαστε στην πρώτη γραμμή της έρευνας, ανακαλύπτοντας φάρμακα, εμβόλια και καινοτόμες λύσεις υγείας που κάνουν τη διαφορά στη ζωή εκατομμυρίων ανθρώπων. Ακούμε τις ανάγκες των ασθενών και λειτουργούμε υπεύθυνα ώστε να διασφαλίζουμε πως οι θεραπείες μας είναι προσβάσιμες σε όσους τις χρειάζονται.

Δεσμευόμαστε ότι θα συνεχίσουμε να εργαζόμαστε για ένα υγιέστερο, φωτεινότερο μέλλον για όλους.





# U.S. Embassy In Greece



It has been less than a year since I had the great honor of presenting my credentials as Ambassador of the United States to Greece to President Sakellaropoulou. And what I told the President then is just as true today: There could be no better time to serve in this position. As the son of Greek immigrants who arrived in the United States with little more than their values and determination to build a better life for our family, I have been doubly blessed: I have had the opportunity to live out the American dream, and at the same time, I have had instilled in me from a young age the strong Hellenic ideals of *kalosini*, *agape*, and *philotimo*, the love of honor and commitment to do what is right. And as a proud Greek-American, I am truly honored to have the opportunity to be here today in this role, serving the United States and working to further strengthen the ties between the U.S. and Greece, while also bearing witness to the decisive efforts Greece is making to carve out a new, better future for itself.

As more and more U.S. companies are calling Greece home, it is my top priority to work with our partners and friends throughout the Greek government and industry to build on this great momentum and encourage even more investments and opportunities to strengthen the economic ties between our countries, not just for the two but for the benefit of the entire region. We have already seen successful investments in Greece by major U.S. firms—a testament to the extraordinary value proposition Greece offers—and I know that others will follow.

And while a sovereign European state faces a full-on invasion so close to us, it is more critical than ever that the United States, Greece and our transatlantic allies work together. That includes advancing shared goals for strengthening democracy throughout the Balkans. We commend Greece's leadership role to that end because it fosters regional prosperity and stability.

I am proud of all we have accomplished together—and much of this would not have been possible without our great partnership with the American-Hellenic Chamber of Commerce. We will continue to look to the Chamber as our partner and friend in highlighting the best the United States has to offer and helping Greece overcome challenges to continue its development as the leading pillar of stability in Southeastern Europe. I would like to thank the American-Hellenic Chamber of Commerce as well as the Greek and American business communities for your contributions to bringing our two countries closer together. Enhanced business cooperation between our two nations is one of the fundamental pillars of our bilateral relationship and is vital to ensuring that Greece continues along the path of economic growth and reform.

As we move ahead into 2023, I wish everyone at the American-Hellenic Chamber of Commerce and all chamber members continued success in all your endeavors!

**GEORGE J. TSUNIS**

*U.S. Ambassador to the Hellenic Republic*

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# Chamber Pages

DIRECTORY

# The Chamber in Brief

Established in 1932, the American-Hellenic Chamber of Commerce – also known as AmCham Greece and AmChamGR – is one of the largest, most active and dynamic American Chambers in Europe. Its membership comprises US companies doing business in Greece and Greek companies doing business in and with the United States, all driven to expand their business horizons, create new business partnerships and synergies, and make the most of trade and investment opportunities as they arise in today's fast-paced global environment. The Chamber is dedicated to facilitating these endeavors and promoting business and economic relations between the United States and Greece.

The American-Hellenic Chamber of Commerce is a wholly autonomous not-for-profit organization and does not receive any subsidy from any government or government body. It is an active member of the United States Chamber of Commerce in Washington DC and of AmChams in Europe, which is the umbrella organization for 46 American Chambers of Commerce from 44 countries throughout Europe and Eurasia.

## MISSION STATEMENT

The American-Hellenic Chamber of Commerce strives for the continuous enhancement of business, economic, financial, and trade relations between the United States and Greece, working to achieve this through an

ever-growing membership base, able and effective advocacy, and a strong portfolio of recurring and one-off events, exhibitions, forums, seminars, and summits on both sides of the Atlantic.

## THE CHAMBER'S WORK

True to its founding mandate to promote business and economic relations between the United States and Greece, the American-Hellenic Chamber of Commerce champions trade and investment between the two countries,

## AMCHAM GREECE CONNECTS

Membership is open to and includes US companies doing business in Greece – including all the major US corporations operating in the country – as well as Greek small and medium size enterprises, growth- and late-stage startups, independent entrepreneurs, and NGOs, all of which share a common interest in the mission of the Chamber.

## AMCHAM GREECE SUPPORTS

As part of its commitment to promoting US-Greek commerce and trade relations, the Chamber works to facilitate US business ventures and investments in Greece and at the same time actively supports Greek companies seeking to enter or expand their operations



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in the US market; it does so through a series of targeted events, seminars and dedicated services that ensure members have access to up-to-date information and specialized tools with which to effectively understand and navigate the relevant legal and regulatory frameworks, demographics, and regional and national market dynamics.

### AMCHAM GREECE LIAISES

Building on its unique position and its impeccable reputation over the past 90 years, the Chamber liaises between the private sector and government, helping to establish and enhance communication between Greek and US businesses and various state offices and public agencies in order to maintain and enhance entrepreneurial momentum and contribute toward a strong, fair and competitive business environment in Greece.

### AMCHAM GREECE LEVERAGES

Recognizing the treasure trove of knowledge and insight at its disposal, the Chamber expertly harnesses this considerable potential, focusing it through 25 special-focus committees, leveraging the cumulative expertise of its members to address key issues facing business today, promote best practices and the principles of good entrepreneurship, and drive positive change across the country's business and investment landscape.

### AMCHAM GREECE ADVOCATES

Prioritizing the needs and interests of its members, and always guided by its commitment to advancing economic and business relations between Greece and the United States, the Chamber serves as a spokesperson to governments and their agencies, capitalizing on its expansive network and knowhow to advocate for the necessary policies, reforms and other measures that encourage entrepreneurship and sustainable economic development through inclusive growth and an open economy.

### AMCHAM GREECE ORGANIZES

The American-Hellenic Chamber of Commerce deploys a wide range of tools in the pursuit of its mandate, not least of which is its impressive portfolio of annual, recurring and one-off events, happenings and initiatives.

These include:

- Prestigious national and international conferences featuring the participation of renowned experts and prominent speakers, including heads of state and senior government officials, Greek and foreign dignitaries, policy specialists and think tank analysts, industry leaders and senior business executives, experienced as well as young entrepreneurs, and other thought leaders;
- Hellenic Pavilions at major international events and exhibitions, expertly designed and implemented to showcase Greek entrepreneurship and the significant potential of the country's business community;
- US Pavilions at major international exhibitions and trade fairs in Greece, including the annual TIF;
- Business delegations to and from the United States, as well as in countries in the broader region of Southeast Europe, aiming at expanding business horizons and opportunities for economic cooperation across a number of key strategic sectors;
- Investment roadshows and forums in the United States, organized in partnership with the Athens Exchange Group, which showcase investment opportunities for US firms in Greece and facilitate networking and opportunity matching between parties; and
- Open and closed networking events and other meetings to further support growth opportunities and potential business synergies.

### AMCHAM GREECE PUBLISHES

The Chambers publishes toolkits in key interest areas as well as annual white papers summarizing its Committee's positions and insights for their respective areas of focus. Additional publications include the Annual Review, summarizing the Chamber's key accomplishments and initiatives over the year, and the annual Directory, which features up-to-date business and member listings, quick reference guides for doing business in Greece and the United States, and an overview of recent economic and regulatory developments in the countries. The Chamber also publishes Business Partners, a bimonthly magazine distributed to Chamber members and key individuals and organizations across the local and international business community, diplomatic corps and government officials, as well to subscribers in Greece to the International New York Times.

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# Chamber Executive Committee



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**Christos Harpantidis**  
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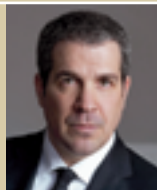
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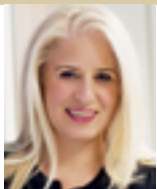
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KOUIMTZIS GROUP



**Venetia Koussia**  
VENETIA KOUSSIA



**Emiliou Kyriacou**  
CITIBANK EUROPE  
GREEK BRANCH



**Siana Kyriacou**  
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**Christos Megalou**  
PIRAEUS BANK



**Theodosios Michalopoulos**  
MICROSOFT HELLAS



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**Panos Papazoglou**  
EY



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IBM HELLAS, IMB EMEA



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PwC



**Zachary Ragousis**  
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ACCENTURE



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**Andreas Stylianopoulos**  
NAVIGATOR TRAVEL  
& TOURIST SERVICES



**Michael Tsamaz**  
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CISCO SYSTEMS HELLAS



**Sofoklis Yiannacou**  
AB VASSILOPOULOS

# Committees

Through its 25 special-focus committees, the American-Hellenic Chamber of Commerce harnesses the experience and knowledge of its membership, focusing its cumulative expertise on some of the most pertinent and vital issues facing the country's business community today.

## ONE VOICE • ONE MESSAGE • ONE TEAM

Coordinated by Chamber staff and composed of sectoral experts, senior executives of the Chamber's corporate members, AmCham Greece committees tap into decades of top-level insights and exceptional in-depth understanding of the intricate workings of the Greek and international business environment, and in doing so, they play a crucial role in the Chamber's development. First and foremost, the committees of the American-Hellenic Chamber of Commerce help formulate the Chamber's strategic goals and role in their respective focus areas and serve as the Chamber's core interface vis-à-vis the government and various institutional and

societal stakeholders. In addition to monitoring and analyzing the latest developments and trends, the committees also spearhead Chamber initiatives in their respective fields, taking the lead in organizing conferences and exhibitions, preparing and managing trade missions, hosting special-interest seminars, and holding media briefings. They also prepare position papers and put forth policy points and proposals to both advance the interests of the Chamber's membership and contribute to the development of policy and legislation in the corresponding areas and, where appropriate, support government efforts to these ends.





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## CHAMBER COMMITTEE MISSION STATEMENTS

**AGROTECHNOLOGY COMMITTEE**

To act as a catalyst among producers, industry and government; to help form a national strategy and facilitate reforms across the agro-industry value chain; and to enhance competitiveness and to develop a framework for local products to penetrate world markets, and the US market in particular.

*Committee Chair: Athanasios Kouimtzis*

*Committee coordinator: Nikos Tsavdaroglou*

**AUDITORS COMMITTEE**

To conduct the legally required auditing of the Chamber's accounts and receipts and the overall work of the Chamber's board of directors for each calendar year; to ascertain that the administration of the Chamber's finances, and its operation in general and in every respect, is carried out in proper order; and to ensure that all accounting entries and respective vouchers are in order and all relevant supporting information is provided.

*Committee coordinator: Andriana Hadjianagnostou*

**CIRCULAR ECONOMY COMMITTEE**

To promote circular economy initiatives by organizing events; to keep Chamber members up-to-date with all relevant developments at the national and European level; to introduce and promote best practices that enhance circular economy and environmental policies; to serve as a think tank and sounding board and participate in public consultations and in national and international forums and events; and to liaise between the business community and the Greek government.

*Committee Chair: George Kremelis*

*Committee coordinators: Sofia Chaidogiannou, Frosso Paneta*

**CORPORATE GOVERNANCE COMMITTEE**

To present, drawing from local and international experience, the principles of corporate governance for building highly effective boards and corporations by balancing power, performance and profits with integrity, transparency, accountability, and reform, in both the private and public sectors.

*Committee Chair: Maria Theodoulidou*

*Committee coordinator: Daphne Constantinidou*

**CORPORATE RESPONSIBILITY COMMITTEE**

To serve as an agent for change toward sustainable business, transmitting knowledge on corporate responsibility applications to corporations operating in Greece, and to act as an influencer for government and stakeholders for recognizing corporate sustainability as a key element of business and societal growth.

*Committee Chair: Pakis Papademetriou*

*Committee coordinator: Angela Boyatzis*

**CULTURE COMMITTEE**

To develop relationships and networks among the cultural, business, academic, and political spheres and identify initiatives to advance Greece's cultural wealth in ways that promote economic growth, outward-oriented exchanges, and diplomatic overtures; and to audit Greece's cultural management expertise and practices, aiming at forging a sustainable cultural strategy among active stakeholders.

*Committee Chair: Zozo Lidoriki*

*Committee coordinator: Katerina Tzagaroulaki*

**EDUCATION, INNOVATION AND ENTREPRENEURSHIP (EIE) COMMITTEE**

To explore, develop and implement new ideas and initiatives for: fostering R&D in the academic and business community; showcasing and disseminating best practices for efficiently aligning the educational framework with the trends and demands of today's market; connecting academia with the real economy; and bridging the gap that currently stands between innovation and investment.

*Committee Chair: Litsa Panayotopoulos*

*Committee coordinator: Katerina Tzagaroulaki*

**EMPLOYMENT COMMITTEE**

To establish a hub for insight and new ideas with regard to the immense challenges in employment and the labor market, capable of propelling a new approach, dynamic collaborations and practical solutions for addressing issues concerning unemployment, the talent mismatch and ongoing brain drain, while also supporting efforts to create new, quality jobs that will unleash the potential of the Greek workforce.

*Committee Chair: Dr. Venetia Koussia*

*Committee coordinator: Sofia Chaidogiannou*

**ENERGY COMMITTEE**

To review and discuss energy related policies in Greece; to formulate and submit recommendations and proposals to the government regarding the utilization of new technologies, best practices, knowhow, and innovative thinking, as well as to facilitate and support the development and implementation of business investment plans; and to develop an effective network for technology and expertise transfer between Greece and the United States.

*Committee Chair: Dr. Kostas Andriosopoulos*

*Committee coordinator: Angeliki Dikeoulia*

**GES-GREEK ECONOMIC SUMMIT ORGANIZING COMMITTEE**

To uphold the Greek Economic Summit's reputation as one of the foremost events of its kind in the country; and to, each year, organize a summit that is timely, highly relevant, and thought provoking, boldly taking on the current





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challenges and developments, and bringing together representatives of the private and public sectors from Greece and abroad to debate and discuss key issues and trends affecting the Greek – and global – economy today.

*Committee Chair: Nikolaos Bakatselos*

*Committee coordinator: Angeliki Dikeoulia*

## INFORMATION TECHNOLOGY AND COMMUNICATIONS COMMITTEE

To act as a strategic planning advisor regarding: the effective advancement of ICT in the public and private sectors, by providing recommendations and policies to governmental and institutional stakeholders; the advancement of innovation and the promotion and dissemination of ICT best practices based on international standards, adapting and implementing selected programs and activities for the public and private sectors in order to boost their competitiveness, extroversion and international investments; and the development and expansion of collaborations with tertiary education institutions in Greece to design and implement joint research and innovation projects and initiatives designed to improve youth access to and opportunities in the ICT market.

*Committee Chair: Michalis Kassimiotis*

*Committee coordinator: Georgia Mamali*

## INSURANCE, SOCIAL SECURITY AND LABOR AFFAIRS COMMITTEE

To establish a forum that observes and evaluates developments in the private and public health and insurance sectors as well as the labor market in Greece so as to make recommendations on how to improve the country's insurance and labor environment and foster relationships and partnerships between the public and private sectors to the benefit of the Greek Economy.

*Committee Chair: Konstantinos Kremalis*

*Committee coordinator: Voula Tseritzoglou*

## INTELLECTUAL PROPERTY RIGHTS (IPR) COMMITTEE

To monitor and present, to Chamber members and other parties, new measures and recent developments in intellectual property law enforcement, IPR infringement policy for the protection of the world economy, and business strategies and policy for the protection of intellectual property rights.

*Committee Chair: Yannis Mastrocostas*

*Committee coordinator: Daphne Constantinidou*

## LEADERSHIP COMMITTEE

To add value in developing the quality of leadership among AmCham members and throughout the Greek business community; and to help young people become responsible business and social leaders within a foreseeable timeframe.

*Committee Chair: Artemis Miropoulos*

*Committee coordinator: Ritana Xidou*

## LEGISLATIVE REFORMS COMMITTEE

To examine issues concerning legislative reforms in our country, particularly those affecting Chamber members; to develop and submit proposals and positions to the government and relevant government agencies regarding the introduction of legislative reforms and/or the amendment of current legislation, with the goal of enhancing Greece's competitiveness; and to develop an effective network focused on legislative expertise transfer between Greece and the United States.

*Committee Chair: John Kyriakides*

*Committee coordinator: Daphne Constantinidou*

## MEDICAL DEVICES AND DIAGNOSTICS COMMITTEE

To create a pro-active forum that tracks and appraises developments in – and the quality of – the Greek healthcare system and its modernization; and to draw on local expertise as well as established and proven European and US business practices, to contribute to strengthening and, where necessary, reforming the Greek healthcare system to improve its efficiency and benefit citizens.

*Committee Chair: Theodore Liakopoulos*

*Committee coordinator: Voula Tseritzoglou*

## NORTHERN GREECE COMMITTEE

To set the Chamber's agenda in Northern Greece and to counsel on Chamber activities, initiatives and events in the region, including working luncheons and formal dinners, workshops and seminars, and, of course, important conferences that bring together Chamber members and top political and economic decisionmakers from Greece, the broader region of the Balkans and the Southeastern Mediterranean, and beyond.

*Committee Chair: Vassilis Kafatos*

*Committee coordinator: Nikos Tsavdaroglou*

## PHARMACEUTICAL COMPANIES COMMITTEE

To serve as a forum for examining developments, trends and issues in national healthcare and to serve as a catalyst for healthcare reform; to build bridges of cooperation and common understanding among all stakeholders and to create advantageous synergies for the benefit of patients.

*Committee Chair: Pascal Apostolides*

*Committee coordinator: Voula Tseritzoglou*

## PUBLIC AFFAIRS COMMITTEE

To design and host a series of public affairs private meetings that bring together senior representatives of the private and public sectors to discuss crucial issues concerning the Greek business and investment environment.

*Committee Chair: John Saracakis*

*Committee coordinator: Ritana Xidou*

## REAL ESTATE AND DEVELOPMENT COMMITTEE

To advocate for the real estate sector and contribute to shaping reforms and legislation conducive to the in-





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terests of the Greek real estate industry and economy; to develop and implement initiatives to enhance the industry's operation, efficiency and diversity of services; to facilitate foreign and local investor access to the Greek real estate market by promoting it, advising on the local business and regulatory landscape, and establishing communication channels with the government on issues concerning the industry; to make Chamber members aware of latent or unrealized real estate opportunities and advise them on regulatory challenges and forthcoming reforms as well as market trends and threats; to serve as an information and education hub on real estate, organizing relevant events and dispatching delegations to conferences, events and other endeavors.

*Committee Chair: Left Sikalides*

*Committee coordinator: Frosso Paneta*

### TAXATION COMMITTEE

To monitor the external support of US-interest and other Chamber member corporations operating in Greece, in their efforts to fulfill their taxation requirements, while addressing all major tax issues and dependencies, and not overlooking any lawful, tax saving opportunities; to uphold the committee's motto to *Make taxation a business partner*.

*Committee Chair: Ioannis Stavropoulos*

*Committee coordinator: Katerina Tzagaroulaki*

### TOURISM COMMITTEE

To create a platform for AmCham members active in the tourism industry to identify their business, legislative and marketing priorities and concerns and to develop and implement an annual action plan to advance these priorities, concerns and positions to the appropriate government departments, public agencies and other relevant institutions; and to support Chamber members by offering networking opportunities, educational events and activities that promote and strengthen tourism relations between Greece and the United States.

*Committee Chair: Tim Ananiadis*

*Committee coordinator: Angeliki Dikeoulia*

### WOMEN IN BUSINESS (WIB) COMMITTEE

To expertly advocate for women in business leadership, leverage their influence and inspiration across all sectors of the economy, and strengthen inclusion and diversity at all levels, by promoting best practices, visibly role modeling, storytelling and organizing key events.

*Committee Chair: Myladi Stoumbou*

*Committee coordinator: Angela Boyatzis*



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# Events and Initiatives

## US AND GREEK PARTICIPATIONS IN INTERNATIONAL EVENTS

Organization of the Greek National Pavilion at  
**AUSA Annual Meeting and Exposition, Washington DC**

Organization of the US Pavilion at  
**DEFEA – Defense Exhibition Athens**

Organization—in partnership with the North American Marine Environment Protection Association (NAMEPA) and in cooperation with the Int'l Propeller Club of the United States, Int'l Port of Piraeus and the Maritime Hellas Shipping Cluster-Hellenic Chamber of Shipping—of seminars at

**Posidonia International Shipping Exhibition, Athens**

## TRADE AND INVESTMENT MISSIONS TO THE US AND OTHER COUNTRIES

### Trade Missions

Single- or multi-destination missions to the United States and other countries, in co-operation with regional AmChams, for sectoral business delegations, including meet-and-greets, B2B meetings with local business representatives, and visits to relevant business sites and institutions.

### Investment Roadshow and Forum in the US

A multi-leg trade and investment roadshow in New York, Washington and other key US cities, organized by the Chamber to promote Greece as an investment destination.

## CONFERENCES, FORUMS AND TALKS

### Agrotechnology Conference

An annual conference focused on the latest developments in the broader agri-food sector, reflecting on recent trends and developments, discussing and promoting best practices, and exploring new technologies with the potential to improve productivity and the sustainable use of natural resources

### Corporate Governance Conference

An annual conference bringing together leading corporate governance practitioners, regulators and representatives of the public and private sectors

### Corporate Responsibility Conference

An annual conference focusing on effective corporate responsibility strategies for developing natural capital, optimizing human capital management and employee engagement, promoting meaningful community investment, and fostering win-win partnerships



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## Education, Innovation, Entrepreneurship events

Events dedicated to examining key issues that concern education and entrepreneurship among young people, with a focus on enhancing and upgrading education and cultivating innovation and entrepreneurial mindsets

## Export USA Forum

An annual forum focusing on the latest data, trends and developments in the US market and also featuring the participation of buyers, distributors and importers from the United States

## Greek Economic Summit (GES)

The foremost annual economic and political conference in Greece, the Greek Economic Summit (GES) brings together leaders and other prominent figures from across politics, economics, business and academia to discuss critical issues concerning the Greek and global economy, and to reflect on key trends and developments in the business environment

## HealthWorld

An annual event that provides a high-level platform for discussion of national healthcare issues and promotes cooperation and common understanding among business, political leadership and stakeholders, aiming to benefit citizens and enhance state healthcare

## Intellectual Property Rights events

Events dedicated to examining the latest measures, developments and best practices in raising awareness of and enforcing intellectual property laws

## Labor and Insurance Conference

Annual conference focusing on issues concerning the social security framework, the role of private insurance, the regulatory labor framework, and the advancement of employment

## Leadership Forum

A series of events designed for students and young entrepreneurs, these are hosted on the premises of participating businesses and feature CEOs and other business leaders sharing their experiences and insights on leadership management

## Southeast Europe Energy Forum

An international forum focusing on developments in and pertaining to the region's energy sector, with a comprehensive scope that includes policies, geopolitics, market trends, and financing

## Startup Toolkit seminars

A series of talks and seminars designed for aspiring entrepreneurs who are seeking funding

## Sustainable Talks

A series of focused single-subject dialogues on sustainability issues relating to implementing and achieving the United Nations Sustainable Development Goals (SDGs) in the context of the Greek business reality

## Tax Forum, Athens and Thessaloniki

Annual forums focusing on the latest developments in the tax regulation system, their impact on the business community and their implications for investment

## Thessaloniki Future Thinking Dialogues

TFTD was launched in 2021 to showcase Thessaloniki's immense potential and serve as a platform for open dialogue, analysis and the exchange of insights and ideas with a focus on Northern Greece.

## Tourism Conference

A major event tourism sector event held in Thessaloniki and bringing together key stakeholders from across the sector to reflect on and discuss key issues and put forth ideas and proposals to improve Greece's tourism product, with a strong focus on northern Greece

## Trade USA workshops

A series of workshops and seminars held throughout Greece and designed to inform local producers and exporters on the ins and outs of the US market and to advise them on how they can advance their products abroad

## Women in Business (WIB) events

Forums, luncheons, dialogues and seminars featuring prominent speakers from Greece and abroad and focusing on a range of key issues affecting the business community, aiming to provide vision and good practices for promoting gender equity in the workplace and succeeding in today's business environment

## NETWORKING EVENTS

### New Year's Reception and Thanksgiving Dinner

Annual networking receptions held in Athens and Thessaloniki and bringing together a large number of the country's business, political, and academic leaders

### Public Affairs, Closed Meetings

Working breakfasts and closed luncheons or dinners that bring together select business representatives with senior government officials and ministers, polit-



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### PUBLICATIONS

#### **Business Partners**

The Chamber's flagship medium, a bimonthly print-and-digital magazine focusing on the Greek business environment and trans-Atlantic relations, featuring members of the Chamber, thought leaders in business, international commentators, trends, trade makers, and opinion leaders

#### **Directory**

The Chamber's directory on doing business in Greece and doing business in and with the United States, in-

cluding a complete listing of Chamber members, organizations, resources, and US firms operating in Greece

#### **Annual Reviews**

Annual publications that summarize the Chamber's key accomplishments over the previous year

#### **Startup Toolkit**

A specialized publication dedicated to providing information on starting and aspiring entrepreneurs as they endeavor to navigate the Greek business environment

#### **Quality Internship Guide**

A publication designed to promote the role of internships in shaping an able, highly skilled workforce and boosting the competitiveness of Greek business and the country's economy

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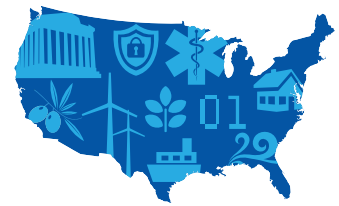
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## TradeUSA

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TradeUSA operates on a variety of levels and engages in diverse initiatives, including:

- Annual ExportUSA forums
- Workshops and seminars
- The Greek Exports Handbook platform
- U.S.F.D.A. updates and assistance
- Trade delegations
- Market research reports

Find out more about TradeUSA at [www.amcham.gr/tradeusa](http://www.amcham.gr/tradeusa)



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voluntary benefits  
Plan management  
and brokerage  
Specialty health and benefits  
Benefits administration

#### Wealth

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management, administration  
and investments  
Financial well being  
Flexible delegated solutions  
and advice

#### Global benefits management

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insights and transform your  
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Talent mobility  
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# Publications

Chamber publications are the primary interface tools of the American-Hellenic Chamber of Commerce.

Since 2009, all American-Hellenic Chamber of Commerce publications have been published under the Chamber's own Chamber Press imprint. Attached to all AmChamGR periodicals, directories, newsletters, position papers, books, and other printed and electronic material, the Chamber Press imprint provides a strong identity and unifies formal communication material issued by the Chamber.

American-Hellenic Chamber of Commerce publications include the bimonthly Business Partners magazine, the annual Directory and Annual Review, as well as brochures, studies, position papers related to Chamber events and committees, and a range of special interest publications.

## BUSINESS PARTNERS

Business Partners, the magazine of the American-Hellenic Chamber of Commerce, is the only premium B2B English-language journal detailing both the business environment in Greece and commercial relations between Greece and the United States. The magazine covers all aspects of business cooperation between the United States and Greece, features interviews with business leaders, policymakers and other prominent figures who influence trade and investment between the two countries, and reports on current investment opportunities.

## READERSHIP

The magazine's readership comprises top-flight individuals, decisionmakers, and opinion leaders. Business Partners is sent to all members and associates of the American-Hellenic Chamber of Commerce, a list that includes the top executives in the country. In addition, it is sent to embassy personnel, and to members of Greece's international business community.

## DISTRIBUTION

Business Partners is distributed to the executive floors of the leading hotels in Athens and Thessaloniki, to the business lounges at the Athens International Airport, and to the commercial offices of the Hellenic Republic in the United States.

## REACHING DECISION MAKERS

Our audience is focused, our readership is premier, and our distribution is highly targeted. The American-Hellenic Chamber of Commerce, founded in 1932, is one of the most well established, active, and forward looking Chambers in Greece. This makes Business Partners one of the best choices for advertisers who want to reach decisionmakers not only in Greece but also in the broader trans-Atlantic business market.

## EVERYBODY NEEDS A BUSINESS PARTNER

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## BUSINESS Partners





# Let's Work

REDISCOVERING THE POWER OF INTERNSHIPS

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ΕΛΛΗΝΟ-ΑΜΕΡΙΚΑΝΙΚΟ  
ΕΜΠΟΡΙΚΟ ΕΠΙΜΕΛΗΤΗΡΙΟ

## QUALITY INTERNSHIP GUIDE

Since 2016, the American-Hellenic Chamber of Commerce, working through its Employment Committee, has been organizing a focused range of skills labs and networking events specially designed to give young people — university students and young professionals — a competitive advantage in today's demanding job market. To further advance this goal, in 2021, the Employment Committee launched the Quality Internship Guide, a special American-Hellenic Chamber of Commerce publication that showcases the vital importance of internships and promotes dialogue among stakeholders from across the board in order to bridge the gap between the educational and business communities. The Quality Internship Guide aims to encourage an ever-growing number of companies to adopt and implement effective internship programs that will serve to attract youth talent and boost competitiveness, especially in the post-Covid era.



## STARTUP TOOLKIT

The American-Hellenic Chamber of Commerce, through its Innovation and Entrepreneurship (EIE) Committee, launched the Startup Toolkit in 2014 as a platform from which to promote startup entrepreneurship and develop the business skills of the country's startup community. Examining key topics in entrepreneurship, particularly as these apply in the context of the Greek business environment, in a straightforward and concise way, the Startup Toolkit is regularly updated, with the members of the EIE Committee — each an expert in their respective field — contributing up-to-date information on the latest market trends and developments.

The Startup Toolkit is an invaluable tool for up-and-coming and aspiring entrepreneurs, whether they are postgraduate students contemplating their first business endeavor or young professionals already in the process of setting up their business, offering unique insights into the country's business landscape and startup ecosystem and allowing them to gain crucial knowledge, broaden their perspectives, save time and money, and avoid frustration during the early stages of their endeavors.

## WHITE PAPERS

Every year, each AmCham Greece committee publishes a report, reviewing the main developments in their respective fields and putting forward their expert positions on the most significant relevant trends and issues. These white papers discuss challenges and opportunities ahead, feature valuable insights, and outline pertinent policy points and proposals that serve to advance Chamber member interests and benefit the respective industries in general.

# Chamber Activities 2022

Exhibiting fast reflexes, the American-Hellenic Chamber of Commerce began hosting digital events as early as May 2020 in response to the Covid-19 outbreak. Almost three years later, in 2022, the American-Hellenic Chamber of Commerce is happy to be hosting conferences, workshops and other events in physical presence once again and less in hybrid format.

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<b>FEBRUARY 3</b>	<b>NEW YEAR'S RECEPTION</b> Athens, Athenaeum InterContinental Hotel – hybrid event	<b>MARCH 20-21</b>	<b>BUSINESS BEYOND BORDERS</b> trade mission to Skopje, North Macedonia, jointly organized with AmCham North Macedonia Skopje, DoubleTree by Hilton
<b>FEBRUARY 16</b>	<b>CLOSED BREAKFAST MEETING</b> with US DAS Erika Olson, Deputy Assistant Secretary overseeing policy for Southern Europe and the Caucasus in the Bureau of European and Eurasian Affairs at the US Department of State Athens, King George Hotel	<b>MARCH 23-24</b>	<b>AMCHAMGR PARTICIPATION</b> in the annual Brussels Briefing for European AmChams (3/23) and Transatlantic Conference 2022 (3/24) in Brussels, Belgium
<b>FEBRUARY 21</b>	<b>10th AGROTECHNOLOGY CONFERENCE</b> Rebranding Agriculture: Farming Solutions for Global Challenges Thessaloniki, The MET Hotel – hybrid event	<b>APRIL 4</b>	<b>CLOSED BREAKFAST MEETING</b> with Minister of Environment and Energy Kostas Skrekas, US Ambassador Geoffrey R. Pyatt, and Benjamin Haddad, Senior Director of the Atlantic Council's Europe Center, and Energy Committee members, which included the presentation of the AmChamGR-Atlantic Council SE Europe energy report authored by Katerina Sokou Athens, NJV Athens Plaza
<b>MARCH 4-6</b>	<b>CULTURAL TRIBUTE TO LIBERTY</b> online culture festival inspired by the bicentennial of the Greek Revolution of 1821 and its legacy of celebrating democratic ideals online event	<b>APRIL 6</b>	<b>CLOSED BREAKFAST MEETING</b> with US DAS Laura Lochman, Deputy Assistant Secretary for Energy Diplomacy in the Bureau of Energy Resources at the US Department of State Athens, AmChamGR Headquarters
<b>MARCH 10</b>	<b>MOU</b> signed between AmChamGR and Elevate Greece aimed at mentoring and providing networking opportunities for startups and boosting Greek entrepreneurship and innovation Athens, AmChamGR Headquarters		



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<b>APRIL 7</b>	<b>CLOSED BREAKFAST MEETING</b> with United States Ambassador to Turkey Jeffry L. Flake Athens, Hotel Grande Bretagne				developed in the context of AmChamGR's MOU with the Greek Public Employment Service (DYPA)
<b>APRIL 27</b>	<b>CLOSED LUNCHEON</b> with Averof Neofytou, President of DISY (Cyprus), as guest speaker Athens, Athens Club	<b>JUNE 8</b>	<b>TAX EVENT</b> Tax News and Views: What You Need to Know online event		
<b>MAY 4</b>	<b>5th TOURISM CONFERENCE</b> Northern Greece: A Year-Round Destination jointly organized with the French-Hellenic Chamber of Commerce and Industry, the German-Hellenic Chamber of Commerce and Industry, and the Italian-Hellenic Chamber of Thessaloniki Thessaloniki, Emilios Riadis Conference Hall	<b>JUNE 9</b>	<b>3rd TRADING IN US WATERS SEMINAR</b> Towards a Decarbonized Maritime Sector by 2050 held in the context of Posidonia 2022 Athens, Metropolitan Expo		
<b>MAY 5</b>	<b>CLOSED MEETING</b> with Efthimios Bakogiannis, Secretary General of Spatial Planning and Urban Environment at the Ministry of Environment and Energy	<b>JUNE 21</b>	<b>TRADEUSA STATE-BY-STATE-INSIGHTS: MO, PA, MA</b> online event		
<b>MAY 9-13</b>	<b>AMCHAMGR PARTICIPATION</b> in the AmChams in Europe (ACE) 2022 US Conference, including the launch of the Empower Her initiative, in Washington DC and Raleigh, NC	<b>JUNE 27</b>	<b>TOURISM ROUNDTABLE</b> Challenges and Opportunities of the US Incoming Tourism and Investment for Greece: Building a Stronger Future Ahead featuring the participation of Minister of Tourism Vassilis Kikilias, US Ambassador to Greece George J. Tsunis, and Minister of Development and Investment Adonis Georgiadis Athens, Hotel Grande Bretagne		
<b>MAY 11</b>	<b>PUBLIC AFFAIRS LUNCHEON</b> with Yannis Stournaras, Governor of the Bank of Greece, as guest speaker Athens, King George Hotel	<b>JUNE 27-28</b>	<b>2nd THESSALONIKI FUTURE THINKING DIALOGUES (TFTD)</b> Education Interoperability: Connecting the Dots Thessaloniki, The MET Hotel		
<b>MAY 16-18</b>	<b>ENERGY DELEGATION TO WASHINGTON, DC</b>	<b>JUNE 29</b>	<b>ANNUAL GENERAL ASSEMBLY</b> which this year included the Chamber's triennial elections for the new Board of Directors Athens, Hotel Grande Bretagne		
<b>MAY 18</b>	<b>ENERGY REPORT LAUNCH</b> official launch of the <i>Squaring the Energy Transition Circle in Southeastern Europe</i> report, authored by Katerina Sokou and produced by AmChamGR and the Atlantic Council, at the Atlantic Council's headquarters in Washington DC	<b>JULY 6</b>	<b>CLOSED LUNCHEON</b> with the US Congressional Delegation led by Congressman Gregory Meeks, Chair of the United States House Committee on Foreign Affairs, further attended by Representatives Butterfield, Cicilline, Deutch, and Plaskett, and US Ambassador to Greece George J. Tsunis Athens, Hotel Grande Bretagne		
<b>MAY 24</b>	<b>6th LABOR AND INSURANCE CONFERENCE</b> Labor and Insurance: Crisis Management in the Workplace and the Social Security System online event	<b>JULY 6</b>	<b>PUBLIC AFFAIRS LUNCHEON</b> with Kostas Bakoyannis, Mayor of Athens, as guest speaker Athens, Electra Palace Hotel		
<b>MAY 26</b>	<b>8th SUSTAINABLE TALKS</b> Change for Climate and Biodiversity in the Urban Environment online event	<b>JULY 18</b>	<b>CLOSED LUNCHEON</b> with Minister of Justice Kostas Tsiaras as guest speaker Athens, Hotel Grande Bretagne		
<b>MAY 27</b>	<b>NBG NORTHERN GREECE INNOVATION CONFERENCE</b> Innovation in Northern Greece and the Bodies that Support It 3.0 organized by the National Bank of Greece in cooperation with AmChamGR Thessaloniki	<b>SEPTEMBER 8</b>	<b>ECONOMY AND INVESTMENTS DISCUSSIONS</b> Turning Crisis into Opportunities for Greece jointly organized with PwC Greece Thessaloniki, PwC premises – hybrid event		
<b>MAY 30-31</b>	<b>AMCHAMGR PARTICIPATION</b> in Skopje Economic Finance Forum (SEFF) 2022, an initiative of North Macedonia's Ministry of Finance, in Skopje, North Macedonia	<b>SEPTEMBER 9</b>	<b>6th SOUTHEAST EUROPE ENERGY FORUM</b> jointly organized with the Hellenic Association for Energy Economics Thessaloniki, The MET Hotel		
<b>JUNE 1</b>	<b>LAUNCH OF SKILLS DEMAND SURVEY</b> launch of AmChamGR's survey designed to identify in-demand skills in the Greek labor market,	<b>SEPTEMBER 13</b>	<b>AMCHAMGR DIGITAL TALKS AND EVENTS @ 3rd THESSALONIKI HELEXPO FORUM</b> held in the context of TIF 2022 Thessaloniki, Ioannis Vellidis Congress Centre		




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- SEPTEMBER 16** **NORTHERN GREECE INNOVATION EVENT @ 3rd THESSALONIKI HELEXPO FORUM**  
Northern Greece an International Center of Innovation: Extroversion and Challenges  
jointly organized with NBG Business Seeds, Aristotle University of Thessaloniki, and OK!Thess  
Thessaloniki, Ioannis Vellidis Congress Centre
- SEPTEMBER 19** **CLOSED LUNCHEON**  
with Georgios Georgantas, Minister of Rural Development and Food, as guest speaker  
Thessaloniki, The MET Hotel
- SEPTEMBER 21** **1st LITTER FREE EASTERN MEDITERRANEAN FORUM**  
Shaping Partnerships for a Sustainable Future  
Athens, Athenaeum InterContinental Hotel
- SEPTEMBER 26** **20th CORPORATE RESPONSIBILITY CONFERENCE**  
Headwinds: Endure. Adapt. Persevere. Embrace the Changing Future of Sustainability.  
Athens, Grand Hyatt Hotel
- OCTOBER 1** **WOMEN'S ENTREPRENEURSHIP EVENT @ BEYOND 2022**  
A Focus on Women's Entrepreneurship: Innovative Initiatives, Incentives and Empowerment  
jointly organized with NBG Business Seeds, Aristotle University of Thessaloniki, Bayer Hellas, Democritus University of Thrace, Hellenic Development Bank, and OK!Thess
- OCTOBER 3** **6th WIB FORUM**  
Elevating Together: Empowerment Fueling Growth  
Athens, Grand Hyatt Hotel
- OCTOBER 5-6** **21st HEALTHWORLD CONFERENCE**  
The Healthcare System in the 4th Industrial Revolution Era  
Athens, Athenaeum InterContinental Hotel
- OCTOBER 5-8** **AMCHAMGR PARTICIPATION**  
in the AmChams in Europe (ACE) Best Practice Conference 2022 in Sofia, Bulgaria
- OCTOBER 10-12** **9th HELLENIC PAVILION @ AUSA 2022 ANNUAL MEETING AND EXPOSITION**  
organization of the Hellenic Pavilion, including the development and launch of the Greek Innovation Day event  
Washington DC, Walter E. Washington Convention Center
- OCTOBER 20** **LEADERSHIP FORUM 2022**  
Discussing with Youth on Professional Opportunities and Entrepreneurship  
Athens, Saracakis premises
- OCTOBER 31** **9th CORPORATE GOVERNANCE CONFERENCE**  
How Corporate Governance Creates Value for Companies  
Athens, Athenaeum InterContinental Hotel
- NOVEMBER 21** **18th TAX FORUM**  
Tax Agility in a Changing World: Maintaining Sustainable Growth  
Athens, Athenaeum InterContinental Hotel
- NOVEMBER 22** **THANKSGIVING DINNER**  
Athens, Athenaeum InterContinental Hotel
- NOVEMBER 24** **CLOSED LUNCHEON**  
with Niki Kerameus, Minister of Education and Religious Affairs, as guest speaker  
Athens, Hotel Grande Bretagne
- NOVEMBER 29** **MOU**  
signed between AmChamGR and the Hellenic Development Bank aimed at enhancing the extroversion of Greek businesses and promoting technology transfer and the exchange of knowhow and good practices  
Athens, AmChamGR Headquarters
- DECEMBER 5-6** **33rd GREEK ECONOMIC SUMMIT – GES 2022 Big Bets in Challenging Times**  
Athens, Athenaeum InterContinental Hotel
- DECEMBER 12** **GES 2022 – THE PRIME MINISTER'S PERSPECTIVE**  
invitation-only roundtable and dinner with Prime Minister Kyriakos Mitsotakis  
Athens, Grand Hyatt Hotel
- DECEMBER 13** **7th EXPORTUSA FORUM**  
online event



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# 1932-2022

## Broadening Horizons

### 90 Years AmChamGR

A landmark year for the American-Hellenic Chamber of Commerce, 2022 marked the Chamber's 90th anniversary—nine decades of contributing to the promotion of transatlantic relations and the development of the Greek business environment as well as the country's economy. Throughout the year, the Chamber sought out opportunities to reflect on its history and its mission, acknowledging everything it has achieved thus far and setting new, bold goals for itself for the coming years. First and foremost, the Chamber reaffirmed its commitment to fostering commercial, financial and business relations between Greece and the United States, and it resolved to do so with an eye to the future: It committed to fulfilling its mandate while also emphasising the importance of corporate responsibility and sustainability, advocating for diversity, equity and inclusion, and promoting good practices across the board.

**The American-Hellenic Chamber of Commerce strives for the continuous enhancement of business, economic, financial, and trade relations between the United States and Greece, working to achieve this through an ever-growing membership base, able and effective advocacy, and a strong portfolio of recurring and one-off events, exhibitions, forums, seminars, and summits on both sides of the Atlantic.**

The largest, most active and most dynamic bilateral chamber in Greece, AmChamGR has long played a leading role in efforts to advance business, innovation and entrepreneurship in the country. Over the years, it has contributed to promoting technological and scientific innovation in business, supported key legislative and policy reforms to both support the country's domestic business environment and enhance synergies

with US corporations, created valuable networking opportunities for Greek businesses looking to expand into the US market, helped establish the conditions for major investments, and worked methodically to highlight the need for closer links between education and the labor market and improve the access of the younger generation of Greeks to quality employment opportunities.

Harnessing the immense knowhow and expertise of its ever-growing member base, the American-Hellenic Chamber of Commerce works through its 24 committees, each a highly focused sectoral group, to advocate on behalf of its members and the broader business community, put forward pertinent policy points, promote good practices and create opportunities for further growth and development.

Over nine decades, the Chamber has unfailingly honored its mandate, pushing forward with its efforts through some of the country's most trying eras, including wars and periods of political unrest and economic crisis. Thanks to the dedication of its people and the indisputable results of their efforts, today the Chamber is widely recognized not only for all it has accomplished but also for being one of the most highly-respected, quality-oriented institutions of its kind in Greece and the broader region.

Looking to the future, the American-Hellenic Chamber of Commerce pledges to continue its work to promote Greek business and enhance trade, commercial and financial relations between Greece and the United States, ever striving for a healthy and dynamic business environment, strong and sustainable growth, and a stable and prosperous future for Greece.



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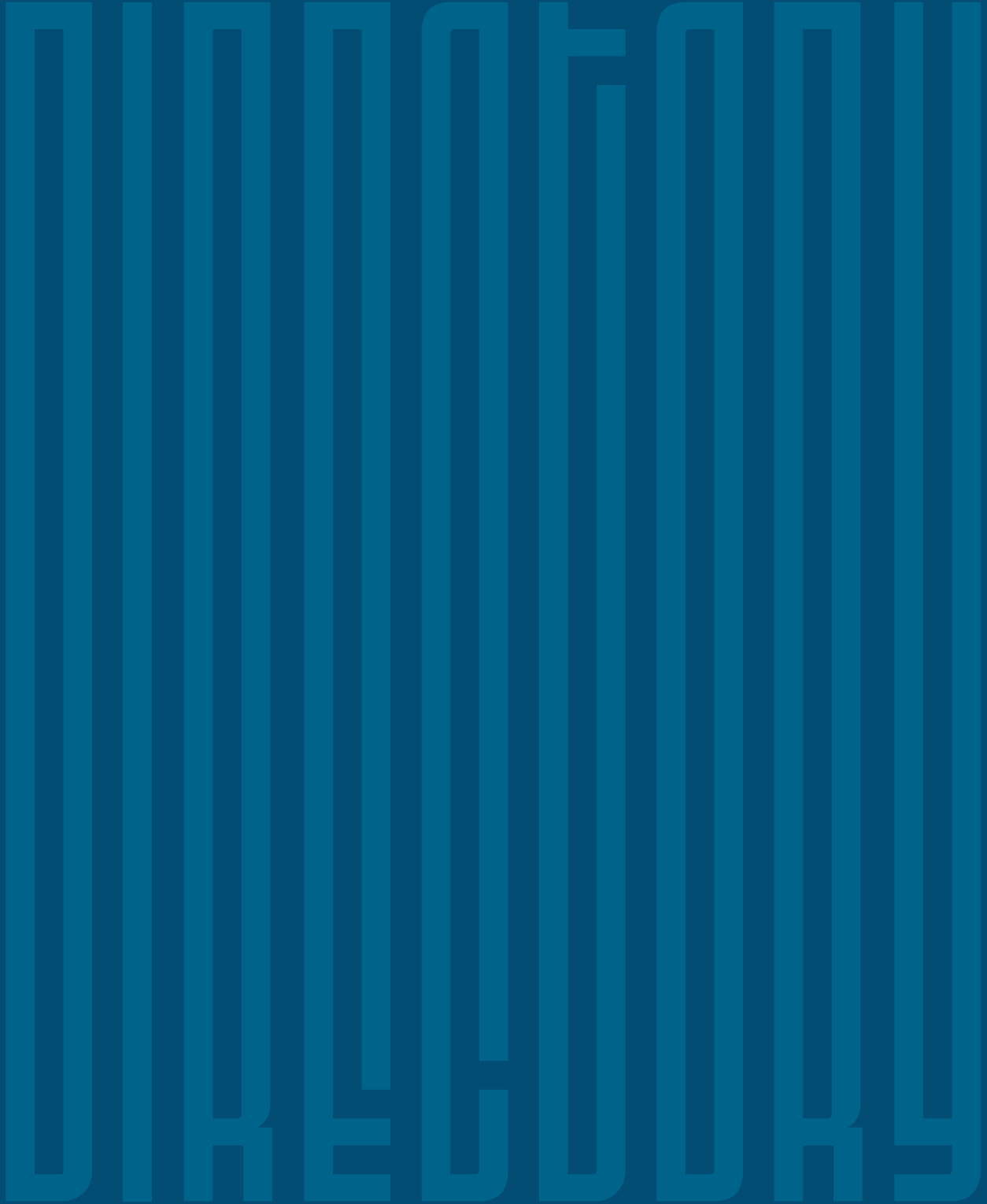
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## A BRIEF TIMELINE OF AMCHAMGR FIRSTS AND MILESTONES

1932	The American-Hellenic Chamber of Commerce is established in Athens, Greece, by decree of King George II of the Hellenes
1957	AmChamGR hosts its 1st Annual Dinner at the Waldorf-Astoria in New York
1965	The Chamber organizes its first US Pavilion at Thessaloniki International Fair (TIF)
1967	Launch of the Chamber's first magazine: <i>Greek-American Trade</i>
1985	First annual New Year's Reception
1986	AmChamGR organizes the US Pavilion at the Posidonia international shipping exhibition
1988	1st AmTech Exhibition AmChamGR organizes the US Pavilion at Defendory Exhibition
1990	1st Greek Economy Conference
1991	US President George H. W. Bush visits AmChamGR during his visit to Greece
1992	First annual Thanksgiving Dinner
1994	AmChamGR participates in Prime Minister Andreas Papandreou's official state visit to the US
1996	First Lady Hillary Rodham Clinton visits AmChamGR during her visit to Greece
1999	US President William J. Clinton visits AmChamGR during his visit to Greece 1st Professional Women's Forum (now WIB)
2000	1st COMDEX Greece
2002	1st HealthWorld conference Launch of the Chamber's flagship publication, <i>Business Partners</i> magazine
2003	1st CSR Conference
2004	1st Taxation Conference
2009	1st Corporate Governance Conference 1st Innovation and Education Conference 1st Leadership Forum
2011	Launch of the Make Innovation Work (MIW) competition 1st Labor and Insurance Conference
2012	1st Agrotechnology Conference 1st Greek Investment Roadshow in the US
2013	1st ExpoSec DefenseWorld
2014	1st Hellenic Pavilion at the AUSA Annual Meeting and Exposition
2015	1st Athens Culture Symposium 1st International Law Conference
2016	1st ExportUSA Forum 1st Tourism Conference
2017	1st Southeast Europe Energy Forum (SEEF) Publication of the first <i>Startup Toolkit</i>
2018	AmChamGR organizes the US Pavilion at TIF 2018 where the United States is featured as the honored country
2019	AmChamGR signs trilateral MOU with the American Chambers of Commerce in Cyprus and Israel
2020	AmChamGR signs trilateral MOU with the American Chambers of Commerce in Cyprus and Egypt Publication of The <i>Quality Internship Guide</i>
2021	AmChamGR organizes the US Pavilion at the 1st DEFEA 1st Thessaloniki Future Thinking Dialogues Launch of the AmChamGR Committees' positions and recommendations series
2022	AmChamGR presents A Cultural Tribute to Liberty, its first digital cultural festival 1st Litter Free Eastern Mediterranean Forum

# Greece Pages



# Greece

## An Overview

Greece is a peninsular country, possessing an archipelago of thousands of islands, of which approximately 220 are inhabited. It is located in Southeast Europe, on the southern tip of the Balkan Peninsula in the Mediterranean Sea, where it shares land borders with Albania, North Macedonia and Bulgaria to the north, and with Turkey to the northeast and is surrounded by a number of marginal seas (clockwise from east): the Aegean Sea, the Levantine Sea, the Libyan Sea, and the Ionian Sea. Greece benefits from a strategic location dominating the Aegean Sea and the southern approach to the Turkish Straits.

### IN A NUTSHELL

Population: 10.53 million  
 Capital: Athens  
 Time zone: UTC+2 (7 hrs ahead of Washington DC during Standard Time)  
 Official language: Greek  
 Currency: euro (€)  
 Country calling code: +30  
 Country code TLD: .gr  
 Date format: DD.MM.YYYY  
 System of measurement: metric  
 Government: parliamentary republic  
 President (Head of State): Katerina Sakellaropoulou  
 Prime Minister: Kyriakos Mitsotakis  
 Greek Chief of Mission in the U.S.:  
 Ambassador Alexandra Papadopoulou  
 U.S. Chief of Mission in Greece:  
 Ambassador George James Tsunis

### NATIONAL HOLIDAYS

January 1 – New Year's Day  
 January 6 – Epiphany  
*moveable* – Clean Monday  
 March 25 – Independence Day (1821)  
*moveable* – Great Friday  
*moveable* – Easter Monday  
 May 1 – Labor Day  
*moveable* – Whit Monday  
 August 15 – Dormition of the Theotokos  
 October 28 – Óhi Day  
 December 25 – Christmas Day  
 December 26 – Second Day of Christmas

### GEOGRAPHY

#### GEOGRAPHIC COORDINATES

39 00 N, 22 00 E

#### AREA

Total: 131,957 sq km (world rank: 97th)

Land: 130,647 sq km

Water: 1,310sq km

#### AREA - COMPARATIVE

Slightly smaller than Alabama

#### LAND BOUNDARIES

Total: 1,110 km

Border countries:

Albania 212 km

Bulgaria 472 km

North Macedonia 234 km

Turkey 192 km

#### COASTLINE

13,676 km

#### MARITIME CLAIMS

Territorial sea: 6 nm

Continental shelf: 200 m depth or to the depth of exploitation

#### TERRAIN

Mountainous with ranges extending into the sea as peninsulas or chains of islands

#### ELEVATION EXTREMES

Highest point: Mount Olympus 2,917 m

Lowest point: Mediterranean Sea 0 m

Mean elevation: 498 m

#### CLIMATE

Temperate; mild, wet winters; hot, dry summers



**LAND USE (2018 EST.)**

Agricultural land: 63.4%  
 Arable land: 19.7%  
 Permanent crops: 8.9%  
 Permanent pasture: 34.8%  
 Forest: 30.5%  
 Other: 6.1%

**IRRIGATED LAND**

11,853 sq km (2019)

**NATURAL HAZARDS**

Severe earthquakes

**PEOPLE AND SOCIETY****POPULATION (2022 EST.)**

10,533,871 (world rank: 88th)

**AGE STRUCTURE (2020 EST.)**

0-14 years: 14.53% (male 794,918/female 745,909)  
 15-24 years: 10.34% (male 577,134/female 519,819)  
 25-54 years: 39.6% (male 2,080,443/female 2,119,995)  
 55-64 years: 13.1% (male 656,404/female 732,936)  
 65 years and over: 22.43% (male 1,057,317/female 1,322,176)

**MEDIAN AGE (2020 EST.)**

Total: 45.3 years  
 Female: 46.8 years  
 Male: 43.7 years

**DEMOGRAPHIC TRENDS (2022 EST.)**

Population growth rate: -0.34% (world rank: 218th)  
 Birth rate: 7.61 births/1,000 population (world rank: 220th)  
 Death rate: 12.04 deaths/1,000 population (world rank: 14th)  
 Net migration rate: 1 migrant(s)/1,000 population (2020 est.)  
 (world rank: 65th)

**POPULATION DISTRIBUTION**

One-third of the population lives in and around metropolitan Athens; the remainder of the country has moderate population density mixed with sizeable urban clusters. Urban population accounts for 80.7% of the total population (2023).

**LARGEST CITIES BY POPULATION**

Athens - 3.154 million  
 Thessaloniki - 815,000

**ETHNIC GROUPS (2011 EST.)**

Greek 91.6%  
 Albanian 4.4%  
 Other 4%

*Note: Data represent citizenship; Greece does not collect data on ethnicity*

**RELIGIONS (2015 EST.)**

Greek Orthodox 81-90%  
 Muslim 2%  
 Other 3%  
 None 4-15%  
 Unspecified 1%

**OFFICIAL LANGUAGE**

Greek

**LITERACY (2018)**

(individuals aged 15 and over who can read and write)  
 Total population: 97.9%  
 Female: 97.4%  
 Male: 98.5%

**SCHOOL LIFE EXPECTANCY (2020)**

(primary to tertiary education)  
 Total: 20 years  
 Female: 20 years  
 Male: 20 years

**ENVIRONMENT****INTERNATIONAL AGREEMENTS AND TREATIES**

Party to: Air Pollution, Air Pollution-Nitrogen Oxides, Air Pollution-Sulphur 94, Antarctic-Environmental Protection, Antarctic-Marine Living Resources, Antarctic Treaty, Biodiversity, Climate Change, Climate Change-Kyoto Protocol, Climate Change-Paris Agreement, Comprehensive Nuclear Test Ban, Desertification, Endangered Species, Environmental Modification, Hazardous Wastes, Law of the Sea, Marine Dumping-London Convention, Nuclear Test Ban, Ozone Layer Protection, Ship Pollution, Tropical Timber 2006, Wetlands  
 Signed, but not ratified: Air Pollution-Heavy Metals, Air Pollution-Multi-effect Protocol, Air Pollution-Persistent Organic Pollutants, Air Pollution-Volatile Organic Compounds

**GOVERNMENT****COUNTRY NAME**

Conventional long form: Hellenic Republic  
 Conventional short form: Greece  
 Local long form: *Ellinikí Dimokratía*  
 Local short form: *Ellás* or *Elláda*  
 Former: Hellenic State, Kingdom of Greece

*Etymology: The English name derives from the Roman (Latin) designation "Graecia," meaning "Land of the Greeks"; the Greeks call their country "Hellás" or "Elláda."*

**GOVERNMENT TYPE**

Parliamentary Republic

**CAPITAL**

Athens

*Etymology: Athens is the oldest European capital city. According to tradition, the city is named after Athena, the Greek goddess of wisdom; in actuality, the appellation probably derives from a lost name in a pre-Hellenic language.*

**ADMINISTRATIVE DIVISIONS**

13 Regions (Greek: *Periféries*, singular: *periféria*) and 1 autonomous monastic state\*:  
 Agion Oros\* (Mount Athos)

Anatoliki Makedonia kai Thraki (East Macedonia and Thrace)  
 Attiki (Attica)  
 Dytiki Ellada (West Greece)  
 Dytiki Makedonia (West Macedonia)  
 Ionia Nisia (Ionian Islands)  
 Ipeiros (Epirus)  
 Kentriki Makedonia (Central Macedonia)  
 Kriti (Crete)  
 Notio Aigaio (South Aegean)  
 Peloponnisos (Peloponnese)  
 Sterea Ellada (Central Greece)  
 Thessalia (Thessaly)  
 Voreio Aigaio (North Aegean)

## INDEPENDENCE

February 3, 1830 (from the Ottoman Empire) with the 1830 Protocol of London—signed between Great Britain, France, and Russia—which was the first official, international diplomatic act recognizing Greece as a sovereign and independent state. This was preceded by the Greek War of Independence (1821–1829). Greece celebrates its Independence Day on March 25, the anniversary of the declaration of the Greek Revolution of 1821.

## CONSTITUTION

Latest entered into force on June 11, 1975; amended in 1986, 2001, 2008, and 2019

## LEGAL SYSTEM AND INTERNATIONAL LAW

The civil legal system is based on Roman law. Greece accepts compulsory ICJ jurisdiction with reservations; it accepts ICCT jurisdiction.

## EXECUTIVE BRANCH

Head of State: President

Incumbent: President Katerina Sakellaropoulou (since March 13, 2020)

Head of Government: Prime Minister

Incumbent: Prime Minister Kyriakos Mitsotakis (since July 8, 2019)

Cabinet: Appointed by the president on the recommendation of the prime minister

Elections: President elected by parliament for a five-year term (eligible for a second term); elections last held on January 22, 2020 (next to be held by February 2025); the president appoints as prime minister the leader of the majority party or coalition in the Hellenic Parliament

## LEGISLATIVE BRANCH

Description: Unicameral Hellenic Parliament or Vouli ton Ellinon (300 seats: 280 members in multi-seat constituencies, 12 members in a single nationwide constituency directly elected by open party-list proportional representation vote, and eight members in single-seat constituencies elected by simple majority vote; members serve up to four years).

*Note: Only parties surpassing a 3% threshold are entitled to parliamentary seats; parties need 10 seats to become formal parliamentary groups but can retain that status if the party participated in the last election and received the minimum 3% threshold.*

Elections: Last held on July 7, 2019 (next to be held by July 2023)

Election results:

Percentage of vote by party: Nea Dimokratia (ND) 39.9%, SYRIZA 31.5%, Kinima Allagis (KINAL) 8.1%, Communist Party of Greece (KKE) 5.3%, Elliniki Lisi 3.7%, MeRA25 3.4%, other 8.1%;

Seats by party – Nea Dimokratia (ND) 158, SYRIZA 86, Kinima Allagis (KINAL) 22, Communist Party of Greece (KKE) 15, Elliniki Lisi 10, MeRA25 9

Composition: men 244, women 56, (18.7% women)

## JUDICIAL BRANCH

Highest court(s):

- Supreme Civil and Criminal Court or Areios Pagos (comprises 56 judges, including the court presidents)
- Council of State (supreme administrative court) (comprises the president, 7 vice presidents, 42 privy councilors, 48 associate councilors, and 50 reporting judges, organized into six 5- and 7-member chambers)
- Court of Audit (government audit and enforcement) (comprises the president, 5 vice presidents, 20 councilors, and 90 associate and reporting judges)

Subordinate Courts: Courts of Appeal; Courts of First Instance

## INTERNATIONAL ORGANIZATION PARTICIPATION

Australia Group, BIS, BSEC, CD, CE, CERN, EAPC, EBRD, ECB, EIB, EMU, ESA, EU, FAO, FATF, IAEA, IBRD, ICAO, ICC (national committees), ICCT, ICRM, IDA, IEA, IFAD, IFC, IFRCs, IGAD (partners), IHO, ILO, IMF, IMO, IMSO, Interpol, IOC, IOM, IPU, ISO, ITSO, ITU, ITUC (NGOs), MIGA, NATO, NEA, NSG, OAS (observer), OECD, OIF, OPCW, OSCE, PCA, Schengen Convention, SELEC, UN, UNCTAD, UNESCO, UNHCR, UNIDO, UNIFIL, UNWTO, UPU, Wassenaar Arrangement, WCO, WFTU (NGOs), WHO, WIPO, WMO, WTO, ZC

## DIPLOMATIC REPRESENTATION IN THE U.S.

Chief of Mission: Ambassador Alexandra Papadopoulou (since February 6, 2021)

## DIPLOMATIC REPRESENTATION FROM THE U.S.

Chief of Mission: Ambassador George James Tsunis (since May 10, 2022)

## CITIZENSHIP

Citizenship by birth: No

Citizenship by descent only: At least one parent must be a citizen of Greece

Dual citizenship recognized: Yes

Residency requirement for naturalization: 10 years

## SUFFRAGE

17 years of age; universal and compulsory

## ECONOMY

### REAL GDP (PURCHASING POWER PARITY, IN 2017 \$)

2021 est.: \$314.427 billion (world rank: 55th)

2020 est.: \$289.97 billion

2019 est.: \$318.662 billion

### REAL GDP GROWTH RATE

2021 est.: 8.43% (world rank: 36th)

2020 est.: -9%

2019 est.: 1.88%

### REAL GDP PER CAPITA (IN 2017 DOLLARS)

2021 est.: \$29,500 (world rank: 71st)

2020 est.: \$27,100

2019 est.: \$29,700

### GDP (OFFICIAL EXCHANGE RATE)

\$209.79 billion (2019 est.)

### GDP COMPOSITION (2017 EST.)

By sector of origin:

Agriculture: 4.1%

Industry: 16.9%

Services: 79.1%

By end use:

Household consumption: 69.6%

Government consumption: 20.1%

Investment in fixed capital: 12.5%

Investment in inventories: -1%

Exports of goods and services: 33.4%

Imports of goods and services: -34.7%

### AGRICULTURAL PRODUCTS

Maize, olives, wheat, milk, peaches/nectarines, oranges, tomatoes, grapes, milk, potatoes

### INDUSTRIES

Tourism, food and tobacco processing, textiles, chemicals, metal products, mining, petroleum

### INDUSTRIAL PRODUCTION GROWTH RATE

10.67% (2021 est.) (world rank: 25th)

### LABOR FORCE

4.619 million (2021 est.) (world rank: 91st)

### LABOR FORCE BY OCCUPATION (2015 EST.)

Agriculture: 12.6%

Industry: 15%

Services: 72.4%

### UNEMPLOYMENT RATE

2021 est.: 14.8% (world rank: 193rd)

2020 est.: 16.3%

2019 est.: 17.31%

### YOUTH UNEMPLOYMENT RATE (15-24) (2021 EST.)

Total: 36.9% (world rank: 22nd)

Female: 41.5%

Male: 33.5%

## EXPORTS

2021 est.: \$87.521 billion (in current year dollars)

2020 est.: \$59.022 billion (in current year dollars)

2019 est.: \$81.184 billion (in current year dollars)

### EXPORTS PARTNERS

Italy 10%, Germany 7%, Turkey 5%, Cyprus 5%, Bulgaria 5% (2019)

### EXPORTS COMMODITIES

Refined petroleum, packaged medicines, aluminum plating, computers, cotton (2019)

### IMPORTS

2021 est.: \$103.532 billion (in current year dollars)

2020 est.: \$71.758 billion (in current year dollars)

2019 est.: \$83.192 billion (in current year dollars)

### IMPORTS PARTNERS

Germany 11%, China 9%, Italy 8%, Iraq 7%, Russia 6%, Netherlands 5% (2019)

### IMPORTS COMMODITIES

Crude petroleum, refined petroleum, packaged medicines, cars, ships (2019)

### NATURAL RESOURCES

Lignite, petroleum, iron ore, bauxite, lead, zinc, nickel, magnesite, marble, salt, hydropower potential

## ENERGY

### ELECTRICITY (2020 EST.)

Installed generating capacity: 21.545 million kW

Consumption: 46.18 billion kWh

Exports: 967 million kWh

Imports: 9.831 billion kWh

Transmission/distribution losses: 3.256 billion kWh

### ELECTRICITY GENERATION SOURCES (2020 EST.)

Fossil fuels: 56.5% of total installed capacity

Nuclear: 0% of total installed capacity

Solar: 10.7% of total installed capacity

Wind: 23% of total installed capacity

Hydroelectricity: 8.5% of total installed capacity

Tide and wave: 0% of total installed capacity

Geothermal: 0% of total installed capacity

Biomass and waste: 1.4% of total installed capacity

### COAL (2020 EST.)

Production: 13.851 million metric tons

Consumption: 13.828 million metric tons

Exports: 7,000 metric tons

Imports: 305,000 metric tons

Proven reserves: 2.876 billion metric tons (2019 est.)

### PETROLEUM

Total petroleum production: 4,800 bbl/day (2021 est.)

Refined petroleum consumption: 309,600 bbl/day (2019 est.)

Crude oil and lease condensate exports: 4,100 bbl/day (2018 est.)

Crude oil and lease condensate imports: 491,300 bbl/day (2018 est.)

Crude oil estimated reserves: 10 million barrels (2021 est.)

## NATURAL GAS

Production: 5.748 million cubic meters (2019 est.)

Consumption: 5,831,987,000 cubic meters (2020 est.)

Exports: 33.244 million cubic meters (2020 est.)

Imports: 5,219,409,000 cubic meters (2019 est.)

Proven reserves: 991 million cubic meters (2021 est.)

## ENERGY CONSUMPTION PER CAPITA

108.022 million Btu/person (2019 est.)

## COMMUNICATIONS

### TELECOMMUNICATION SYSTEMS

General assessment: Broadband subscriptions in Greece are developing steadily despite the difficult economic conditions. The main networks are concentrating investment on fiber-based next generation networks, enabling them to reach the European broadband targets for 2025; their work is also supported by government ultra-fast broadband projects, largely funded by the European Union and aimed at delivering a service of at least 100Mb/s to underserved areas. Greece's well-developed mobile market is dominated by the three MNOs. Networks continue to invest in LTE infrastructure and technologies to provide networks capable of meeting customer demand for data services; after extensive trials of 5G, the MNOs were able to launch commercial services in early 2021 following the December 2020 allocation of frequencies in a range of bands. The rapid rollout of 5G encouraged the shutdown of the 3G network and reallocate for LTE and 5G. In 2020, there were nearly 46 subscriptions per 100 inhabitants for fixed-line and 110 per 100 for mobile-cellular.

Domestic: Microwave radio relay trunk system; extensive open-wire connections; submarine cable to offshore islands

International: Landing points for the SEA-ME-WE-3, Adria-1, Italy-Greece 1, OTEGLOBE, MedNautilus Submarine System, Aphrodite 2, AAE-1 and Silphium optical telecommunications submarine cable that provides links to Europe, the Middle East, Africa, Southeast Asia, Asia and Australia; tropospheric scatter; satellite earth stations - 4 (2 Intelsat - 1 Atlantic Ocean and 1 Indian Ocean, 1 Eutelsat, and 1 Inmarsat - Indian Ocean region) (2019)

### BROADCAST MEDIA

Broadcast media is dominated by the private sector. There are roughly 150 private TV channels, about 10 of which broadcast nationwide, one government-owned terrestrial TV channel with national coverage, three privately owned satellite channels, and multi-channel satellite and cable TV services available. There are also upwards of 1,500 radio stations, all of them privately owned, while the government-owned broadcaster has two national radio stations.

## INTERNET (2020 EST.)

Total users: 8,346,434 (78% of population)

Total broadband fixed subscriptions: 4,257,026

Broadband subscriptions per 100 inhabitants: 41

## TRANSPORTATION

### NATIONAL AIR TRANSPORT SYSTEM

Number of registered air carriers: 11 (2020)

Inventory of registered aircraft operated by air carriers: 97

Civil aircraft registration country code prefix: SX

### AIRPORTS (2021)

Total: 77

### AIRPORTS WITH PAVED RUNWAYS (2021)

Total: 68

Over 3,047 m: 6

2,438 to 3,047 m: 15

1,524 to 2,437 m: 19

914 to 1,523 m: 18

Under 914 m: 10

### AIRPORTS WITH UNPAVED RUNWAYS (2021)

Total: 9

914 to 1,523 m: 2

Under 914 m: 7

### HELIPORTS (2021)

9

### RAILWAYS (2020)

Total: 2,345 km

Electrified: 731 km

ROADWAYS (2018)

Total: 117,000 km

### WATERWAYS

6 km (the 6km long Corinth Canal crosses the Isthmus of Corinth, shortening a sea voyage by 325 km)

### MERCHANT MARINE (2021)

Total: 1,236

By type:

Bulk carriers 158

Container ships 5

General cargo 89

Oil tanker 337

Other 647

### PORTS AND TERMINALS

Major seaports: Aspropyrgos, Pachi, Piraeus, Thessaloniki

Oil terminal(s): Agioi Theodoroi

Container ports (TEUs): Piraeus (5,311,810) (2021)

LNG terminal(s) (import): Revithoussa

*This section is based on data from the CIA's The World Factbook – Greece (www.cia.gov/the-world-factbook/countries/greece/), using the most up-to-date data available on the site at the time of writing.*



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Our mission is to help people see better and live better, all over the world. That's why we started and what we still strive for today. Through unwavering focus rooted in innovation, quality and craftsmanship, we continue to pursue our lifelong vision of protecting and enhancing the gift of health through every phase of life.

We are a multinational pharmaceutical company that manufactures and markets a broad range of branded pharmaceuticals, over-the-counter products, food supplements and medical devices in more than 100 countries. We have a diversified portfolio of products, with a core focus in the areas of Eye Health and General Health that makes a difference in people's lives. In Greece, some of our most reputable products are Artelac®, Ocuville®, Biotrue®, Renu®, Niflamol®, Counterpain®, Ezixin®, Vidilac®, Yellox® & Dexamytrex®.

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AGILITY.

COURAGE.  
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RESULTS ORIENTATION.



The 1st Pharmaceutical company  
in Europe to be certified with the  
Anti-bribery ISO37001



# The Greek Economy

## A Brief History

GREECE IS AMONG THE WORLD'S ADVANCED ECONOMIES, RANKING 54TH IN THE WORLD BY GDP ACCORDING TO THE IMF'S WORLD ECONOMIC OUTLOOK REPORT OF OCTOBER 2022.

### HISTORICAL BACKGROUND

Greece gained its independence following the Greek Revolution of 1821, with the 1830 Protocol of London being the first official, international diplomatic act recognizing the country as a sovereign and independent state. The fledgling state—which by 1832 comprised the Peloponnese, the Cyclades and the southern part of Central Greece, with a northern frontier extending from south of Volos to south of Arta—emerged into sovereignty devastated by a decade-long war of independence that had ravaged and depopulated much of the countryside and also found itself struggling with the stalled agricultural development and economic underdevelopment it had inherited. Most of the 19th century saw efforts at land reform, agricultural modernization and industrialization, with the latter concentrated largely around shipbuilding, which was already one of the bastions of the Greek economy during the 1800s.

### THE 20TH CENTURY

By 1923, the country's borders had settled on their present-day boundaries (save for the Dodecanese Islands which were ceded by Italy in 1947), the population was drawn to urban and semi-urban areas and industry had begun to flourish—a trend that, thanks to cheap labor, protectionist policies and a weak local currency, continued in the years to come, with Greece managing to maintain economic growth throughout the Great Depression and up to the Second World War. From 1941 to 1944, Greece suffered immense devastation, including immense Nazi reprisals for sustained resistance, which resulted in a devastating impact on rural

populations and extensive destruction of crucial infrastructure, while the end of the war gave way to a bitter civil war that continued through the end of the decade.

Greece emerged from a decade of conflict in 1950 with its economy in shambles, but began recovering almost immediately thanks to a combination of economic and foreign policy and, of course, the impact of the Marshall Plan, whose grants and loans helped kickstart the economy and supported development. The following two decades saw significant growth—including in key sectors and industries such as chemicals, tourism, and construction—with Greece becoming one of the era's "economic miracles": In the period from 1950 to 1973, Greece became Europe's fastest growing economy, with an average growth rate of 7 percent per year.

Following the global oil shocks of the 1970s, Greece saw rapidly rising inflation and a growing budget deficit during the early 1980s, which led to the implementation of stabilization programs to cut inflation and address the deficit. Greece subsequently displayed impressive expansions across various economic indicators during the late 1980s and 1990s, allowing the country to become a member of the eurozone, adopting the euro as its currency as of January 1, 2001.

### THE 21ST CENTURY

With the influx of foreign capital, the Greek economy continued to grow rapidly in the first years of the 21st century leading up to the global financial crisis of 2007-2008. Nonetheless, by mid-2009, with the global financial mar-

kets still reeling from the turmoil of the Great Recession, Greece spiraled into a public debt crisis resulting from a combination of a high budget deficit and a high public debt to GDP ratio, heretofore underreported, leading to a reassessment of Greek public finances. International markets reacted negatively by raising the spreads of Greek bonds, impeding Greece's ability to refinance its debt through international lending.

The 2010s marked one of the most tumultuous periods of Greece's modern economic history, with considerable downturn and political turmoil, as the country navigated the introduction and impact of multiple successive tax increases and spending cuts, large scale reforms and a series of bailouts to help the country address the crisis. In April 2010, confronted with sizeable financing needs and unable to access international capital markets, Greece asked for international financial assistance, going on to receive three bailout packages (officially known as the Economic Adjustment Programs for Greece and referred to, in Greece, simply as "the memorandums") from the Eurogroup, the European Central Bank and the International Monetary Fund in 2010, 2012, and 2015, which aimed to restore the country's financial and economic stability, modernize the state, re-engineer the economy, and address longstanding problems and deficiencies.

The programs, which were accompanied by a total of fourteen austerity packages passed by the Greek government between 2010 and 2017, aimed to secure fiscal sustainability, safeguard the stability of the financial system, and boost competitiveness, growth and jobs through structural reforms focused on vital areas such as revenue administration, taxation, public financial management, privatization, public administration, healthcare, pensions, social welfare, education, and the fight against corruption. Key components of the efforts included moves to streamline the public sector and modernize public administration, encourage private sector involvement, improve the business environment, attract private capital, and increase employment across demographics. Greece returned to financial markets on April 10, 2014, and successfully exited the bailouts on August 20, 2018.

Economic recovery continued through 2019 and was expected to further strengthen, with growth forecasted to 2.2%, or 1% higher than the average of the euro area for 2019 and expected to increase to 2.4% for 2020, mainly supported by the positive labor market momentum which led directly to higher disposable income and consumption. Employment was expected to continue growing through 2020, and the primary surplus was expected to reach around 4%, corresponding to a headline surplus of about 1.6% of GDP, compared with a deficit of 0.8% of GDP projected for the euro area. The year saw a strong tourism season, with services exports boosted, while goods exports

also remained resilient despite the lower growth in the euro area, which is the main export area of Greek products. Meanwhile, inflation remained low, and investment rebounded to 7.8% following an earlier decline in 2018 and was expected to further increase in 2020.

## THE 2020s

The COVID-19 pandemic, which spread rapidly across the globe in early 2020, took a heavy toll on Greece's national economy, leading to a contraction of 9% in 2020 (which would subsequently be succeeded by growth in both 2021 and 2022). The country's dependence on tourism (which contributes approximately a fifth to the nation's GDP), the successive crises in its recent past, the large public debt, and the private debt overhang all posed considerable challenges during the pandemic era and contributed to the interruption of the impressive economic recovery that Greece had achieved in the previous years.

Measures were introduced to support businesses to retain their workforce, including about €500 million to subsidize 100,000 full-time jobs and incentives for hiring from the pool of longterm unemployed, and to limit exits, including tax relief schemes and instant liquidity measures, while the Hellenic Development Bank provided public guarantees for newly issued loans, up to 80% of the loan amount. Furthermore, a Greek aid scheme of repayable advances was introduced in order to further improve the financial liquidity of companies. As the pandemic continued into 2021, the government focused its policies on moderating the economic costs of the crisis by means of reducing supply disruptions, maintaining demand for face to face services, and continuing to enforce health and safety measures that would help ensure the country's status as the tourism destination of choice. This period also saw significant efforts to step up and speed up the country's digital transformation, including moves to boost adoption, enhance infrastructure and support the acquisition of digital skills, which facilitated teleworking and also serve to address longterm and youth unemployment.

In 2022, having overcome its historic economic crisis and the impact of the global pandemic, Greece managed to successfully rebound, seeing significant developments in key sectors including energy, logistics and tech, continuing to attract key investments from global heavyweights and further establishing itself as a leading regional player and one of the strongest and more promising economies in Southeast Europe and the Eastern Mediterranean. Thanks to its key geographic location, natural resources, and highly capable labor force, Greece is ideally positioned to serve as a hub for business and trade and is rife with lucrative investment opportunities for visionary entrepreneurs and global organizations seeking to tap into its considerable potential.

# The Greek Economy

## Investing in Greece

Located at the crossroads between Europe, Africa and Asia, Greece is ideally positioned as the gateway to three continents and has long been a strategic node for transportation in and access to the greater region. Within its immediately adjacent time zones, Greece enjoys access to markets of a total of two billion people—a quarter of the world's population—and approximately 25% of global GDP.

### LOCATION DRIVERS

- Unique geostrategic location
- Highly skilled, multilingual human capital
- Competitive wage rates
- Advantageous policy framework
- Newly upgraded telecommunications and broadband infrastructure
- Low-cost real estate property market
- Excellent climate and living environment

- Renowned quality of life
- EU member state that enjoys stability, security and prosperity

Businesses looking to invest in Greece can benefit from a range of funding tools and generous incentives provided through various national and European schemes. These include new investment and development legislation that creates favorable conditions for investment by streamlining and accelerating administrative procedures and providing for capital, tax and other incentives as well as a number of support schemes, financial tools and aid programs supported by the state, the EU's Recovery and Resilience Fund, and international organizations including, but not limited to, the European Investment Bank, the European Investment Fund and the International Finance Corporation.





## INVESTMENT AND DEVELOPMENT LEGISLATION

Entered into effect in early February 2022, the new development and investment legislation—Law 4887/2022 aka Development Law – Greece Strong Development—provides a statutory framework for promoting economic and regional development and increasing private investment in Greece. Focusing on key areas of the Greek economy, the new law establishes 13 thematic aid schemes for providing incentives and granting state aid for a wide range of activities across sectors, prioritizing critical efforts such as digital transformation and green transition, strengthening areas of the country included in the Just Transition Development Plan, supporting R&D, entrepreneurship and business extroversion, promoting the introduction and adoption of Industry 4.0 technologies, AI and robotics, driving competitiveness across high-value added sectors, and further enhancing and diversifying the country's tourism product.

1. Digital and technological transformation of companies
2. Green transition – environmental upgrade of businesses
3. New entrepreneurship
4. Just Transition Development
5. Research and applied innovation
6. Agrifood – primary production and processing of agricultural products, as well as fisheries and aquaculture
7. Manufacturing and supply chain
8. Business extroversion
9. Tourism
10. Alternative forms of tourism
11. Large investments
12. European value chains
13. Entrepreneurship 360

Different types of state aid and support are available and can be granted to qualifying investments; these include:

- Tax breaks, providing exemption from payment of income tax on profits arising from current tax legislation;
- Grants to (partly) cover eligible expenses of the investment plan, calculated as a percentage of the total investment cost;
- Leasing subsidies to (partly) cover the costs of leasing

instalments for the acquisition of new machinery and equipment, where the total duration of the leasing agreement cannot exceed seven years;

- Wage subsidies to (partly) cover employment costs for newly created jobs associated with the investment plan;
- Risk financing, provided through the New entrepreneurship scheme only, for either the interest rate of reduced collateral loans or the insurance costs of high-risk loans; and
- Fast-track licensing support, provided to Just transition development and Large investment schemes only.

The various aid schemes are provided individually or in combination and are calculated cumulatively to determine total aid.

## CONDITIONS AND REQUIREMENTS

To be eligible beneficiaries of the state aid available under the new law's schemes companies must be established in Greece or maintain a branch in the country at the time of commencement of the investment plan and have one of the following legal forms: commercial company; cooperative; social, agricultural or urban cooperatives, producer groups and organizations, or agricultural corporate partnerships; companies in establishment or merger procedures, that have completed their publicity procedures before the commencement of the investment plan; joint ventures, that are registered with the General Commercial Registry (GEMI); public and municipal companies and their subsidiaries, providing they meet certain conditions; and sole proprietorships with a maximum eligible investment project expense of €200,00, provided the investment plan falls under the Agrifood – primary production and processing of agricultural products, as well as fisheries and aquaculture scheme.

The beneficiary's own participation in the cost of the investment plan can be made either through own funds or external financing and must amount to a minimum of 25% of the total investment cost without including any state aid, public support or provision or other subsidies. The minimum eligible threshold of investment for inclusion of investment projects in the aid schemes is determined by the size of the beneficiary as follows:

## MINIMUM INVESTMENT AMOUNT (IN EUR)

1,000,000	500,000	250,000	150,000	50,000
Large companies	Medium companies	Small companies	Very small companies	Social Cooperative Companies

Furthermore, qualifying investment plans must have an initial investment character and must meet at least one of the following conditions: development of a new unit/plant; expansion of the capacity of an existing unit/plant; diversifi-

cation of a unit/plant's production output into products and services not previously produced by it; or fundamental modification of the entire production process of an existing unit/plant. Under certain aid schemes, the initial investment is

not a prerequisite where the investment plan involves R&D, environmental protection projects, and projects involving the (vocational) training or employment of disadvantaged or disabled workers.

Activities that are non-eligible include activities in the sectors of steel, synthetic fibers, coal, shipbuilding, energy and related infrastructure, and transport and related infrastructure (as per the provisions of the General Block Exemption Regulation) as well as commerce, food and beverage services, education, construction, health, banking, insurance, gambling, energy, and transport (as per the Business Activity Codes (NACE code)). Exceptions to this are:

- In the sector of energy production, distribution and infrastructure, the following projects are eligible for state aid:
  - Small hydropower plants with an installed capacity of up to 15 MW
  - High-efficiency RES energy cogeneration units
  - RES hybrid stations on Crete's electrical system (must be set on test operation before the completion and electrification of the Crete-Attika interconnection) or on the non-interconnected islands
  - Production of heat and cooling from RES
  - Energy efficient district heating and cooling
  - Production of sustainable biofuels (not based on food-based plants and not subject to a supply or blending obligation)
  - Investments aiming to convert existing food-based biofuel production units into sustainable biofuel production units
- In the sector of transport and related infrastructure, eligible for state aid are projects regarding marina services, water-airport services, third party logistics, parking facilities, and electric vehicle charging on islands.

## EVALUATION AND APPROVAL

In order to be eligible, the beneficiary must submit an application for participation in the aid scheme as well as all relevant required documentation through the Development Law Information System prior to the implementation of the investment plan. The evaluation is subsequently carried out by the Investment Plans Evaluation Committee, comprising members of the competent receiving services (which are in turn determined according to the eligible amount of the investment plan), including services of the competent ministries, or members from the National Registry of Certified Evaluators and the National Register of Certified Auditors. Depending on the aid scheme, each application is subject to either a comparative or direct evaluation, which is completed within 45 or 30 days respectively from the date of submission.

Each application is subject to a fee set at 0.1% of the eligible amount of the investment plan, with a minimum payable fee of €300.

## ELIGIBLE EXPENSES

Investments may receive aid for expenses eligible for regional state aid, which constitute the base of each investment plan, or expenses eligible for non-regional state aid, supplementary to regional aid.

Eligible expenses for regional state aid include:

### A. Investment expenses for tangible assets

Buildings, purchase of fixed assets, purchase of new contemporary machinery and other equipment, financial leases, expenses for upgrading special facilities

### B. Investment expenses for intangible assets

Transfer of technology through acquisition of intellectual property rights, licensing, patents, knowhow and non-registered technical knowledge; quality assurance and control systems, certifications, purchase and installation of software and business organization systems

Or alternatively to A and B above:

### C. The payroll cost of new jobs created as a result of the implementation of the investment plan, for a period of two years from the creation of each position.

Eligible expenses for non-regional state aid benefit from a wide range of aids from other articles of the General Block Exemption Regulations, depending on the aid scheme; these include:

- Investment aid to SMEs (Art.17)
- Aid for consultancy in favor of SMEs (Art.18)
- Aid to SMEs for participation in fairs (Art.19)
- Aid for startups (Art.22)
- Aid for research and development projects (Art.25)
- Innovation aid for SMEs (Art.28)
- Aid for process and organizational innovation (Art.29)
- Aid for environmental protection (Art.36)
- Training aid (Art.31)
- Investment aid for energy efficiency measures (Art.38)
- Investment aid for high-efficiency cogeneration (Art.40)
- Investment aid for the promotion of energy from renewable sources (Art.41)
- Investment aid for remediation of contaminated sites (Art.45)
- Investment aid for energy efficient district heating and cooling (Art.46)
- Investment aid for waste recycling and re-utilization (Art.47)
- Wage subsidy or training Aid for disadvantaged or disabled persons

## LEVEL OF AID PROVIDED

Depending on the region where the investment is implemented and the size of the company, the level of state aid for regional expenses ranges from 15% to 80% of expenditure, according to the Regional Aid Map, while the level state aid for non-regional aid expenses is determined

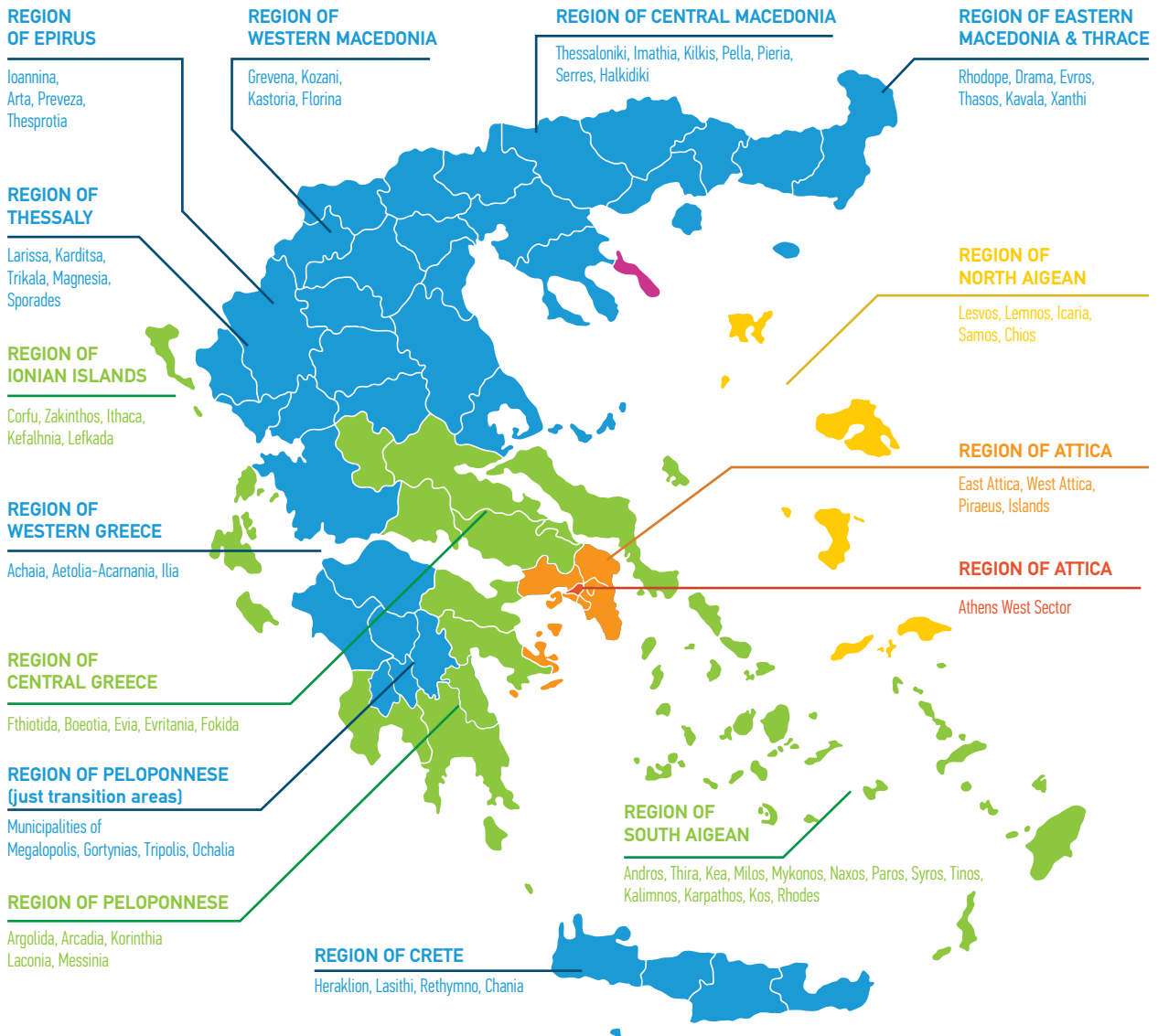
by the type of each expense.

Total state aid for each individual investment plan can amount to no more than €10 million, depending on the thematic aid scheme under which the aid has been granted. State aid is further limited to €20 million per beneficiary for individual companies and €30 million per beneficiary for a

group of cooperating or affiliated companies, subject to restrictions. These thresholds are increased by 50% in cases where the aid is granted in the form of tax exemption.

The maximum amount of aid provided for investment plans that are not subject to the initial investment obligation is set at €1 million per individual investment plan.

## REGIONAL AID MAP



01.01.2022 – 31.12.2027

**LE:** Large Enterprises    **ME:** Medium Enterprises    **SE:** Small Enterprises

● <b>LE:</b> 60%	<b>ME:</b> 70%	<b>SE:</b> 80%
● <b>LE:</b> 50%	<b>ME:</b> 60%	<b>SE:</b> 70%
● <b>LE:</b> 40%	<b>ME:</b> 50%	<b>SE:</b> 60%
● <b>LE:</b> 25%	<b>ME:</b> 35%	<b>SE:</b> 45%
● <b>LE:</b> 15%	<b>ME:</b> 25%	<b>SE:</b> 35%

### IMPORTANT NOTICE:

Athens North, Central and South sector, are not entitled to regional state aid.

## JUST TRANSITION DEVELOPMENT AREAS

With its ambitious National Energy and Climate Plan (NECP) that aims to move the country toward a climate-neutral economy by 2050, the Greek government has committed to moving away from lignite and prioritizing environmental protection, the promotion of competitive electricity generation methods, and the diversification of the country's lignite-mining areas. At the same time, in the context of national plans to connect the Greek islands to the country's mainland power grid and phase out the operation of polluting autonomous steam power plants, the islands are also included in the just transition development areas.

The roadmap for this process consists of a number of steps, starting with the rehabilitation and reuse of degraded areas and facilities, promoting social cohesion and economic transformation as part of the transition to the new production model, and strengthening governance through the provision of the necessary legal framework and the establishment of Just Transition entities such as the Just Transition Special Authority (JTSA), which is responsible for the overall coordination of any underlying just transition policies and funding sources, and Metavasi S.A., which

on behalf of the Greek State will serve as the owner and developer of mining areas that Public Power Corporation will transfer to the Greek State and act as one of the basic beneficiaries of the Just Transition Development Plan as well as a technical supporter for local stakeholders.

The Just Transition Development scheme offers special support to investment projects in the Just Transition areas, provided these involve research, innovation, digital innovation, digital connectivity, the circular economy, waste prevention and reduction, or energy storage.

## STRATEGIC INVESTMENTS

Strategic investments are investments considered of strategic importance for the national and/or local economy, and which strengthen employment, productive reconstruction and the showcasing of the country's natural and cultural landscape, focusing on attracting investments, enhancing extroversion and exports, promoting innovation, competitiveness and integrated design, conserving natural resources in line with circular economy thinking, and of course, the high added value.

## QUANTITATIVE FEATURES TO BE CLASSIFIED AS A STRATEGIC INVESTMENT (LAW 4864/2021)

CATEGORY		CRITERIA		INCENTIVES (solely or jointly)
		Annual Work Units (AWU)	Total Budget	
A. STRATEGIC INVESTMENTS 1	A	Regardless any threshold	Exceeding EUR 75,000,000	Spatial development incentives Tax rate stabilization Fast Track licensing
	B	At least 75 new AWU	Exceeding EUR 40,000,000	Spatial development incentives All Tax Incentives Fast Track licensing Expenditure aid for recruiting disabled or for R&D
B. STRATEGIC INVESTMENTS 2	A	Regardless any threshold	Exceeding EUR 20,000,000 in one of Agro, R&D, bio tech, culture industry (movies), robotics, AI, medical tourism, waste mgt, space / or Exceeding EUR 20,000,000 in digital transformation or cloud computing	All Tax Incentives Fast Track licensing Expenditure aid for recruiting disabled or for R&D
	B	At least 50 new AWU	Exceeding EUR 30,000,000	All Tax Incentives Fast Track licensing Expenditure aid for recruiting disabled
	C	At least 40 new AWU	Exceeding EUR 20,000,000 within Organized Manufacturing and Business Operators	All Tax Incentives Fast Track licensing Expenditure aid for recruiting disabled
C. EMBLEMATIC INVESTMENTS OF EXCEPTIONAL		Regardless any threshold	Regardless any threshold	Spatial development incentives All Tax Incentives Fast Track licensing All Expenditure aids (conditions apply)



CATEGORY	CRITERIA			INCENTIVES (solely or jointly)
		Annual Work Units (AWU)	Total Budget	
<b>D. FAST TRACK STRATEGIC INVESTMENTS</b>	1	At least 30 new AWU	Exceeding EUR 20,000,000	Fast Track licensing Expenditure aid for recruiting disabled
	2	At least 30 new AWU	Exceeding EUR 10,000,000 and are part of a finished Strategic Investment	Fast Track licensing Expenditure aid for recruiting disabled
	3	Maintain at least 100 existing AWU	Exceeding EUR 15,000,000 Are current investments (strategic or not) regarding reengineering/ upgrading/ expanding facilities.	Fast Track licensing
<b>E. AUTOMATICALLY INCLUDED STRATEGIC INVESTMENTS</b>	1	Regardless any threshold	Exceeding EUR 20,000,000 Approved Public and Private Partnerships (PPP) Projects of Common Interest (PCI) & IPCEI	Tax rate stabilization Fast Track licensing
	2	Regardless any threshold	Exceeding EUR 10,000,000 For development of Business Parks (at least 500 acres) of L.3982/2011	Spatial development incentives All Tax Incentives Fast Track licensing

## INCENTIVES TYPES

### SPATIAL

- Special Strategic Spatial Development Plans (SSSDP)
- Forced expropriation of land assets (up to 3% of the underdevelopment land surface)
- For data centers, the maximum building factor is set to 0.8 and the maximum coverage factor is set to 60%
- For strategic investments 2b, 2c, business parks and logistics, the building factor is set to 0.6 and can be increased to 0.9
- Beneficiaries of spatial incentives are obliged to publish an annual sustainability report

### TAX

- Stabilization of taxation rate
- Tax exemption based on the EU Regional State Aid Map for Greece or on ad-hoc approval by the EU or
- Acceleration in the depreciation of fixed assets

### FAST TRACK LICENSING

- 45 calendar days for permits/approval

### EXPENDITURE AID

- Expenditure aid for the recruitment of disadvantaged/disabled employees is set at a maximum of €5 million
- Grants for R&D projects in industrial research (to a maximum of €20 million), experimental development (to a maximum of €15 million), or feasibility studies (to a maximum of €7.5 million)
- Emblematic investments can also receive aid in the form of expenditure grants (subject to a 20% haircut if not in the delignitization zone) or in the form of the state paying for leasing costs or for payroll costs, based on the EU

Regional State Aid Map for Greece or on ad-hoc approval by the EU.

A necessary condition for the provision of tax and expenditure aids to Emblematic investments, the investment plans must be completed by December 31, 2025.

## RESIDENCE PERMIT AND TAX TREATMENT OF EXECUTIVES

A total of up to ten executives of the investment plan may be granted a Visa D and a ten-year residence permit, renewable for ten more years, across all Strategic Investments categories. The executives of the Strategic Investments may be accompanied by their family members to whom a residence permit for family reunification is also granted.

Executives employed in the Strategic Investment and who are non-tax residents in Greece are deemed to maintain their tax residence abroad, whilst, for as long as their employment relationship lasts, they are subject to tax in Greece only on their Greek source income earned in a certain tax year. Similar tax treatment also applies to their dependent children as well as to their spouses or their partners under a civil partnership agreement, on condition that the spouse or partner has no business/working activity in Greece.

## EMBLEMATIC INVESTMENTS OF EXCEPTIONAL IMPORTANCE

This special category includes investments implemented by distinguished legal entities, which promote the green economy, innovation, technology and the economy of low energy and environmental footprint and especially

in this sector the infrastructure investments with specific energy criteria for the construction of new buildings, systems that combine RES power stations and production of green hydrogen, as long as the power produced is exclusively used for hydrogen production, electricity storage systems for power produced from RES (for applications up to 1/11/2021), offshore wind or floating photovoltaic parks, and investments which significantly strengthen the Greek economy and its international competitiveness.

## ENERGY INVESTMENTS

In order for energy investments to qualify as strategic investments under categories A, B, C or D, they must, in addition to the general strategic investments criteria, also meet the following conditions:

- Belong to one of the following categories:
  - Systems that combine RES power station and production of green hydrogen, as long as the power produced is exclusively used for hydrogen production
  - Installation of offshore wind or/and floating photovoltaic parks,
  - RES projects interconnecting areas of Greece (which are not yet interconnected and not included in the plan to interconnect the approved 10-year development plan of the National Electricity Transmission System, as in force at the time of application submission) via submarine cable to the National Electricity Transmission System.
  - RES projects of fully controlled electricity generation according to par. 14 of Article 2 of Law 4414/2016 (A' 149) (Power stations utilizing Biomass / Biogas, Geothermal, Solar Thermal stations)
  - Storage systems for electricity produced from RES.
- Have a budget of at least €75 million, unless the investment qualifies as Emblematic, in which case the budget threshold is abolished.

## EVALUATION, APPROVAL AND IMPLEMENTATION

A complete application—including the business plan, timeframe, budget analysis, direct and indirect impact assessment, and any other necessary and relevant information—must be submitted to Enterprise Greece, which subsequently assesses the completeness of the application and, providing that the application is complete, calls for public consultation on its online platform. Enterprise Greece then submits its final recommendation to the General Secretariat for Private Investments and PPS; for R&D investment plans, the opinion of the General Secretariat of Research and Innovation is also taken into account.

The application and relevant recommendation are then forwarded to the Strategic Investment Coordination Committee (SICC), which calls an assembly of the Interministerial Committee for Strategic Investments (ICSI) to examine the investment dossier and issue a decision

(also published in the Official Government Gazette) on whether the investment qualifies as Strategic. Finally, the Ministry of Development and Investments issues a ministerial decision on the investment plan's details, including scope, incentive, expenditures, timeframe, and terms.

To commence implementation of the investment, the investor must begin by submitting the investment and licensing dossier to the General Directorate of Strategic Investments. The General Secretariat for Private Investments & PPPs, and especially the General Directorate of Strategic Investments, monitor the implementation process and take all necessary steps to secure the necessary licenses and enable the implementation of strategic investments.

In order to cover the administrative costs of the evaluation by Enterprise Greece, each application is subject to a management fee of 0.1% of the investment's total cost, which cannot be less than €50,000 nor exceed €250,000; 25% of this fee is paid upon submission of the application, with the remaining 75% due in full before the ICSI meeting, to discuss the investment proposal. In the event the application is not approved by the ICSI, 75% of the total management fee is refunded to the applicant.

## THE RECOVERY AND RESILIENCE FUND

The Recovery and Resilience Fund (RRF) came into force to mitigate the economic and social impact of the coronavirus pandemic and help make European economies and societies more sustainable, resilient, and better prepared for the challenges and opportunities of their green and digital transitions.

## RRF LOANS

In order to be eligible, projects must fall under one or more of the five strategic pillars, namely digital transformation, green transition, innovation and R&D, extroversion, and mergers and acquisitions. Qualifying projects receive aid in the form of a low interest rate loan, with a minimum rate set to 0.35%, provided that the state aid cumulation limits are not exceeded. It is also possible to apply for an RRF loan based on the reference interest rate, without having to comply with state aid restrictions. RRF loans can be used in combination with any other incentives program.

The reference rate is defined by EU regulation as the base rate, which changes every month, plus the loan margin in basis points.

Aid intensity is determined based on the coverage of specific criteria per pillar, with RRF loans financing a maximum of 50% of a project's budget. The remaining budget must be financed up to at least 20% through private funding and up to at least 30% through regular bank loans.

RRF loans are available for all kinds types of RES projects and can be used in combination with feed-in tariffs (TIF) when offered at reference rate. Eligible expenses include:



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- Land – purchase/depreciation/leases/development
- Buildings – purchase/construction/use
- Equipment – purchase/construction/use
- Vehicles – purchase/use
- Intangible assets – purchase/construction/use
- Wages associated with the investment project
- Travel expenses
- Third-party services
- Consumables
- Operating costs (e.g. communication, energy, maintenance, rentals, administration costs, insurance)
- Working capital (e.g. operating costs, costs related to the company's transaction cycle, VAT)
- Promotion and communication costs (marketing)

## RRF INVESTMENTS:

### *SUPPORT OF THE INSTALLATION OF STORAGE SYSTEMS TO ENHANCE RES PENETRATION (MEASURE ID 16926)*

The investment provides public grants (€450 million) for the installation of up to 1380 MW capacity of energy storage, allowing the system integration of new RES capacity required for the achievement of NECP targets. It will also alleviate network congestion, increase the flexibility of the electricity system and liquidity of the balancing market, enhance system adequacy, enable energy efficiency, promote transparency in electricity price formation, and lower energy costs.

This investment involves two distinct sub-investment activities—a grant toward the construction of the 680 MW capacity pumped hydroelectric storage (PHS) facility in Amfilochia and a call for submission of proposals concerning the installation of a further 700 MW capacity of new energy storage facilities. The implementation of the investment shall be completed by December 31, 2025.

Beneficiaries: Storage facilities investors

### *ENERGY AND ENTREPRENEURSHIP (MEASURE ID 16874)*

The investment provides financial support (to a total of €947.5 million, €450 from the RRF) to private companies for energy-efficient renovations of their buildings and processes; it is structured in two sub-programs—energy efficiency renovations in the tertiary and secondary sectors for medium, large and very large enterprises, and installation of energy efficient equipment in very small enterprises—and includes, among others, a Special Transition Premium incentive for increased financial support of energy renovation investments in the energy transition areas.

Through the installation of energy efficient equipment and systems for energy conservation in the production, storage, and distribution of products and the operation of the companies, this measure contributes to increasing the energy efficiency of buildings and processes in line with the targets set out in the NECP and reducing greenhouse

emissions. Eligible interventions include the installation or upgrade of systems for waste heat recovery, heating and cooling, RES water heating, high efficiency cogeneration for self-consumption, smart systems and IT equipment, and electrical vehicles. The implementation of the investment shall be completed by December 31, 2025.

Beneficiaries: Companies in the secondary and tertiary sectors, including the tourism sector, regardless of size

### *PRODUC-E GREEN (MEASURE ID 16831)*

The investment (the total cost of which is estimated at €889 million, of which €300 million from RRF grants) aims at establishing sustainable urban mobility and contributing to the low carbon economy and to resilience to climate change; it comprises two projects.

The first project offers incentives for the creation or upgrade of 20 industrial production units with the latest green technology. The units must include an R&D department for the promotion of innovative products or services such as recycling of electric car batteries by reusing raw materials such as lithium and cobalt, production of electric vehicles and regular or high-power charge points. To benefit from the incentives, investors are obliged to use RES-generated power, ensuring that the entire production process is 100% green while also nullifying pollutants. Nationwide investments will be strengthened through the following incentives:

- Exception from the total labor cost for each employee during the construction period and until the commencement of productive operation.
- Reduction of tax rate 5% for five profitable years; the reduction is provided for pre-tax profit and is calculated after depreciation. Depreciation of the expense in CAPEX by 15%.
- Acceleration of depreciation of capital: Accelerated depreciation is provided for fixed assets included as part of the investment plan, with an increase of the standard depreciation rates; the rate will be 33,3% and the depreciation period three years.
- Fast-track licensing procedures that eliminate bureaucratic procedures and bypass red tape.

Beneficiaries: Companies currently engaging in R&D, e-mobility and the shipping sector

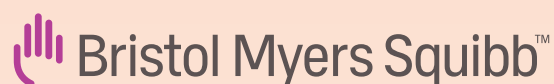
The second project concerns the development of the first CO<sub>2</sub> storage facility in Greece. The carbon capture and storage (CCS) facility is designed to provide longterm storage for CO<sub>2</sub> captured from local emitters and remote sites and will operate without using any commercial oil extraction or oil recovery activities

Beneficiaries: A number of energy intensive industrial consumers from hard to abate sectors, thermal power plants and interested parties outside Greece with an interest to store CO<sub>2</sub>





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The implementation of the investment shall be completed by December 31, 2025.

## *ELECTROMOBILITY (MEASURE ID 16924)*

The investment (the total cost of which is estimated at €356 million, of which €220 million from RRF grants) addresses e-mobility in line with the objectives of the NECP and concerns the electrification of the Greek transport system and the development of sustainable means of transportation. It includes support for the installation of 8656 publicly accessible charge points in key urban and suburban locations and points of interest (such as airports, motorways, ports, and parking areas), the replacement of older buses with 220 new electric ones, and the creation of a subsidy scheme to help reduce the upfront (CAPEX) costs for purchasing 2000 zero tailpipe emission taxis to replace older vehicles. The implementation of the investment shall be completed by December 31, 2025.

Beneficiaries: Companies (Charge Point Operators - CPOs) that develop publicly accessible charging networks

## *ACCELERATION OF SMART MANUFACTURING (MEASURE ID 16721)*

The investment (the total budget for which is €150 million, of which €75 million from the RRF) comprises financial support for small and medium-sized enterprises in the industrial sector to upgrade their manufacturing equipment and infrastructure with state-of-the-art smart technologies with a low environmental impact. The measure shall also support industrial schemes and clusters of enterprises in important industrial value chains that promote the competitiveness of the Greek industry and its transition to Industry 4.0. Eligible activities include the digitalization of production lines, automation and interconnection of supply chains, design and production of smart products and services, implementation of smart manufacturing technologies in ultra-high-speed/5G network mechanical, laboratory and manufacturing equipment, quality control equipment, ICT and software equipment, software licenses, cloud licenses, implementation services for the new IT infrastructure and S/W, IT security services, product design, intellectual property, patent and certification costs.

The budget for each qualifying project cannot be lower

than €300,000 or higher than €6 million, while aid intensity is determined according to Regional Aid Map. The implementation of the investment shall be completed by December 31, 2025.

Beneficiaries: SMEs with turnover of €1-50 million; in terms of business activities, the program is addressed to NACE companies active in mining and quarrying (cat. B), manufacturing (cat. C), electricity, gas, steam, and air conditioning supply (cat. D), transporting and storage (cat. H), or information and communication (cat. J).

## **PARTNERSHIP AGREEMENT (PA) 2021–2027**

The Partnership Agreement for the Development Framework 2021–2027 constitutes the main strategic plan for growth in Greece with the contribution of significant resources originating from a variety of European Union funds such as the Cohesion Fund (CF), the European Maritime Fisheries and Aquaculture Fund (EMFAF), the European Regional Development Fund (ERDF), the European Social Fund (ESF), and the Just Transition Fund (JTF). With a total budget of €26.2 billion, the Partnership Agreement involves the launch of various state aid programs focused on a number of key policy objectives:

- Promotion of an innovative and smart economic transformation (20% of total resources)
- Promotion of equitable clean energy and green and blue investments (27% of the total resources)
- Development of accessible, high-quality, multimodal, smart, and sustainable infrastructure and transportation systems (8% of total resources)
- Investment in human capital and assurance of equal access to quality services and goods (30% of total resources)
- Promotion of sustainable and integrated development by supporting local initiatives (6% of total resources)
- Targeted actions for the lignite-dependent regions of West Macedonia, Megalopolis and the islands (7% of total resources)

The Partnership Agreement 2021–2027 includes a total of 22 programs, of which nine are sectoral programs, pertaining to one or more sectors and having a nationwide geographical scope, and 13 are regional operational programs (ROPs), one for each Greek Region, pertaining to actions of regional scope.

## **RESOURCE ALLOCATION PER PROGRAM - TOTAL BUDGET: € 26.2 BILLION**

13 REGIONAL PROGRAMS € 8.1 B	COMPETITIVENESS € 3.1 b	HUMAN RESOURCES & SOCIAL COHESION € 4.2 b	DIGITAL TRANSFORMATION € 0.9 b
	COMPETITIVENESS € 3.1 b	HUMAN RESOURCES & SOCIAL COHESION € 4.2 b	DIGITAL TRANSFORMATION € 0.9 b
	TECHNICAL ASSISTANCE & BENEFICIARY SUPPORT € 0.5 b	JUST TRANSITION DEVELOPMENT € 1.6 b	FISHERIES, AQUACULTURE & THE SEA € 0.5 b



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## PUBLIC EMPLOYMENT SERVICE GRANTS

The Greek Public Employment Service (DYPA) aims to find jobs and protect the unemployed from poverty and economic marginalization, while at the same time decisively contributing to meeting the market's needs for skilled human resources. DYPA's active grant schemes include the following programs:

### SPECIAL PRE-EMPLOYMENT PROGRAM FOR 2,000 UNEMPLOYED YOUNG PEOPLE (18-29 YO) IN THE REGIONS OF WESTERN MACEDONIA AND THE PELOPONNESE AFFECTED BY DELIGNIFICATION

**Beneficiaries:** All companies regularly engaged in economic activity throughout the Region of Western Macedonia and the Region of the Peloponnese

**Specification:** New employees must be registered with the Employment Promotion Center for at least one month.

**Duration:** 7 months

**Grant benefit:** DYPA covers monthly compensation equal to the minimum monthly salary (full social contributions) as well as part of applicable Christmas, Easter and holiday allowances.

### BUSINESS GRANTS PROGRAM FOR THE EMPLOYMENT OF 3,400 UNEMPLOYED FORMER EMPLOYEES OF COMPANIES AFFECTED BY DELIGNIFICATION IN THE REGIONS OF WESTERN MACEDONIA AND PELOPONNESE

**Beneficiaries:** All companies operating in the Region of Western Macedonia and the Region of the Peloponnese

**Specification:** New employees must be unemployed people registered with DYPA for at least one month prior to the date of their submission to the program, and who had previously been employed from January 1, 2019, in companies in the Region of Western Macedonia and the Region of the Peloponnese.

**Duration:** 12-18 months

**Grant benefit:** The incentive consists of a 75-100% subsidy of the wage and nonwage cost (salaries and social contributions) of new employees recruited, depending on the previous background of the employee.

### PRE-EMPLOYMENT PROGRAM FOR 300 UNEMPLOYED YOUNG PEOPLE (18-30 YO) IN THE MUNICIPALITY OF ISTIAIA-AIDIPSOU AND THE MUNICIPALITY OF MANTOUDIOU - LIMNI - AGIA ANNA IN THE REGIONAL UNIT OF EVIA

**Beneficiaries:** All companies that have not reduced their staff during the last quarter prior to the date of submission to the program and have not received more than €200,000 in state aid over the last three years (current and previous two years)

**Specification:** New employees must have at least com-

pleted compulsory education (within three years of their submission to the program) and must be registered with DYPA.

**Duration:** 7 months

**Grant benefit:** DYPA covers monthly compensation equal to the minimum monthly salary (full social contributions) as well as part of applicable Christmas, Easter and holiday allowances.

### PRE-EMPLOYMENT PROGRAM FOR 10,000 UNEMPLOYED YOUNG PEOPLE (UP TO 29 YO) IN THE REGION OF ATTICA AND THE REGION OF CENTRAL MACEDONIA

**Beneficiaries:** All companies that have not reduced their staff during the last quarter prior to the date of submission to the program

**Specification:** New employees must have at least completed compulsory education and must be registered with an Employment Promotion Center in the Region of Attica or the Region of Central Macedonia

**Duration:** 7 months a

**Grant benefit:** DYPA covers monthly compensation equal to the minimum monthly salary (full social contributions) as well as part of applicable Christmas, Easter and holiday allowances.

## TAX INCENTIVES

Greek tax law includes various provisions that result in tax reduction, including Article 22A – Incentives for R&D projects, under which R&D costs of own-funded projects are deducted at the time of their realization from the beneficiary's gross income, incremented by 100%. All companies based in Greece can apply, with the process involving the annual (and by the deadline for submitting tax returns) submission of an application to the General Secretariat for Research and Innovation to certify the R&D costs carried out during the previous year.

Eligible expenses (applying to the part of the project concerning R&D) include:

- Depreciation of building costs (purchase, construction, repair, maintenance, renovation)
- Depreciation of purchase or leasing costs of laboratory equipment
- Depreciation of costs for the purchase of specialized software licenses
- Current operating expenses (e.g. rent and bills)
- Staff remuneration (in proportion to the time spent on the project)
- Travel costs for cooperation with laboratories, communication of research results and participation in relevant conferences, etc.
- Spending on consumables (e.g. reagents, small accessories, disposable instruments)
- Expenses for the purchase or issuance of patents in





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- Connection costs to databases, knowledge networks, electronic libraries, etc.
- Subcontracting expenditures with external partners or bodies
- Expenditure on the purchase of intangible assets, know-how, approval fees and patent fees for pharmaceutical preparations under development and production in Greece for R&D projects

## OVER-DEPRECIATION 200% FOR ENERGY EFFICIENT INVESTMENTS

CAPEX costs related to energy efficiency (i.e. building thermal insulation, heating/cooling systems, RES own production, lighting, BMS) or water conservation are depreciated at the tax depreciation rates (% per tax year), incremented by 100%. If the initial depreciation rate is higher than 10%, the increased rate cannot exceed 10 percentage points.

Deduction of over-depreciation from taxable profit: The amounts of increased depreciation are deducted from the net taxable income of the tax year to which they relate. In particular, their calculation shall start from the following month in which the expenditure related to energy efficiency or water saving is identified as falling under these provisions.

In case of loss instead of profit: If the determination of business profits results in a loss within the tax year, the loss is carried forward to be offset against business profits consecutively in the next five (5) tax years. The loss in the earlier year shall be offset in priority to the loss in a later year.

The process involves the annual submission of a technical report signed by an engineer, stating the technical characteristics of the systems being installed or upgrade and justifying the relevant energy/water savings.

For years 2023, 2024, and 2025, over-depreciation will also be applicable for costs related to green economy, energy and digitalization, only for SMEs.

Beneficiaries: All companies based in Greece

## OTHER TAX INCENTIVES

### TAX INCENTIVES FOR ANGEL INVESTORS

For investments in startups registered with Elevate Greece (up to three startups at €100,000 each), individuals have the right to deduct an amount equal to 50% of their contribution from their taxable income in the fiscal year in which this contribution took place.

### NON-DOM REGIME FOR HIGH-NET-WORTH INDIVIDUALS

A new non-dom regime provides an alternative way of taxing income derived abroad for individuals transferring their tax residence to Greece (non-dom), subject to the completion of an investment of at least €500,000 in real estate, businesses, or transferable securities or shares in legal entities based in Greece.

## NEW TAX REGIME FOR FOREIGN RETIREES

Individuals earning pension income from abroad can transfer their tax residence to Greece and choose to be subject to an alternate tax regime regarding the taxation of their foreign income in Greece. These individuals are taxed with a 7% flat income tax for their income obtained abroad.

## CAPITAL GAINS TAX SUSPENSION FOR REAL ESTATE

Tax on capital gains from the transfer of immovable property (real estate) was suspended for three years, until December 31, 2022.

## VAT SUSPENSION FOR TRANSFER OF NEW BUILDINGS

The imposition of VAT on the transfer of new buildings was suspended until December 31, 2022, through an application filed by the constructor. In such cases, the relevant real estate transfers were subject to real estate transfer tax. The right to deduct the input VAT related to respective construction expenses was also suspended.

## PHARMACEUTICAL PRODUCTS FOR HUMAN MEDICINE AT A REDUCED TAX RATE OF 6%.

## TAX INCENTIVES FOR THE ESTABLISHMENT OF SPECIAL PURPOSE FAMILY PROPERTY MANAGEMENT COMPANIES (FAMILY OFFICES)

The gross income of family offices is determined by the cost method (including all types of expenses and depreciation, except income tax) plus a profit margin of 7%, while the tax is calculated at the current rate.

## SPECIAL TAXATION REGIME FOR FOREIGN EMPLOYEES

The individual gets an exemption from income tax and the special solidarity contribution at 50% of his employment income/income from individual business activity earned in Greece during the tax year. This is valid for 7 years.

## NEW TYPE OF NATIONAL VISA FOR DIGITAL NOMADS

A new type of national visa was introduced, providing the right of up to 12 months' stay in Greece to non-EU nationals working remotely using digital technology with employers or clients outside Greece (digital nomads).

## TAX INCENTIVES FOR COLLABORATIONS AND CORPORATE RESTRUCTURINGS

Various tax-related measures applicable to business restructurings and collaborations have been introduced such as income tax exemption on the taxable profits of the company that result from any type of restructuring or, in case of collaborations, the taxable profits of the collaborating persons; tax exemption of capital gains arising from the transfer of fixed assets to third parties; and exemption from



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stamp duty and income tax on capital gains arising from business restructurings, etc.

## INVESTMENT INCENTIVES TO SSCS AND BPOS

With its culturally diverse, highly qualified, and experienced workforce, its multilingual university graduates available at a very competitive labor cost, the diversity of employment contracts and new forms of work, as well as its very low wage growth, Greece offers a stable and predictable pro-business environment that is ideal for the establishment of Global Business Services/Shared Service Centers as well as Back Office and Front Office Outsourcing/BPO centers.

Subsidies for payroll costs and CAPEX are granted to cover part of the cost of undertaking various types of intra-group services as a new activity in Greece:

- *Subsidy for the recruitment of employees in an inferior position or with disabilities:*  
50% of personnel costs for up to twelve months following an employee's recruitment, up to an annual total of €35,000 per employee; cumulative personnel costs cannot exceed €3.5 million within a period of five years, while such subsidy cannot annually exceed the amount of €5 million in conjunction with other types of subsidies obtained by the same beneficiary.
- *Subsidy for the training of new employees:*  
50% of the costs incurred for the training of new employees with regards to the beneficiary's activities; such training costs cannot exceed €3 million, while such subsidy cannot exceed €2 million per training program in conjunction with other types of subsidies obtained by the same beneficiary.

- *R&D Grants:*  
50% of personnel costs, expenses related to buildings, instruments and equipment, payment of contractual research and consulting services, and other operating expenses utilized in the context of industrial research; such grants cannot exceed an amount of €20 million per project. The above thresholds for the conduct of experimental research are set to 25% and €15 million respectively, while for feasibility studies they amount to 50% and €7.5 million.
- *Support for wage costs and computer and communications systems installation costs:*  
50% of personnel costs for up to twelve months following an employee's recruitment, and of the equipment and software purchase costs; such personnel, equipment and software costs cannot exceed an amount of €400,000, while such subsidy cannot exceed €200,000 over a three-year period in conjunction with other types of subsidies obtained by the same beneficiary.

## ENTREPRENEURSHIP FUND II

The Business Financing Action of the Entrepreneurship Fund II (TEPIX II), managed by the Hellenic Development

Bank, aims to promote entrepreneurship, facilitate access to financing for micro, small and medium sized enterprises and enhance investment activity in the country. The Action offers financing for working capital needs and/or investment loans with preferential pricing terms as 40% of the loan is funded by the Entrepreneurship Fund II and is interest-free. Partner banks participate in the program contributing 60% of the capital of each loan.

BENEFICIARY COMPANIES		
SMEs regardless of the operation manner they choose to follow (independent, associated or related company)		
Companies with eligible NACE Codes		
Companies that don't have outstanding tax or social insurance obligations		
Companies that are registered, operate and invest in Greece		
Companies that do not exceed the highest amount and are active in eligible economic sectors as defined by the de minimis Regulation		
Companies that have received a guarantee from the Hellenic Development Bank for programs that have been concluded or are still ongoing and keep updated guaranteed loan liabilities		
WHAT IS FUNDED	FINANCING AMOUNT	DURATION
Investment plans	€25,000 to €1,500,000	5 to 10 years with a grace period up to 3 years

Source: <https://hdb.gr/epicheirimatiki-chrimatodotisi/>



# 6 YEARS SMART EDUCATION

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- Transforming Education**  
*Robotics*

**FROM CHALLENGE TO SOLUTION**

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Technology and Innovation in Education

**SEMINAR Saturday 10.11.2018**  
Aristotle Lyceum High School, Patras  
For teachers of Primary and Secondary Education

The integration of new technologies into education  
The value of programming  
Robotics at school  
Internet security  
Microsoft tools  
The General Data Protection Regulation

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**SEMINAR Saturday 09.11.2019**  
Aristotle Lyceum High School, Patras  
For teachers of Primary and Secondary Education

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Serious games  
The dangers of video games  
Microsoft tools  
The value of programming in our lives  
Robotics

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### Smart Education

**4 Entrepreneurship education**

For teachers of Primary and Secondary Education

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The need for entrepreneurship education  
Innovative teaching methods and practices for promoting entrepreneurship in schools

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Microsoft tools  
Distance learning

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### SMART EDUCATION 5

## 5G

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### SMART EDUCATION 6

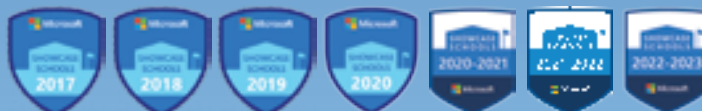
## REIMAGINING EDUCATION

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## HELLENIC DEVELOPMENT BANK (L.4608/2019, A66)

The Hellenic Development Bank (HDB) was established by Law 4608/2019 and is the successor of the Hellenic Fund for Entrepreneurship and Development. It is the only 100% state-backed financial intermediary in Greece, under the supervision of the Bank of Greece, which is functioning in reciprocity with the Greek banking sector. It seeks to harmonize EU regulations and local banking practices for the benefit of Greek MSMEs, through the provision of low-cost financing solutions for business entities with limited access to customary bank financing.

## INTERNATIONAL ORGANIZATIONS' SUPPORT FOR GREEK INVESTMENTS

### EUROPEAN INVESTMENT BANK (EIB)

The EIB has been providing finance and expertise for sound and sustainable investment projects in Greece since 1963. During 2010-2020, the EIB invested approximately €18.9 billion in Greece, mainly in infrastructure, SMEs and energy projects. In 2021, Greece became the largest per capita beneficiary of EIB Group engagement including €2.7 billion through a new European Guarantee Fund COVID response.

Source: <https://www.eib.org/en/projects/regions/european-union/greece>

### EUROPEAN FUND FOR STRATEGIC INVESTMENTS (EFSI) – JUNCKER PLAN

In March 2022, Greece ranked second among all EU countries in the absorption of funds (per € of GDP), with approvals for 22 investment plans across various sectors and approximately €2.9 billion in total financing, set to trigger €14.1 billion in additional investments.

Source: [https://ec.europa.eu/info/strategy/priorities-2019-2024/economy-works-people/jobs-growth-and-investment/investment-plan-europe/investment-plan-results/investment-plan-greece\\_en](https://ec.europa.eu/info/strategy/priorities-2019-2024/economy-works-people/jobs-growth-and-investment/investment-plan-europe/investment-plan-results/investment-plan-greece_en)

### EUROPEAN BANK FOR RECONSTRUCTION AND DEVELOPMENT (EBRD)

The EBRD was financing 91 projects with €5.8 billion (as of June 2022), focusing on investments in industry, commerce and agribusiness, financial institutions (Greek banks, equity funds), and sustainable infrastructure.

Source: <https://www.ebrd.com/greece-data.html>

### EUROPEAN INVESTMENT FUND (EIF)

The EIF, with a total commitment of €420 million (as of 2022), supported seven private equity funds investing in Greek SMEs, eight partner finance and guarantee providers, and 3,600 Greek SMEs.

Source: [https://www.eif.org/news\\_centre/publications/country-fact-sheets/greece.htm?lang=en](https://www.eif.org/news_centre/publications/country-fact-sheets/greece.htm?lang=en)

### INTERNATIONAL FINANCE CORPORATION (IFC – WBG)

The IFC (WBG) also made direct investments in Greece

during 2015-2020. As of 2021, the IFC's longterm committed portfolio with Greek sponsors globally amounted to \$191 million, while its portfolio in Greece stood at \$317 million.

Source: <https://www.ifc.org/wps/wcm/connect/19b83670-c672-4173-bf05-1bf1cd4beb72/IFC+and+Greece+FY21.pdf?MOD=AJPERES&CVID=nSqtpxz>

### BLACK SEA TRADE AND DEVELOPMENT BANK (BSTDB)

The BSTDB has approved 32 projects in Greece (as of June 2022) with a total investment of €899 million (industrial, energy, utilities, telecom, IT).

Source: <https://www.bstdb.org/our-projects/country-profile/greece>

## INVESTMENT INCENTIVES FOR TECHNOLOGY DRIVEN SMES EQUIFUND

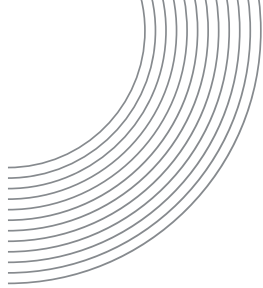
Equity financing investment periods can range from five to seven years, after which investors look for a return on their money through the sale of the company or by offering to sell shares in the company to the public.

EquiFund is an initiative of the Greek government in cooperation with the European Investment Fund (EIF). It is advised independently by the EIF and is co-financed by the EU and national funds, as well as funding from the EIF. The European Investment Bank has joined the existing cornerstone investors through the European Fund for Strategic Investments, the core of the so-called Juncker Plan. Strategic Partners such as the Onassis Foundation and the National Bank of Greece have also committed to several of the EquiFund supported funds.

EquiFund will pave the way for unleashing the social and economic wealth creation of young talented human capital in Greece and its diaspora.

EquiFund offers tailored financing through three windows:

- **Innovation Window**  
Targeted at researchers and innovators, who are still at the idea and research stage. Investment partners offer financial expertise and backing to get the idea off the ground by funding the development of prototypes for the production or launch of version 1.0.
- **Early-Stage Window**  
Targeted at startups who have launched their companies and whose ideas are achieving initial traction. These funds offer financing with expertise, business knowhow and access to networks to help startups fuel sales, increase productivity, and build their corporate infrastructure and distribution systems.
- **Growth Stage Window**  
Targeted at scaleups who have established businesses with strong sales. Growth capital fund managers bring expertise to help scaleups fund expansion through exports, internationalization and many other ways.



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ARCHITECTS



# INTERIOR DESIGN



A creative vision  
for projects with  
technical  
requirements.



# PROJECT MANAGEMENT



## ELEVATE GREECE

Elevate Greece, the national startup registry, is the official record of startups in Greece. It aims at monitoring startup entrepreneurship progress based on specific KPIs, supporting startups through a broad range of benefits and incentives, and operating as a dashboard of metrics to attract investors from Greece and abroad.

Elevate Greece works with a number of Official Business Partners who support startups through monetary and other prizes at the annual National Startups Awards event. To date, the initiative's innovation ecosystem has seen more than 300 startups raise funds and more than €2400 million invested.

Benefits for startups include:

- *International visibility*  
Registered startups can complete their registry profile to increase their international visibility and promote their innovative products and services
- *Support measures*  
Up-to-date information on state aid schemes and other support measures offered by state authorities
- *Funding opportunities*  
Access to funding opportunities through venture capital funds and angel investors
- *Networking opportunities*  
Increased networking opportunities with access to innovation community players across the innovation ecosystem
- *Updates*  
Up-to-date information on various ecosystem and industry events and business missions
- *Talent pool*  
Opportunities to find specialized, highly-talented personnel through the platform

## HORIZON EUROPE 2021–2027

Horizon Europe is the EU's key funding program for research and innovation with a budget of €95.5 billion. It seeks to support the best European researchers and innovators in their fight to create a sustainable, resilient, and healthy Europe. The new Horizon Europe 2021–2027 program focuses on three key pillars: Excellent Science, Global Challenges and European Industrial Competitiveness, and Innovative Europe.

For the Innovative Europe pillar, Horizon Europe 2021–2027 introduced new features such as the European Innovation Council (EIC) and the establishment of European Innovation Ecosystems. With a budget of over €10 billion, the EIC aims to support emerging innovations by SMEs, startups, and midcaps, while the European Innovation Ecosystems serve to connect regional and national innovation actors.

*The Greek Economy: Investing in Greece is based on the Investment Incentives guide (2022) by KPMG and Enterprise Greece.*

*The content of the above section is published courtesy of:*

**ENTERPRISE GREECE**  
INVEST & TRADE



Επενδύουμε στην καινοτομία  
που ανοίγει νέους δρόμους στη θεραπεία

Η φαρμακευτική καινοτομία ανοίγει κάθε μέρα νέους δρόμους στη θεραπεία. Όσο η επιστήμη θα παράγει νέα γνώση, τα όρια της υγείας θα διευρύνονται. Το αδύνατο θα γίνεται κάθε μέρα πιο δυνατό.

Γι' αυτό, στην GENESIS Pharma, εστιάζουμε εκεί όλες μας τις δυνάμεις. Είμαστε η μόνη ελληνική φαρμακευτική εταιρεία με εξειδίκευση στη βιοτεχνολογία εδώ και δύο δεκαετίες, μέσω της αποκλειστικής μας συνεργασίας με πρωτοπόρες διεθνείς φαρμακευτικές εταιρείες που ανακαλύπτουν και αναπτύσσουν θεραπείες αιχμής.

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# Greek Government and Public Agencies

## PRESIDENCY OF THE HELLENIC REPUBLIC

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100 28 Athens  
T: +30 210 728 3111  
E: [info@presidency.gr](mailto:info@presidency.gr)  
[www.presidency.gr](http://www.presidency.gr)

## PRIME MINISTER

Megaro Maximou  
19 Irodou Attikou Str.  
106 74 Athens  
T: +30 210 671 1000  
E: [primeminister@primeminister.gr](mailto:primeminister@primeminister.gr)  
[www.primeminister.gr](http://www.primeminister.gr)

## DEPUTY PRIME MINISTER

10 Zalokosta Str.  
106 71 Athens  
T: +30 210 368 2911  
F: +30 210 368 2701  
E: [secretariat@vicepresident.gov.gr](mailto:secretariat@vicepresident.gov.gr)  
[www.vicepresident.gov.gr](http://www.vicepresident.gov.gr) (GR only)

## PARLIAMENT

Parliament Mansion (Megaro Voulis)  
Syntagma Square  
100 21 Athens  
T: +30 210 370 7000  
F: +30 210 370 7814  
E: [infopar@parliament.gr](mailto:infopar@parliament.gr)  
[www.hellenicparliament.gr](http://www.hellenicparliament.gr)

## GOVERNMENT SPOKESPERSON

11 Fragkoudi Str. and Alexandrou Pantou Str.  
101 63 Kallithea  
T: +30 210 909 8000  
E: [information@minpress.gr](mailto:information@minpress.gr)  
[www.media.gov.gr](http://www.media.gov.gr) (GR only)

## MINISTRIES

### MINISTRY OF CITIZEN PROTECTION

4 P. Kanellopoulou Str.  
101 77 Athens  
T: +30 213 1520 000  
F: +30 210 692 9764  
E: [kepik@mopocp.gov.gr](mailto:kepik@mopocp.gov.gr)  
[www.mopocp.gov.gr](http://www.mopocp.gov.gr)

### MINISTRY OF CULTURE AND SPORTS

20-22 Bouboulinas Str.  
106 82 Athens  
T: +30 213 132 2100  
E: [grplk@culture.gr](mailto:grplk@culture.gr)  
[www.culture.gov.gr](http://www.culture.gov.gr)

### MINISTRY OF DEVELOPMENT AND INVESTMENTS

5-7 Nikis Str.  
101 80 Athens  
T: +30 210 333 2000  
[www.mindev.gov.gr](http://www.mindev.gov.gr) (GR only)

### MINISTRY OF DIGITAL GOVERNANCE

11 Fragkoudi Str. and Alexandrou Pantou Str.  
101 63 Kallithea  
T: +30 210 909 8000  
[www.mindigital.gr](http://www.mindigital.gr) (GR only)

### MINISTRY OF EDUCATION AND RELIGIOUS AFFAIRS

37 Andrea Papandreou Str.  
151 80 Marousi  
T: +30 210 344 2000  
[www.minedu.gov.gr](http://www.minedu.gov.gr) (GR only)

### MINISTRY OF ENVIRONMENT AND ENERGY

119 Mesogeion Ave.  
115 26 Athens  
T: +30 213 151 3000  
E: [info@ypen.gov.gr](mailto:info@ypen.gov.gr)  
[www.ypen.gov.gr](http://www.ypen.gov.gr)

### MINISTRY OF FINANCE

5-7 Nikis Str.  
105 63 Athens  
T: +30 210 333 2000  
F: +30 210 333 2608  
E: [ministeroffice@minfin.gr](mailto:ministeroffice@minfin.gr)  
[www.minfin.gr](http://www.minfin.gr)

### MINISTRY OF FOREIGN AFFAIRS

1 Vasilissis Sofias Ave.  
106 71 Athens  
T: +30 210 368 1000  
F: +30 210 368 1717  
[www.mfa.gr](http://www.mfa.gr)

**MINISTRY OF HEALTH**

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104 33 Athens  
T: +30 213 216 1000  
www.moh.gov.gr [GR only]

**MINISTRY OF INFRASTRUCTURE AND TRANSPORT**

2 Anastaseos Str. And Tsigante Str.  
155 61 Papagou  
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E: yme@yme.gov.gr  
www.yme.gov.gr

**MINISTRY OF INTERIOR**

27 Stadiou Str.  
101 83 Athens  
T: +30 213 136 4000  
E: info@ypes.gr  
www.ypes.gr

**MINISTRY OF JUSTICE**

96 Mesogeion Ave.  
115 27 Athens  
T: +30 213 130 7000  
www.ministryofjustice.gr

**MINISTRY OF LABOR AND SOCIAL AFFAIRS**

29 Stadiou Str.  
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T: +30 213 151 6649  
www.ypakp.gr

**MINISTRY OF MARITIME AFFAIRS AND INSULAR POLICY**

Akti Vassiliadi, Gates E1-E2  
185 10 Drapetsona - Piraeus  
T: +30 213 137 1700  
E: contact@yna.gov.gr  
www.ynanp.gr

**MINISTRY OF MIGRATION AND ASYLUM**

196-198 Thivon Ave.  
182 33 Ag. Ioannis Rentis – Nikaia  
T: +30 210 698 8538  
www.migration.gov.gr

**MINISTRY OF NATIONAL DEFENSE**

(Public Enquiries Office)  
227-231 Mesogeion Ave.  
155 61 Holargos, Athens  
T: +30 210 659 8100  
E: gek.athens@mod.mil.gr  
E: gek.thessalonikis@mod.mil.gr  
www.mod.mil.gr

**MINISTRY OF RURAL DEVELOPMENT AND FOOD**

2 Aharnon Str.  
101 76 Athens  
T: +30 210 212 4000  
E: info@minagric.gr  
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**MINISTRY OF TOURISM**

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T: +30 210 373 6001  
E: mailbox@mintour.gr  
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www.synigoros.gr

**HELLENIC AUTHORITY FOR COMMUNICATION SECURITY AND PRIVACY**

3 Lohour Str.  
151 24 Marousi  
T: +30 210 638 7600  
E: info@adae.gr  
www.adae.gr

**HELLENIC COMPETITION COMMISSION**

1A Kotsikas Str. and Patision Str.  
104 34 Athens  
T: +30 210 880 9100  
E: contact@epant.gr  
www.epant.gr

**HELLENIC DATA PROTECTION AUTHORITY**

1-3 Kifissias Ave.  
115 23 Athens  
T: +30 210 647 5600  
E: contact@dpa.gr  
www.dpa.gr

**HELLENIC FISCAL COUNCIL**

11 Amerikis Str.  
106 72 Athens  
T: +30 211 103 9600  
F: +30 210 361 5531  
www.hfisc.gr

**HELLENIC LABOR INSPECTORATE**

E: helpdesk@sepenet.gr  
www.sepenet.gr

**HELLENIC STATISTICAL AUTHORITY**

46 Pireos Str. and Eponiton St.  
185 10 Piraeus  
T: +30 213 135 2000  
www.statistics.gr

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www.aade.gr/en/customs

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E: tel.athinon@aade.gr

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E: tel.el-venizelos@aade.gr

**CUSTOMS SERVICE – PIRAEUS A**

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E: tel.a-peiraia@aade.gr

## **CUSTOMS SERVICE – PIRAEUS B**

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E: [tel.b-peiraia@aade.gr](mailto:tel.b-peiraia@aade.gr)

## **CUSTOMS SERVICE – PIRAEUS C**

T: +30 213 211 1131  
E: [tel.c-peiraia@aade.gr](mailto:tel.c-peiraia@aade.gr)

## **CUSTOMS SERVICE – PIRAEUS D**

T: +30 213 211 1524  
E: [tel.d-peiraia@aade.gr](mailto:tel.d-peiraia@aade.gr)

## **CUSTOMS SERVICE – PORT OF THESSALONIKI**

T: +30 2313 334 323  
E: [tel.a-thessalonikis@aade.gr](mailto:tel.a-thessalonikis@aade.gr)

## **CUSTOMS SERVICE – THESSALONIKI AIRPORT**

T: +30 2313 334 700  
E: [tel.b-thessalonikis@aade.gr](mailto:tel.b-thessalonikis@aade.gr)

## **OTHER USEFUL RESOURCES**

### **EFKA (NATIONAL SOCIAL SECURITY FUND)**

[www.efka.gov.gr](http://www.efka.gov.gr) (GR only)

### **ENTERPRISE GREECE**

[www.enterprisegreece.gov.gr](http://www.enterprisegreece.gov.gr)

### **GOV.GR – YOUR GUIDE TO GREECE**

[www.gov.gr/en/sdg](http://www.gov.gr/en/sdg)

### **GREEK PUBLIC EMPLOYMENT SERVICE**

[www.dypa.gov.gr](http://www.dypa.gov.gr)

### **NATIONAL DOCUMENTATION CENTER**

[www.ekt.gr](http://www.ekt.gr)

### **NATIONAL TOURISM ORGANIZATION (GNTOT)**

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*The Partners of the Tax Department Mrs. Jenny Panou, [jpanou@asnetwork.gr](mailto:jpanou@asnetwork.gr) and Mr. Stavros Petridisoglou [spetridisoglou@asnetwork.gr](mailto:spetridisoglou@asnetwork.gr) are at your disposal to discuss any tax matter.*



# Greek Organizations in Greece

## BANKING

### ASSOCIATION OF CO-OPERATIVE BANKS OF GREECE

50 Skoufa Str.  
106 82 Athens  
T: +30 210 363 6311  
F: +30 210 361 0210  
E: secretary@este.gr  
www.este.gr

### BANK OF GREECE

21 Eleftherios Venizelos Str.  
102 50 Athens  
T: +30 210 320 1111  
www.bankofgreece.gr

### HELLENIC BANK ASSOCIATION

21A Amerikis Str.  
106 72 Athens  
T: +30 210 338 6500  
F: +30 210 361 5324  
E: hba@hba.gr  
www.hba.gr

## INDUSTRY AND TRADE ASSOCIATIONS

### ASSOCIATION OF ENTERPRISES IN ATTICA AND IN PIRAEUS

10 Amerikis Str.  
106 72 Athens  
T: +30 210 339 2567  
F: +30 210 363 1720  
E: svap@svap.gr  
www.svap.gr

### ASSOCIATION OF INDUSTRIES IN THESSALY AND IN CENTRAL GREECE

4 Eleftheriou Venizelou Str.  
382 21 Volos  
T: +30 24210 29407  
F: +30 24210 26394  
E: info@sbtse.gr  
www.sbtse.gr (GR only)

### ASSOCIATION OF INDUSTRIES OF CENTRAL GREECE

32 March 25th Str.  
320 11 Oinofyta Viotias  
T: +30 22620 56699  
E: info@svse.gr  
www.svse.gr

### ASSOCIATION OF THESSALIAN ENTERPRISES AND INDUSTRIES

Karamanlis Ave. and Viomihantias Str.  
414 48 Larisa  
T: +30 2410 555 507  
F: +30 2410 555 509  
E: info@sthev.gr  
www.sthev.gr

### FEDERATION OF ENTERPRISES AND INDUSTRIES OF THE PELOPONNESE AND WESTERN GREECE

2 Votsi Str.  
262 21 Patra  
T: +30 2610 620 815  
E: info@sevpde.gr  
www.sevpde.gr (GR only)

### FEDERATION OF INDUSTRIES OF GREECE (SBE)

21 October 26th Str.  
546 27 Thessaloniki  
T: +30 2310 539 817  
E: info@sbe.org.gr  
www.sbe.org.gr

### GREEK EXPORTERS ASSOCIATION (SEVE)

1 Morihovou Square  
546 25 Thessaloniki  
T: +30 2310 535 333  
F: +30 2310 543 232  
E: info@seve.gr  
www.seve.gr

### GREEK TOURISM CONFEDERATION (SETE)

34 Vasilissis Amalias Ave.  
105 58 Athens  
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**HELLENIC FEDERATION OF ENTERPRISES (SEV)**

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E: info@sev.org.gr  
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**MARKETING GREECE**

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**PANHELLENIC EXPORTERS ASSOCIATION**

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F: +30 210 524 2568  
E: pse@otenet.gr  
www.pse.gr

**TRADE FAIRS AND EXHIBITIONS****HELEXPO –  
Thessaloniki International Exhibition  
and Congress Center (TIECC)**

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546 36 Thessaloniki  
T: +30 2310 291 111  
F: +30 2310 256 827  
E: exhibitions@helexpo.gr  
www.helexpo.gr

**HELEXPO MAROUSSI –  
Athens Exhibition Center**

39 Kifisias Ave.  
151 23 Marousi  
T: +30 210 616 8888  
F: +30 210 616 8800  
E: eska@helexpo.gr  
www.helexpo.gr

**TRANSLATION AND INTERPRETATION****HELLENIC ASSOCIATION OF CONFERENCE  
INTERPRETERS (SYDISE)**

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www.sydise.gr

**PANHELLENIC ASSOCIATION OF TRANSLATORS (PEM)**

17 Komninon Str.  
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E: info@pem.gr  
www.pem.gr

**OTHER USEFUL RESOURCES****CENTER OF PLANNING AND ECONOMIC RESEARCH  
(KEPE)**

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**HELLENIC EXCHANGES – ATHENS STOCK EXCHANGE  
(ATHEX GROUP)**

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# Chambers of Commerce in Greece

## GREEK CHAMBERS

### ATHENS CHAMBER OF COMMERCE AND INDUSTRY

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106 71 Athens  
T: +30 210 360 4815  
E: info@acci.gr  
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### ATHENS CHAMBER OF SMALL AND MEDIUM INDUSTRIES

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106 71 Athens  
T: +30 210 368 0700  
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E: info@acsmi.gr  
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### ATHENS CHAMBER OF TRADESMEN

Eleftheriou Venizelou Str. and Harilaou Trikoupi Str.  
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### ECONOMIC CHAMBER OF GREECE

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### HELLENIC CHAMBER OF HOTELS

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105 64 Athens  
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F: +30 210 322 5449  
E: info@grhotels.gr  
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### HELLENIC CHAMBER OF SHIPPING

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185 36 Piraeus  
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F: +30 210 429 3831  
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www.nee.gr

### INTERNATIONAL CHAMBER OF COMMERCE (ICC) HELLAS

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106 82 Athens  
T: +30 210 381 0879  
F: +30 210 383 1189  
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www.iccwbo.gr (GR only)

### PIRAEUS CHAMBER OF COMMERCE AND INDUSTRY

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185 31 Piraeus  
T: +30 210 417 7241  
F: +30 210 417 8680  
E: evep@pcci.gr  
www.pcci.gr

### PIRAEUS CHAMBER OF SMALL AND MEDIUM INDUSTRIES

111 Karaïskou Str.  
185 32 Piraeus  
T: +30 210 411 0443  
F: +30 210 417 9495  
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www.bep.gr (GR only)

### PROFESSIONAL CHAMBER OF PIRAEUS

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### THESSALONIKI CHAMBER OF COMMERCE AND INDUSTRY

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### THESSALONIKI CHAMBER OF SMALL AND MEDIUM INDUSTRIES

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546 24 Thessaloniki  
T: +30 2310 241 668  
F: +30 2310 232 667  
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www.veth.gov.gr (GR only)

### UNION OF HELLENIC CHAMBERS OF COMMERCE

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106 71 Athens  
T: +30 210 338 7104  
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## FOREIGN CHAMBERS

### ARAB-HELLENIC CHAMBER OF COMMERCE AND DEVELOPMENT

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F: +30 210 674 6577  
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www.arabhellenicchamber.gr

### BRITISH HELLENIC CHAMBER OF COMMERCE

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### FINNISH HELLENIC CHAMBER OF COMMERCE

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### FRENCH-HELLENIC CHAMBER OF COMMERCE AND INDUSTRY

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### GERMAN-HELLENIC CHAMBER OF COMMERCE AND INDUSTRY

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### GREEK-ISRAELI CHAMBER OF COMMERCE AND TECHNOLOGY

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www.hrcc.gr

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### HELLENIC-SERBIAN UNION OF COMMERCE AND INDUSTRY

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### HELLENIC-SWEDISH CHAMBER OF COMMERCE

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www.hellenic-swedishcc.gr

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## GREEK CONSULATE IN NEW YORK – ECONOMIC AND COMMERCIAL AFFAIRS

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# Promoting Greece Abroad

## Offices of Economic and Commercial Affairs

Of the approximately 60 Offices of Economic and Commercial Affairs attached to Greek Embassies around the world today, four are located in the United States: at the Greek embassy in Washington DC and the Greek consulates in San Francisco, Chicago, and New York. While these four offices offer a full range of expertise and specialized services, interest parties can also count on the complementary services of the entire network of Greek consulates in other cities across the United States.

Operating under the Ministry of Foreign Affairs, the Offices of Economic and Commercial Affairs work to support and promote Greek economic and commercial interests abroad. Their duties and responsibilities are:

- Promoting exports of Greek products and services to foreign markets, including participation in trade fairs and other events
- Providing Greek exporters, as well as foreign importers, with thorough and up-to-date information on relevant economic conditions, market and consumer trends, and policies and procedures in order to facilitate bilateral trade
- Carrying out market research on select industries in foreign markets, in order to supply all necessary information to Greek exporters
- Promoting Greek investment abroad and also attracting foreign investment to Greece, particularly by promoting key industries
- Representing Greece in their respective jurisdictions in all official communication with the local authorities in fields such as commerce, agriculture and economy

### SERVICES PROVIDED BY THE U.S. OFFICES

In addition to the above, the Office of Economic and Commercial Affairs at the Greek Embassy in Washington DC also monitors developments in the US government and US legislation that affect multilateral and bilateral economic and trade relations with Greece and the EU. The office monitors and reports on international financial institutions based in the city, specifically the World Bank, International Finance Corporation, and International Development Agency.

The Greek Offices of Economic and Commercial Affairs in the United States also work to promote US investment in Greece, by highlighting the positive investment climate—including the relevant reforms that have streamlined procedures and also offer attractive incentives to foreign investors and the many opportunities stemming from the launch of major public projects, Greece's ongoing privatization program, promising energy sector, logistics possibilities, extensive tourism infrastructure, and the transformation of Northern Greece into a flourishing tech and business hub in the wider region.

Offices work through directly contacting and responding to requests by exporters or other parties and are uniquely positioned to collect and provide local expertise and information (addresses of importers and distributors), carry out research and make contacts or other inquiries on behalf of exporters.





**ZARIFOPOULOS**  
SECURITY & CONTROL SERVICES

# Your Safety Our Mission



## OUR SERVICES



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**Fire & Gas Detection  
Systems**



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Systems**



**Building Energy  
Management Systems**

## WHY CHOOSE US?

ZARIFOPOULOS SA Corporate Culture is a mix of Know-How, Character, Best Practices and its People.

- High quality products and services
- Innovative solutions – highly trained personnel
- Operations and facilities safety
- Customer and employee satisfaction
- Corporate Social Responsibility

## ABOUT OUR COMPANY

ZARIFOPOULOS is a leading Group in security, fire safety and control-energy management products and services in Greece as well as abroad. More than 25000 customers attest to 50 years of successful entrepreneurship.



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[www.zarifopoulos.com](http://www.zarifopoulos.com)



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Nea Ionia, Athens

# Doing Business in Greece

## Enterprise Greece

Enterprise Greece is the official investment and trade promotion agency of the Greek state, operating under the auspices of the Ministry of Foreign Affairs, and a proud partner to the American-Hellenic Chamber of Commerce. The warm, close and strategic relationship Greece has long enjoyed with the United States underpins the bilateral commercial relations between our two countries, while the cooperation between Enterprise Greece and AmChamGR has grown in lockstep over the past several years.

From energy to innovation and from hospitality to agrifood, Greece is pulling ahead as a preferred investment destination, a regional business hub and a pillar of stability in the Eastern Mediterranean. The mission of Enterprise Greece is to showcase the many opportunities that Greece offers investors and trading partners from around the world.

And for the past several years, Enterprise Greece has

been working closely with the American-Hellenic Chamber of Commerce to showcase the country, its products and its services to American buyers and investors.

Since October 15, 2020, a memorandum of strategic cooperation has been in place between Enterprise Greece and the American-Hellenic Chamber of Commerce. Our joint aim is to develop and implement a series of strategic activities to support Greek companies in becoming more competitive in the U.S. market, as well as to attract U.S. investments and businesses to Greece.

Those efforts have encompassed everything from the technology sector to the defense industry and have resulted in Silicon Valley seminars for Greek startups as well as Greek participation in the annual trade exhibition of the U.S. Army and the annual SelectUSA Investment Summit.

Our relationship with the Chamber and with our U.S. partners is growing stronger by the year.

**GREECE – POSITIONED FOR LONGTERM GROWTH**

## Attracting investments, promoting exports



Enterprise Greece is the official agency of the Greek State, under the auspices of the Ministry of Foreign Affairs, to promote investment in Greece, exports from Greece, and make  
***Greece more attractive as an international business partner.***

Enterprise Greece promotes Greece as an **investment destination**, especially in the key sectors in which the country offers a highly compelling advantage: ***tourism, energy, food and agriculture, logistics, ICT, environmental management, and life sciences.*** At the same time, the agency showcases the **vast natural and human resources** of the country and optimises the efforts of Greek enterprises to reach global markets.

## INVEST — TRADE

Attracts, welcomes, promotes, supports and retains investment in Greece

Promotes Greece internationally as an attractive investment destination through marketing, events, and strategic outreach

Accepts applications, evaluates and supports Greece's Strategic Investment (Fast Track) projects

Provides investors with the Investor Ombudsman service

Informs investors of Greece's institutional, tax, legal, and financial framework

Supports investors in accessing funds

Partners with relevant organisations, domestic and international, to promote Greece as an investment destination

Promotes the export of Greek products and services internationally through marketing, events, and trade centres

Supports Greek producers and service providers with guidance, assistance, information and resources to better reach international markets

Connects Greek exporters and entrepreneurs with potential partners around the world

Organises the presence of Greek companies at conferences, fora, exhibitions and trade shows in global markets

Hosts foreign delegations and visitors to Greece

Briefs foreign buyers on the Greek market and Greece's export potential

Partners with relevant organisations, domestic and international, to promote Greece's export market

# Doing Business in Greece

## Taxes

A SUMMARY OF THE TAX FRAMEWORK APPLICABLE TO U.S. RESIDENTS PLANNING TO DO BUSINESS TRANSACTIONS IN GREECE AND/OR FORMALIZE THEIR PRESENCE IN GREECE BY ESTABLISHING A BRANCH OR LEGAL ENTITY

### TAX OBLIGATIONS

#### REGISTRATION AND TIN

Registration for tax purposes and acquisition of a unique tax identification number (TIN) are required before carrying on business or taxable transactions in Greece.

#### TAXES

Greek legislation provides for several types of taxes related to doing business in Greece as well as several specific tax exemptions. The applicable tax framework includes the Greek Income Tax Code (ITC), the Code of Tax Procedures (CTP) and other tax laws, relevant decisions and administrative interpretations of the competent authorities, the Double Taxation Treaty between the USA and Greece (DTT), and other applicable treaties.

#### TAX WITHHOLDINGS

Pursuant to Greek law, tax withholdings apply on certain payments made to U.S. residents or U.S. companies with a permanent establishment in Greece. In case the DTT provides a withholding tax rate lower than the provision in Greek law, the provisions of the DTT prevail.

### CORPORATE TAXATION

#### BUSINESS INCOME

The corporate income tax (CIT) rate for companies (Sociétés Anonymes, Limited Liability Companies, Private Capital Companies), partnerships, cooperatives, joint ventures and other legal entities (with the exception of credit institutions) is 22% as of tax year 2021. A tax rate of 29% applies to business income of credit institutions that have opted for special provisions regarding deferred taxation.

In addition to the current year's taxes, an advance tax payment is payable, which is subsequently set off against next years' taxes.

The activities of a U.S. entity in Greece could lead to the acquisition of permanent establishment status in the country, rendering the entity liable to CIT on income arising in Greece as well as to other tax and accounting obligations.

### DEDUCTIONS

#### DEDUCTIBLE EXPENSES

All expenses that meet certain criteria are deductible except for certain expenses that are specified as being non-deductible (e.g. interest on loans—other than bank

loans—exceeding the interest as indicated by the Bank of Greece, unremitted social security contributions, fees for illegal activities, sanctions and penalties, income tax, VAT which apply to non-deductible expenses). Specifically, all actual and evidenced business expenses are deductible if they are incurred for the benefit of the business or are carried out in the course of its ordinary commercial transactions, their value is not considered lower or higher than the market value on the basis of information available to the tax authorities, and they are recorded in the entity's accounting books in the period to which they relate and evidenced by proper supporting documentation. Expenses for scientific and technological research (R&D), including the depreciation of equipment and instruments used for such purposes, are deducted from the gross income of companies at the time of their realization, increased by 100%. In addition, expenses incurred for corporate social responsibility (CSR) actions are deductible provided that the legal entity has accounting profits in the financial year (unless the relevant CSR action is carried out upon the public sector's request).

#### TAX LOSSES CARRIED FORWARD

Tax losses may be carried forward for five years from the end of the tax year in which they arose. Capital gains (or losses) are generally regarded as ordinary business income (or losses).

As an anti-avoidance rule, tax losses cannot be carried forward if (a) during the tax year, the direct or indirect participation or the voting rights in a legal entity changed and exceeded the percentage of 33%, and (b) during the same year or the tax year following the change in participation/voting rights, the entity's business activity changed by more than 50% of its turnover in relation to the previous tax year.

#### TRANSFER PRICING

Intra-group transactions should follow the arm's length principle. Specifically, when intra-group transactions are carried out cross-border or domestically, under different economic or commercial conditions from those that would apply between non-associated persons or between associated persons and third parties, any profits which would have been derived by the domestic company without those conditions, but were not derived due to the different conditions, will be included in the profits of the company only to the extent that they will not reduce the amount of tax payable. For the interpretation and implementation of the provisions regarding intra-group transactions, the law explicitly refers to the OECD Guidelines.

Moreover, Greek legislation provides that if, following a tax audit, the profits of a domestic legal entity have been assessed to include profits that are subject to tax in Greece at

the level of another domestic, related legal entity, then this second related legal entity may request a corresponding adjustment to its taxable profits by submitting an amending tax return.

#### DOCUMENTATION MAINTENANCE

Greek entities/branches must prepare a transfer pricing documentation file documenting all intercompany transactions and submit a listing of said transactions to the Ministry of Finance electronically, provided that the total value of the intercompany transactions or transfer of business operations exceeds:

- €100,000 cumulatively per tax year, if the gross revenue of the taxpayer does not exceed €5,000,000 or
- €200,000 cumulatively per tax year, if the gross revenue of the taxpayer exceeds €5,000,000.

The transfer pricing documentation file consists of:

- The basic documentation file, which is common for all group entities and contains typical information for all the associated companies and branches of the taxpayer; and
- the Greek documentation file, which supplements the basic documentation file and contains additional information on the taxpayer and the intercompany transactions under documentation.

#### COMPLIANCE DEADLINE

The statutory deadline for the abovementioned obligations is aligned with the submission of the annual corporate income tax return. The transfer pricing documentation file is submitted to the tax authorities within 30 days from request upon a tax audit.

#### BEPS FILING OBLIGATIONS

Greece has transposed into national law the OECD's BEPS Action 13 on country-by-country reporting obligations; the following filing obligations apply:

- Preparation of a country-by-country (CbC) report to be submitted by the ultimate parent entity of a multinational (MNE) group that is resident in Greece.
- Preparation of a country-by-country (CbC) notification to be submitted by Greek entities that are members of foreign MNEs.

#### ADVANCE PRICING AGREEMENTS (APAS)

Companies may obtain an advance pricing agreement (APA) covering the transfer pricing methodology for cross-border intra-group transactions for a certain duration. Special rules and conditions apply.

#### SALE OF SHARES

##### SALES TAX

A transaction tax at the rate of 2% is imposed on the sales of shares listed on a regulated market or multilateral



trading facility operating in Greece. The sales tax burdens the seller, irrespective of their nationality, residence, domicile, or place of establishment, and is imposed regardless of whether the relevant transactions are conducted within or outside the trading venue. The tax is also imposed on sales of shares listed on foreign stock exchanges or other internationally recognized stock exchange institutions, in those cases where the sellers are companies or individuals who are residents of Greece or foreign companies with a permanent establishment in Greece.

## CAPITAL GAINS

Capital gains arising from the transfer of shares (either listed or non-listed) and realized by Greek companies or foreign companies with permanent establishment in Greece are treated as business income and are taxed at the standard corporate income tax rate. However, capital gains arising from the transfer of shares as of January 1, 2020, are exempt from corporate income tax provided that:

- the company whose shares are transferred takes one of the legal forms listed in Directive 2011/96/EE Annex I and is a tax resident in an EU member state, subject to one of the taxes listed in the Annex without eligibility for option or exemption, and
- the company transferring the shares maintains at least 10% equity holding in the company whose shares are transferred for at least 24 months.

Business expenses associated with these participations are not deductible for corporate income tax purposes.

The transfer of shares (listed and non-listed) by individuals is subject to capital gains tax at the rate of 15%.

## TAX EXEMPTIONS

### *Individual income*

There are specific exemptions from taxation for individuals' income derived from:

- Capital gains arising from the sale of listed shares that were acquired before January 1, 2009;
- Capital gains arising from the sale of listed shares that were acquired after January 1, 2009, when the seller owns less than 0.5% of the share capital of the company whose shares are being sold; and
- Capital gains arising from the exchange of Greek government or Greek state-guaranteed bonds with other securities in the context of the restructuring of the Greek debt.

When the DTT is invoked, individuals who are U.S. residents are also exempted from capital gains tax for the sale of listed and non-listed shares.

### *Business income*

Business income is exempted from taxation in case of:

- Non-resident legal entities with no permanent establishment in Greece;
- Capital gains arising from the exchange of Greek govern-

ment or Greek state-guaranteed bonds with other securities in the context of the restructuring of the Greek debt.

## WITHHOLDING TAXES

DTT rates apply only in case they are lower than the rates provided under Greek tax law (ITC).

## DIVIDENDS

Distributed dividends are subject to a withholding tax at the rate of 5% for dividends distributed as of January 1, 2020, (not applicable where single entry accounting books are maintained). Profits that are credited or remitted by a Greek branch to its head office abroad are not subject to withholding tax.

The 5% withholding tax does not apply to dividends paid by a Greek subsidiary to an EU affiliate/subsidiary of a U.S. entity provided that certain conditions are met pursuant to Directive 2011/96/EU.

## INTEREST

According to the DTT, there is no withholding tax on interest received by a U.S. resident (individual or corporation with no permanent establishment in Greece), to the extent that such interest does not exceed 9% per annum.

The Greek domestic withholding tax rate of 15% applies on interest exceeding 9% per annum, as well as on all interest paid to a U.S. entity that controls more than 50% of the Greek paying entity. However, interest income earned as of January 1, 2020, by foreign legal entities with no permanent establishment in Greece or by non-Greek tax resident individuals from corporate bonds listed in an EU capital market or a non-EU capital market supervised by IOSCO (including bonds issued by credit associations acting as credit institutions) are exempt from income tax and thus withholding tax.

## ROYALTIES

Royalties derived from Greece when the recipient does not have a permanent establishment in Greece, are exempted from taxation, except for motion picture film royalties, which are currently subject to the Greek domestic withholding tax rate of 20%.

## FEES FOR SERVICES

Fees for services paid to a U.S. resident entity with a permanent establishment in Greece are subject to withholding tax at the rate of 20%.

There is no withholding tax on fees for services that are paid to U.S. resident entities with no permanent establishment in Greece.

## SPECIAL SOLIDARITY CONTRIBUTION

The special solidarity contribution to which total annual income (actual or imputed) was previously subject (based on a progressive scale ranging from 0% to 10%) is abolished as of 2023.

## SPECIAL PROVISIONS

### FOREIGN COMMERCIAL AND INDUSTRIAL OFFICES UNDER LAW 89/1967

Under the beneficial provisions of Law 89/1967, foreign entities may establish a presence in Greece with the exclusive purpose of providing to their head office or other foreign affiliate company certain services such as advisory services; centralized accounting support; quality control of production, products, procedures and services; preparation of contracts, studies and designs; advertising and marketing services; data processing services; collection and supply of information; research and development services; software development, computer programming and IT support services; storage and management of records and data services; management of suppliers, customers and supply chain services (excluding transportation by own means); HR management services and training of employees; and computer-based call center and telephone information services.

Such establishments will be taxed on the higher of the actual revenues reported in their accounts or the deemed revenues that will be defined on a cost-plus basis by application of a certain markup which is pre-agreed with the Ministry of Finance according to their specific sector and service provision, and in any case not lower than 5%.

If certain conditions are met, there are additional incentives, mostly in the form of subsidies, that may be granted to such offices of foreign entities established under the provisions of Law 89/1967.

### FOREIGN SHIPPING COMPANIES

Foreign shipping companies may establish a branch or an office in Greece under article 25 of Law 27/1975 enjoying a beneficial tax regime provided that certain conditions are met. Such branches/offices are commonly known as "Law 89 offices" as they were initially established under Law 89/1967. According to the regime as currently in force, payment of Greek tonnage tax for foreign flagged ships managed by a Greek ship management office results in the full exemption of profits derived from the exploitation of such ships from any other Greek income taxes (foreign tonnage tax paid abroad is credited against the corresponding Greek tonnage tax). On the other hand, offices established under article 25 of Law 27/1975, which are not engaged in the management or operation of ships, are subject to an annual special contribution calculated on the annual amount of total foreign currency imported and converted into euro.

### CONSTRUCTION COMPANIES

The taxable profits of construction companies engaged in public or private construction projects are subject to taxation in the same manner as all other legal entities on the basis of their accounting profits.

**Withholding tax:** On all payments made to construction companies, there is a withholding tax of 3% on the value of the project under construction.

## SPECIAL PREFERENTIAL TAX REGIMES FOR INDIVIDUALS

In an effort to attract individuals to transfer their tax residence to Greece, several special preferential tax regimes have been introduced.

- **Non-Dom Regime:** In order for an individual to qualify, a minimum investment of €500,000 must be made in Greece and completed within a period of three years, and the individual must not have been a Greek tax resident for the seven out of the eight years prior to the transfer of their tax residence to Greece. Under the regime, qualifying individuals pay an annual lump sum tax of €100,000, regardless of the level of their foreign income; notably, settlement of the annual lump sum exhausts any further tax liability on any foreign source income (and no foreign source income reporting is required either).
- **Foreign Pensioners Regime:** In order to qualify, the individual, amongst other conditions, must not have been a Greek tax resident for the five out of the six years prior to the transfer of their tax residence to Greece. Under the regime, qualifying individuals are subject to an annual flat tax rate of 7% on their total foreign source income.
- **Attracting foreign individuals to work in Greece:** In order to qualify, the individual, amongst other conditions, must not have been a Greek tax resident for the five out of the six years prior to the transfer of their tax residence to Greece, and they must declare their intention to stay in Greece for at least two years. Under the regime, qualifying individuals are eligible for an income tax exemption on 50% of employment income earned in Greece during any tax year; this equally applies to qualifying individuals operating in Greece as entrepreneurs, who are eligible for an income tax on 50% of their business activity income derived in Greece during any tax year. The regime applies only in case of "new job offerings/positions."

## INDIRECT AND OTHER TAXES

### VALUE ADDED TAX (VAT)

The most important indirect tax is VAT. VAT burdens the end consumer and applies to the majority of sales of goods and provision of services in Greece. The standard VAT rate is 24% and is charged on the majority of goods and services. A reduced VAT rate of 13% applies to certain goods and services, including hotel accommodation and some types of food items such as fresh produce and staples. A super-reduced VAT rate of 6% applies to a limited number of goods and services including the supply of electricity and natural gas and pharmaceutical products for human use. All the above VAT rates are reduced by 30% for transactions

carried out on the islands of Chios, Kos, Leros, Lesvos, and Samos (with the exception of certain goods, such as tobacco products, which are subject to the standard VAT rate).

Furthermore, certain goods and services are exempt from VAT (subject to conditions) under Greek law; these include the supply of educational, healthcare, insurance, and financial services, and the leasing of real estate (with the exception of commercial leases, where the parties may opt to apply VAT). Moreover, intra-community supplies and exports of goods to VATable persons, the majority of services provided to foreign VATable persons, and supplies involving/concerning qualifying vessels and aircraft (among others) qualify as zero-rated supplies.

Imports of goods into Greece, cross-border sales of goods and provision of services to Greek VATable persons, and the supply of certain services to non-VATable persons are also subject to Greek VAT. Furthermore, Greek VAT at the rate of 24% may also apply to the first transfer by businesses of newly constructed buildings whose construction license was issued or renewed on or after January 1, 2006, under the condition that such buildings have not yet been used prior to their transfer (exemptions may apply for the purchase

of a primary residence). However, suspension of such VAT may apply until December 31, 2022 (to be extended until 31 December 2024), following an application submitted by the taxpayer and provided that specific conditions are met. In such cases, the relevant sales of real estate will be subject to real estate transfer tax, generally levied at the rate of 3.09%.

Under certain conditions, foreign entities with no permanent establishment in Greece are required to register only for VAT purposes in Greece before carrying out activities triggering Greek VAT implications. By exception, as of July 1, 2021, (i) EU entities carrying out distance sales of goods or providing services to individuals, (ii) electronic platforms intermediating in the sale of goods to individuals, and (iii) non-EU entities supplying goods or services to individuals are entitled to utilize a special regime—One-Stop-Shop (OSS) or Import One-Stop-Shop (IOSS), depending on the case—subject to the fulfillment of specific conditions, whereby they would not have to register for VAT purposes in Greece, while the applicable Greek VAT corresponding to their supplies to individuals located in Greece would be remitted directly in their country of establishment/registration.



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## OTHER TAXES

Other taxes include the capital concentration tax, levied at the rate of 0.5% (as of 1 October 2021) on capital injected in case of capital increases, and 0.1% Competition Committee Duty on capital injected at the stage of establishment and in case of capital increases of Sociétés Anonymes, as well as stamp duty (ranging from 1.2% to 3.6%) applying to certain transactions such as loans and assignments.

## SPECIAL TAXES ON REAL ESTATE

### UNIFORM REAL ESTATE PROPERTY TAX (UREOT)

The main real estate ownership tax is UREOT, which is imposed on Greek and foreign individuals and legal entities holding real estate in Greece on January 1 of each year. UREOT is also imposed on the exclusive right of use that is allocated to parking lots and swimming pools constituting part of the given property, even if the parking lot/swimming pool is located on real estate destined for common use. Furthermore, plots of land located outside city limits are also in principle subject to UREOT.

For individuals, UREOT consists of the aggregate of the main tax of all buildings and plots of land within and outside

city limits, plus the tax assessed on the total value per right in rem to real estate.

The main tax on buildings ranges from €2 to €16.20 per sq. m., depending on the building's location/tax zone, and is multiplied by coefficients that depend on factors such as the building's area, age, use, floor, and number of facades.

For plots of land located within city limits or zoned areas, the taxable basis is the product of certain coefficients that depend on factors such as the starting price of the plot of land, its surface area and its façade(s). The taxable basis is then divided by the surface area of the plot of land and the quotient constitutes the unit value of the plot of land; such unit value determines the rate of the main tax, which ranges from €0.0037 to €9.25 per sq. m.

For plots of land located outside city limits or zoned areas, the main tax is calculated at €0.001 per sq. m. and is multiplied by certain coefficients that depend on factors such as the plot's location, area, use, whether it is irrigated, etc. The main tax increases fivefold if a residence is built on the respective plot of land.

In addition, a tax is imposed on the total value of rights in rem to real estate owned by individuals. Pursuant to



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## Με τις επενδύσεις μας η Ελλάδα πρωταγωνιστεί στην παραγωγή φαρμάκων

Είμαστε μια ελληνική φαρμακευτική εταιρεία, η οποία εξειδικεύεται στην παραγωγή ενέσιμων φαρμάκων. Εξάγουμε πάνω από το 80% της ετήσιας παραγωγής μας και έχουμε παρουσία σε 86 χώρες.

### Τώρα, κάνουμε το επόμενο βήμα.

Υλοποιούμε το μεγαλύτερο επενδυτικό πρόγραμμα στην ελληνική φαρμακοβιομηχανία με επενδύσεις 356 εκατ. ευρώ σε τέσσερις τομείς:

- στην αύξηση της παραγωγής μας σε τελικά φάρμακα
- στην παραγωγή πρώτων υλών φαρμάκων
- στην Έρευνα και Ανάπτυξη
- στη Βιοτεχνολογία

Δημιουργούμε 600 άμεσες και 3.700 έμμεσες νέες θέσεις εργασίας και συμβάλουμε στην αύξηση του ΑΕΠ κατά 1,3 δισ. ευρώ\*.

Είμαστε μια μεγάλη ελληνική φαρμακοβιομηχανία. Εξελισσόμαστε σε μια παγκόσμια δύναμη στο φάρμακο.



Ελληνικά Φάρμακα με Παγκόσμια Εμβέλεια

\* (μελέτη IOBE 2020)





a special methodology, said tax is calculated gradually, with a tax-free threshold for the first €400,000, with tax rates ranging from 0.20% (for a total property value from €400,001 to €500,000) to 1% (for a total real estate value exceeding €2 million). This provision does not apply where the total value of the property does not exceed €300,000, nor in case of rights on plots of land located outside the city limits or settlement plan.

Furthermore, UREOT increases if the total value of the property exceeds €500,000. The applicable tax rates range from 5% (for property value up to €650,000) to 20% (for real estate property exceeding €1 million). The relevant provision does not apply to rights on plots of land located outside the city limits or zoned areas.

For legal entities, UREOT consists of a main tax and a supplementary tax.

The main tax on buildings, plots of land located within city limits or zoned areas, and plots of land located outside city limits or zoned areas is calculated as stated above. The supplementary tax is imposed for the total value of the legal entity's real estate and is calculated at the rate of 0.55% on the corresponding objective tax value (OTV). This rate is reduced to 0.1% for property used by a legal entity to carry out its own business activities.

## SPECIAL REAL ESTATE TAX (SRET)

Greek and foreign companies owning or having usufruct rights on (use of) real estate located in Greece are annually subject to SRET. SRET is calculated at the rate of 15% on the OTV of real estate held on January 1 of each fiscal year, unless certain conditions are fulfilled, including, if (a) the respective company's ultimate individual shareholders are revealed and obtain a Greek tax identification number, or (b) its shareholders comprise certain types of regulated entities, such as listed entities or banks.

## MISCELLANEOUS DUTIES

Finally, less burdensome charges levied through electricity bills include municipality duties and the real estate ownership duty, which is calculated at rates ranging from 0.25‰ to 0.35‰, depending on factors/elements characterizing a property, such as its location, area and age.

## REAL ESTATE TRANSFER TAX (RETT)

RETT applies to transfers of real estate not subject to VAT (namely, buildings not qualifying as new and plots of land - see above). RETT is levied at the effective rate of 3.09% on the higher between the sale price reported in the respective notarial/transfer deed and the underlying property's OTV (exemptions may apply for the purchase of a primary residence). The OTV is calculated based on a formula that takes into consideration various factors and elements characterizing a property, such as its location, area, age, and use.

## ANNUAL TAX AUDIT CERTIFICATE

All Sociétés Anonymes, Limited Liability Companies and Greek branches of foreign companies that are obliged to have their statutory audits carried out by a Greek certified auditor may opt to undergo a tax audit certificate by a Greek certified auditor. Greek law (CTP) provides that the tax certificate process is optional for tax years starting from January 1, 2016, retaining benefits such as distinctive tax credibility for entities that voluntarily undergo a tax certificate (minimizing, though not excluding, potential tax audits) and early resolution of significant matters that may arise.

## AUTOMATIC EXCHANGE OF INFORMATION

### FOREIGN ACCOUNT TAX COMPLIANCE ACT (FATCA)

FATCA provisions have been adopted in Greece, requiring competent Greek and U.S. tax authorities to automatically exchange information provided to them by a reporting financial institution (Reporting FI) regarding financial accounts held by Greek tax residents in U.S. financial institutions and financial accounts held by U.S. citizens or residents in Greek financial institutions respectively. Key information to be exchanged between Greek and U.S. competent authorities on the reportable person/account holder includes name, address, tax identification number, account number, and the account balance or value of the reportable account holder (as of the end of the calendar year concerned or other reporting period); key information to be exchanged on the Reporting FI includes name and identifying number.

*This article was written on November 10, 2022, based on the relevant provisions of law applying in Greece on this date, without, however, including possible amendments which have been released for public consultation, or which have not yet been adopted by the Hellenic Parliament nor published in the Official Government Gazette. This article intends to provide general information, thus when planning business transactions and/or expansions in Greece, no action should be taken without previously consulting a professional with regard to the actual circumstances of a particular case.*

*Changes to any of the above taxes may be posted on the Chamber and KPMG websites in the form of KPMG newsletters, newswatches or other KPMG publications or of electronic updates of this Directory.*

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# Doing Business in Greece

## Setting Up a Business

Greek law provides for a variety of legal forms for the carrying out of business. In addition to establishing a Greek company, entity or partnership, foreign enterprises may establish a Greek branch or enter into a joint venture with another enterprise. Foreign enterprises can also establish a presence in Greece (Law 89 office/company as currently in force) whose sole scope of activity is to provide certain services to its head office or any other affiliate company not established in Greece. Individuals can operate as sole traders or freelance professionals.

An entity with its registered place of business in Greece is normally considered to be a Greek entity even though all of its members may be foreign.

### TYPES OF ESTABLISHMENTS

#### CORPORATION – ANONYMOS ETERIA (AE)

An *Anonymos Eteria* (AE) is a legal entity that is liable for its debts with its assets, whereas the shareholders' liability is limited to the amount contributed as share capital. This entity is the equivalent of the French "Société Anonyme" or the German "AG" and enjoys the highest status in Greece. An AE's establishment and operation are regulated by Law 4548/2018 as in force.

Most steps required for the establishment of AEs are carried out by a One-Stop Authority (a notary public, if the AE's articles of association take the form of a notary deed, or the General Commercial Registry (G.E.MI.) or e-YMS platform, if the sample articles of association provided for by Greek legislation are selected).

The One Stop Authority interfaces with the other authorities as applicable, making most payments and submitting all documents and applications to the authorities involved in the establishment of the *Anonymos Eteria*. Short time-limits generally apply for the completion of the procedures.

In general, the following are required:

- temporary registration of the corporate name with the competent chamber of commerce;
- preparation and signature of articles of association by the founders before the One-Stop Authority to include provisions relating to, amongst others, the corporate name, registered address, duration, objects of activity,

share capital (number and nature), board of directors and shareholders (or electronic execution of the articles of association through the electronic platform e-YMS);

- payment of various registration duties;
- registration of the corporation with the G.E.MI.;
- issuance of establishment approval by the Ministry of Regional Development and Competitiveness (only for specific corporations such as banks and insurance companies) (not carried out by the notary public); and
- publication of the establishment of the AE on the G.E.MI. website.

The AE's establishment for corporate law purposes is considered to have been completed upon the AE's registration with the G.E.MI. The AE's tax registration is also carried out by the One-Stop Authority.

An AE's articles of association can be signed by one or more founding shareholders, either individuals or legal entities. The minimum share capital required for the establishment of an AE is €25,000, which must be paid up in full (or partially, under conditions) upon incorporation and the payment thereof must be certified by the directors or certified auditors within two months from the date of incorporation. Special laws prescribe higher minimum capital requirements for AEs with particular business activities, such as banking institutions and insurance companies. The company's capital is divided into shares, which can only be registered. Shares can be incorporated in share certificates (each one incorporating one or more shares).

The administration of an *Anonymos Eteria* is carried out by the board of directors and by the shareholders at general meetings. The management of the AE is vested in the board of directors, which consists of three to fifteen members who can be individuals or legal entities if so provided for in the articles of association. Legal entities—members of the board of directors must appoint an individual for the representation of the member entity within 15 days of their appointment; failure to do so qualifies as their resignation. The legal entity—member and the individual are jointly and severally liable for the AE's administration. AE companies may only have a single-member board of directors—administrator if they can be classified as small enterprises under certain conditions.

An AE's board of directors may delegate some of its duties and powers to the executive committee, as long as this is provided for by the company's articles of association or established by virtue of a decision of the board of directors (if permitted by the company's articles of association). The members of the board are elected for a period not exceeding six years, but they may be re-elected or removed from office at any time by the general meeting of shareholders.

The AE's duration can be definite (defined in years) or indefinite. If no duration is provided for in the company's articles of association, the duration is deemed to be indefinite.

#### LIMITED LIABILITY COMPANY - ETERIA PERIORISMENIS EFTHYNIS (EPE)

An *Eteria Periorismenis Efthynis* (EPE) is a hybrid of an Anonymos Eteria and a partnership and is similar to the French "SàRL" or German "GmbH." An EPE resembles an AE in that it is regarded as a legal entity separate from its partners and has limited liability. An EPE resembles a partnership in the manner decisions are made; that is, the majority of both the number of partners and of the capital is required. An EPE's establishment and operation are regulated by Law 3190/1955 as in force.

The owners of the company are known as participants, unit holders or partners and are liable only to the extent of their contributed capital. Participation in the capital of an EPE is evidenced in the articles of association. Currently, there are no minimum capital requirements for the formation of an EPE. The capital is divided into equal parts or units with a minimum value of at least €1, which must be fully paid up at the time of incorporation.

This form of establishment may be convenient for small and/or medium-sized operations or operations that provide services to other group entities where the higher status of an AE is not considered necessary.

Similar to AE companies, all actions required for the establishment of EPE companies are carried out by the One-Stop Authority (either a notary public or the General Commercial Registry (G.E.MI.), depending on the form of the articles of association). An EPE is formed by executing the articles of association before the One-Stop Authority, completing the payment of various duties, and then filing the articles with the G.E.MI., with the establishment also being published on the G.E.MI. website. The EPE's tax registration is also carried out by the One-Stop Authority. EPEs can also be established electronically through the e-YMS platform.

An EPE may be established by one or more partners. However, if upon establishment or at any time thereafter, the entire capital of the EPE is concentrated in the hands of one partner, the company's name must include the words "Single Member Ltd". The partners of an EPE may be either individuals or legal entities.

An EPE is administered and represented by one or

more persons (administrators), who need not necessarily be partners of the EPE, and are appointed by the articles of association or by the partners in a meeting. An EPE's duration can be definite (defined in years) or indefinite.

#### BRANCH

A branch of a foreign company may be established in Greece through registration with the General Commercial Registry (G.E.MI.). Certain documents must be filed, including the articles of association of the foreign company, a certificate of good standing of the foreign company issued by the competent foreign supervising authority, a resolution of the competent corporate body of the foreign company approving the establishment of a branch in Greece, and a power of attorney document appointing the branch's legal representative(s) in Greece as well as the person(s) authorized to receive correspondence in Greece (if the legal representative does not reside in Greece).

Following registration with the G.E.MI. and publication on the G.E.MI. website, where required, the branch must be registered with the competent tax authorities (the tax registration is not carried by the G.E.MI. but is effected separately at the competent tax office).

The branch is administered by its legal representative(s) in Greece who is/are appointed as above. The representative(s) of the branch generally have the same management liability as the member(s) of a board of directors (vested with representation powers) of an AE or the administrator of an EPE.

#### GENERAL PARTNERSHIP - OMORYTHMOS ETERIA (OE)

An *Omorythmos Eteria* (OE) or General Partnership is an entity in which all the partners are jointly and severally liable for the debts of the partnership without limitation in liability. An OE's establishment and operation are regulated by Law 4072/2012 as in force.

The articles of association of a partnership need not be signed before a notary public and may take the form of a private agreement. General partnerships are established through One-Stop Authorities, such as the General Commercial Registry (G.E.MI.) and e-YMS platform, and their articles of association (partnership agreement) are filed with the G.E.MI.; under certain particular circumstances, a summary of the OE articles may need to be published on the G.E.MI. website. Following the partnership's establishment, it must be registered with the competent tax authorities (the tax registration is also carried out by the G.E.MI.).

The establishment of an OE requires at least two founding partners (legal entities or individuals). There is no minimum capital requirement. The capital may be contributed in cash or kind or in the form of personal services to the partnership. The affairs of the partnership are administered by one or more administrators.

## LIMITED PARTNERSHIP - ETERORYTHMOS ETERIA (EE)

In all respects, an *Eterorythmos Eteria* (EE) or Limited Partnership is similar to a General Partnership, except that the liability of a limited partner (*eterorythmos eteros*) is limited to their contributed capital. At least one partner must have unlimited liability (*omorythmos eteros*). A limited liability partner who is engaged in the management of the partnership loses limited liability status. An EE's establishment and operation are regulated by Law 4072/2012 as in force. The rules and procedures set out above for the general partnership apply in this case as well.

## PRIVATE COMPANY – IDIOTIKI KEFALAIΟΥHIKI ETERIA (IKE)

An *Idiotiki Kefalaionhiki Eteria* (IKE) or Private Company is exclusively liable for its corporate debts, whereas the liability of its partners for corporate debts towards third parties is limited to the amounts specifically mentioned in its articles of association (excluding partners holding guarantee contributions who are liable for corporate debts up to the amounts guaranteed). An IKE's establishment and operation are regulated by Law 4072/2012 as in force.

Private Companies can only be established through the e-YMS platform except when real estate (or other assets transferred by a notary deed in accordance with Greek legislation) are to be contributed to the company. Following its establishment, the company must be registered with the competent tax authorities (the tax registration is also carried out electronically or by the notary public in case of establishment by a notary public).

An IKE can be established by one or more persons (founders – legal entities or individuals) or become a Single Member IKE following establishment (through the concentration of all parts in one single partner). There is no minimum capital, and the partners can participate in the company by contributions in cash or in kind, in the form of personal services to the firm, or in the form of guarantees/liability undertaken by the partners towards third parties. The affairs of the company are administered by one or more administrators. Only individuals can be appointed as administrators of an IKE, and their term of service can be either definite or indefinite. The duration of an IKE company can be either definite or indefinite.

## JOINT VENTURE – KINOPRAXIA (JV)

The term *Kinopraxia* or joint venture (JV) is used in commercial practice to indicate the cooperation of individuals or legal entities for the purpose of pursuing and carrying out a specific project. A joint venture is not recognized by law as a legal entity. If the JV carries out commercial activities, it must be registered with the General Commercial Registry (G.E.MI.) and the provisions regulating General

Partnerships apply to it. If the JV performs a commercial activity, it must be registered with the G.E.MI., as a union of persons, and it acquires legal and bankruptcy capacity. Furthermore, if the JV is not required to register with the G.E.MI., it can be recognized as a fiscal entity for tax purposes provided that certain conditions are met, including the filing of the JV agreement with the tax authorities prior to the commencement of its activities.

## LAW 89 OFFICE/COMPANY

Foreign entities may establish an office or a company in Greece under the provisions of Law 89/1967 as currently in force, for the sole purpose of providing to their head offices or their foreign affiliates (other group companies not established in Greece) certain supporting services (including advisory services, centralized accounting support, quality control of production, products, procedures and services, advertising and marketing services, data processing services, research and development services, management and development of human resources, and call center and support services via computer systems). Law 89 entities must have a staff of at least four persons (of which one can be employed part time) and the company's annual operating expenses must amount to at least €100,000, to be covered via bank remittances.

## OFFICES/BRANCHES OF FOREIGN SHIPPING ENTITIES

Foreign shipping entities may establish an office or branch in Greece under the provisions of Article 25 of Law 27/1975 for activities exclusively related to the management, operation, brokerage, chartering, average adjustment, and insurance of non-passenger ships (Greek or foreign flagged) greater than 500 registered tons engaged in international traffic and the representation of foreign ship owning entities or of other foreign shipping entities that have objects similar to the above activities. The office/branch's annual operating expenses must amount to at least \$50,000, to be covered via bank remittances. A bank guarantee of not less than \$5,000 shall be deposited as a guarantee for the office/branch's compliance with the above provisions.

## SOLE TRADERS/FREELANCE PROFESSIONALS

Individuals may carry out operations in Greece as sole traders or freelance professionals. They are fully liable for their operation's debts and obligations. Registrations are required prior to the commencement of any activity.

## LICENSES AND PERMITS

Depending on the nature of activities being undertaken, it may be necessary for the business/entity to obtain special licenses and permits from the relevant authorities to enable it to carry out such activities.

**MAIN FEATURES BY TYPE: BRANCH, AE, EPE**

The table below outlines the current main features of the most common forms of establishment used by foreign entities in Greece: branches, AEs and EPEs.

	BRANCH	AE	EPE
<b>FORMATION / FOUNDERS</b>			
Minimum number of founders	-	1	1
Residence requirements	n/a	No	No
<b>ARTICLES</b>	No	Yes / before One-Stop Authority	Yes / before One-Stop Authority
<b>REGISTRATION</b>	Yes / G.E.MI.	Yes / G.E.MI.	Yes / G.E.MI.
<b>PUBLICATION OF ESTABLISHMENT ON THE G.E.MI. WEBSITE</b>			
	Yes	Yes	Yes
<b>SHAREHOLDERS</b>			
Minimum number of shareholders	n/a	1	1
Residence requirements	n/a	No	No
Minimum number of meetings	n/a	one per annum (to be held by the tenth day of the ninth month after the end of the fiscal year)	one per annum (to be held by the tenth day of the ninth month after the end of the fiscal year)
<b>BOD / ADMINISTRATOR(S)</b>			
Minimum number	1	3 <i>(or 1 for small size enterprises)</i>	1
Maximum number	n/a	15	n/a
Residence requirements	under conditions, local residence permit required for legal representatives	under conditions, local residence permit required for board members	under conditions, local residence permit required for administrators
Minimum number of meetings	-	one per annum <i>(to be held at least 20 days before the annual shareholders' meeting)</i>	-
<b>CAPITAL</b>			
Minimum	none	€25,000	€1 <i>(for single-member EPEs)</i>
<b>SHARES / UNITS</b>			
Minimum value	-	€0.04	€1
Maximum value	-	€100	n/a

*This article was written in November 2022, intending to provide general information, thus no action should be taken without previously consulting a professional with regard to the actual circumstances of a particular case.*

*For more information, please contact  
Sophia Grigoriadou  
Lawyer/Managing Partner of CPA Law,  
a member firm of the international tax and legal network of KPMG*



# Education

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Fulbright Greece takes pride in being the oldest Fulbright Program in Europe and the second-oldest continuously operating Fulbright Program in the world. It provides scholarships to Greek and US citizens, serves as the official advising center for study in the United States, and shares information on studies in Greece. It further advises Greek and US students on academic opportunities in both countries which is a fundamental part of Fulbright’s mandate to enhance bilateral academic mobility and exchange.

Since 1948, Fulbright Greece has awarded almost 6,000 scholarships, creating a vibrant, dynamic, diverse and interconnected network of alumni.

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Fulbright Greece Advising Center is the only approved EducationUSA\* Advising Center in Greece and offers accurate, comprehensive, and current information about accredited colleges and universities in the United States.

To find out more about studying in the US and the Fulbright Scholarship Program, visit [www.fulbright.gr](http://www.fulbright.gr)

\* EducationUSA is a US Department of State network of more than 400 international student advising centers.

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\* EducationUSA is a U.S. Department of State network of more than 400 international student advising centers.

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[www.acs.gr](http://www.acs.gr)  
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[PK, K]

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**U.S. Pages**

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E: [athensamemb@state.gov](mailto:athensamemb@state.gov)  
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### INTERNATIONAL PARTNER SEARCH

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### SINGLE COMPANY PROMOTION

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### FOR MORE INFORMATION, PLEASE CONTACT:

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– Susan Danger, Chair of AmChams in Europe and CEO of AmCham EU

Established in 1963, AmChams in Europe serves as the umbrella organization for 46 American Chambers of Commerce from 44 countries throughout Europe and Eurasia. As a bilateral voice of US and European companies, AmChams in Europe works to communicate the importance of the transatlantic economy in both Europe and the United States.

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# CASE

## Council of American States in Europe

CASE, the Council of American States in Europe, was founded in 1971 in Brussels to promote the United States as a destination for foreign companies to expand their business, in order for them to become local companies, employ local people and boost the economic development of local communities. Today it has an active membership of 19 U.S. states with full-time offices in different European countries. It is the official state-supported organization in Europe, which provides initial information, answers questions and identifies professional service providers for foreigners setting up a company in the United States.

CASE helps European SMEs and larger companies that want to receive information on the setting up of facilities — including production operations, R&D facilities, warehouse and distribution centers, and sales offices — in the United States. It facilitates projects and helps companies source all of the necessary start-up and business information for non-US-residents.

Companies have to successfully navigate four key areas in order to successfully do business in the United States: site selection, travel and visa policy, legal framework, and employment and workforce development.

### SITE SELECTION

After having made the decision to invest in the U.S., the first big step often involves the search for a suitable location for your new subsidiary. Whether greenfielding, brownfielding, or leasing or buying an existing building, CASE state representatives can lend direct assistance by using site selection tools, and tapping their state and local resources to help you find a property that fits your needs.

Once you have reviewed some attractive sites on paper, the state representative will work with you to schedule a trip to the region to view them in person. Depending on your needs, you may have the opportunity to meet with local economic development specialists, fire marshals,

permitting experts, building contractors and other personnel who are there to assist you in establishing your new location. The site selection process is specific to each state. However, CASE can advise you on how to best prepare your search and what to keep in mind when scheduling a site selection visit.

### TRAVEL AND VISA POLICY

Direct investments in the United States can be made without the requirement of a visa. If, however, you wish to manage your U.S. company or if qualified personnel need to be transferred from the parent company to the subsidiary, visas and often work permits become an important item to be considered.

The granting of visas is a federal issue and is administered exclusively by the U.S. government. Individual states do not have any jurisdiction in this domain. Members of CASE may be able to assist marginally, by providing information and recommendations, but the decision to allow a foreigner to enter the U.S. for work, business travel or for leisure is entirely within the authority and responsibility of U.S. Federal agencies.

### LEGAL FRAMEWORK

Each state has its own unique set of laws, regulations, and administrative procedures. A licensed attorney can help you effectively navigate the system and is an essential part of any plan to establish a presence in the U.S.

Finding an attorney with experience in helping international companies establish businesses in the United States is ideal, and most firms who have an economic development practice can also provide assistance with immigration, tax, permitting, organization structure, incorporation, and a host of other important legal issues. Most state departments of commerce can offer you a list of firms and attorneys with whom they have worked in the past.

## WORKFORCE AND DEVELOPMENT

Finding qualified personnel is one of the most important factors when selecting the ideal location for a subsidiary in the United States. This is a subject that companies should research well, taking professional advice from a labor attorney and/or an HR consultant, in order to understand and appreciate the differences to their home countries' employment and labor culture.

The states where you have a preference in setting up an operation can help you with referrals and recommendations for legal assistance. With regard to labor costs, CASE members will give you detailed salary data matching your requirements in recommended regions and communities. Additionally, most states offer workforce training assistance in the form of apprenticeships, continuing education, skill-up programs, employee training incentivization, and more.

To find out more about CASE and its member states, visit: [case-usa.eu](http://case-usa.eu)

## SERVICES

Services provided by CASE include:

- Identification of the most suitable investment opportunities
- Professional assistance in the business site selection process
- Detailed information on industry sectors and operating costs
- Access to technical and workforce training programs
- Organization of administrative and legal support
- Introduction to CASE's network of qualified service providers
- Introduction to job creation and investment incentives and local business networks

All services are free, confidential and without any obligations. Companies further enjoy a range of benefits, including tailored information packages, international teams across Europe, and access to the knowledge and expertise acquired over CASE's five decades of experience in Europe.

# CASE Member States:

## FLORIDA

Region: Southeast

Capital: Tallahassee

State Governor: Ron DeSantis

Principal Cities: Jacksonville, Miami, Tampa, St. Petersburg, Orlando, Hialeah, Fort Lauderdale, Tallahassee, Cape Coral

Key Industries:

- aviation and aerospace
- cleantech
- corporate headquarters
- defense and homeland security
- financial and professional services
- information technology
- life sciences
- logistics and distribution
- manufacturing

## GEORGIA

Region: Southeast

Capital: Atlanta

State Governor: Brian Kemp

Principal Cities: Athens, Augusta, Columbus, Macon, Rome, Savannah

Key Industries:

- advanced manufacturing
- aerospace, aviation and defense
- agribusiness and food processing
- automotive and e-mobility
- energy
- film and entertainment
- life sciences
- logistics and supply chain
- technology

## ILLINOIS

Region: Midwest

Capital: Springfield

State Governor: J.B. Pritzker

Principal Cities: Chicago, Springfield, Rockford, Champaign-Urbana

Key Industries:

- advanced manufacturing
- agribusiness and food processing
- biotech and life sciences
- business and professional services
- energy
- financial services
- information technology
- technology
- transportation, distribution and logistics

## INDIANA

Region: Midwest

Capital: Indianapolis

State Governor: Eric Holcomb

Principal Cities: Evansville, South Bend, Gary, Hammond, Bloomington, Muncie, Fishers, Lafayette, Carmel, Anderson, Terre Haute

Key Industries:

- aviation and aerospace
- advanced manufacturing
- agriculture
- defense and national security
- energy
- life sciences
- technology
- transportation and logistics

## KENTUCKY

Region: Central East

Capital: Frankfort

State Governor: Andy Beshear

Principal Cities: Lexington, Louisville, Bowling Green, Owensboro, Covington

Key Industries:

- agritech
- aerospace
- automotive
- chemicals, plastics and rubber
- food and beverage
- healthcare
- logistics
- manufacturing
- metals

## LOUISIANA

Region: Southeast

Capital: Baton Rouge

State Governor: John Bel Edwards

Principal Cities: New Orleans, Baton Rouge, Lafayette, Shreveport-Bossier City, Houma-Thibodaux, Monroe, Alexandria, Lake Charles

Key Industries:

- advanced manufacturing
- aerospace
- agribusiness
- energy
- entertainment
- information technology
- process industries
- water management

## MISSISSIPPI

Region: Southeast

Capital City: Jackson

State Governor: Tate Reeves

Principal Cities: Gulfport, Southaven, Biloxi, Hattiesburg, Olive Branch, Tupelo, Meridian

Key Industries:

- advanced manufacturing
- aerospace and defense
- agriculture, food and beverage
- automotive
- blue economy
- distribution and logistics
- energy and chemicals
- forestry and forest products

## MISSOURI

Region: Midwest

Capital: Jefferson City

State Governor: Mike Parson

Principal Cities: St. Louis, Kansas City, Springfield, Independence, Columbia, St. Joseph

Key Industries:

- advanced manufacturing
- aerospace and defense
- agritech and agribusiness
- distribution and logistics
- energy solutions
- financial and professional services
- healthcare

## NEW JERSEY

Region: Northeast

Capital: Trenton

State Governor: Phil Murphy

Principal Cities: Newark, Jersey City, New Brunswick, Princeton, Camden, Atlantic City

Key Industries:

- advanced manufacturing
- biotech and life sciences
- energy
- films and media
- financial services
- food and beverage
- healthcare
- logistics
- technology

## NEW YORK

Region: Northeast

Capital: Albany

State Governor: Kathy Hochul

Principal Cities: New York City, Buffalo, Rochester, Syracuse, Plattsburgh, Utica, Binghamton, New Windsor, Hauppauge

Key Industries:

- advanced manufacturing
- agribusiness, food and beverage
- aerospace and defense
- biotech and life sciences
- cleantech and renewable energy
- distribution
- film and media
- financial services
- information technology
- technology

## NORTH CAROLINA

Region: Southeast

Capital: Raleigh

State Governor: Roy Cooper

Principal Cities: Charlotte, Greensboro, Durham, Winston-Salem, Fayetteville

Key Industries:

- advanced manufacturing
- aerospace and defense
- biotech and life sciences
- business and financial services
- chemicals and plastics
- corporate headquarters
- food processing and manufacturing
- renewable energy
- information technology
- technology

## OHIO

Region: Midwest

Capital: Columbus

State Governor: Mike DeWine

Principal Cities: Cincinnati, Cleveland, Columbus, Dayton, Toledo

Key Industries:

- advanced manufacturing
- aerospace and aviation
- agribusiness and food
- automotive
- autonomous mobility

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energy and chemicals  
financial services  
healthcare  
technology

## OKLAHOMA

Region: South Central  
Capital: Oklahoma City  
State Governor: Kevin Stitt  
Principal Cities: Tulsa, Norman, Broken Arrow, Lawton  
Key Industries:  
aerospace and defense  
agribusiness  
automotive  
bioscience  
energy  
film and music  
information technology  
financial and professional services  
manufacturing  
transportation and logistics

## PENNSYLVANIA

Region: Northeast  
Capital: Harrisburg  
State Governor: Josh Shapiro  
Principal Cities: Philadelphia, Pittsburgh, Harrisburg, Allentown  
Key Industries:  
advanced manufacturing and materials  
agribusiness and food processing  
energy  
life sciences  
manufacturing  
plastics  
technology

## SOUTH CAROLINA

Region: Southeast  
Capital: Columbia  
State Governor: Henry McMaster  
Principal Cities: Aiken, Columbia, Charleston, Greenville, Spartanburg, Rock Hill  
Key Industries:  
advanced manufacturing and materials  
aerospace  
agribusiness and food processing  
automotive and e-mobility  
distribution and logistics  
corporate headquarters  
life sciences

## TENNESSEE

Region: Southeast  
Capital: Nashville  
State Governor: Bill Lee  
Principal Cities: Memphis, Nashville, Chattanooga, Knoxville, Clarksville, Johnson City, Murfreesboro  
Key Industries:  
advanced manufacturing  
aerospace and defense  
appliances and electrical  
automotive

chemicals  
distribution and logistics  
food and agriculture  
healthcare and life sciences  
HQ, finance and tech  
rubber, ceramics and glass

## VIRGINIA

Region: Southeast  
Capital: Richmond  
State Governor: Glenn Youngkin  
Principal Cities: Virginia Beach, Chesapeake, Arlington, Norfolk, Richmond, Newport News and Alexandria  
Key Industries:  
corporate services  
energy  
food and beverage processing  
information technology  
life sciences  
manufacturing  
supply chain management  
unmanned systems

## WEST VIRGINIA

Region: Southeast  
Capital: Charleston  
State Governor: Jim Justice  
Principal Cities: Beckley, Huntington, Martinsburg, Morgantown, Parkersburg, Wheeling  
Key Industries:  
advanced manufacturing  
aerospace and defense  
agriculture and food  
automotive  
building products  
energy and chemicals  
forestry and forest products  
distribution  
information technology  
metals

## WISCONSIN

Region: Midwest  
Capital: Madison  
State Governor: Tony Evers  
Principal Cities: Milwaukee, Green Bay, Kenosha, Eau Claire, La Crosse  
Key Industries:  
aerospace and aviation  
biohealth  
energy  
food and beverage  
forestry and forest products  
information technology  
manufacturing  
water technology



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## United States

# State Postal Abbreviations

<b>AL</b>	Alabama	<b>KY</b>	Kentucky	<b>OK</b>	Oklahoma
<b>AK</b>	Alaska	<b>LA</b>	Louisiana	<b>OR</b>	Oregon
<b>AS</b>	American Samoa	<b>ME</b>	Maine	<b>PA</b>	Pennsylvania
<b>AZ</b>	Arizona	<b>MD</b>	Maryland	<b>PR</b>	Puerto Rico
<b>AR</b>	Arkansas	<b>MA</b>	Massachusetts	<b>RI</b>	Rhode Island
<b>CA</b>	California	<b>MI</b>	Michigan	<b>SC</b>	South Carolina
<b>CO</b>	Colorado	<b>MN</b>	Minnesota	<b>SD</b>	South Dakota
<b>CT</b>	Connecticut	<b>MS</b>	Mississippi	<b>TN</b>	Tennessee
<b>DE</b>	Delaware	<b>MO</b>	Missouri	<b>TX</b>	Texas
<b>DC</b>	District of Columbia	<b>MT</b>	Montana	<b>VI</b>	U.S. Virgin Islands
<b>FL</b>	Florida	<b>NE</b>	Nebraska	<b>UT</b>	Utah
<b>GA</b>	Georgia	<b>NV</b>	Nevada	<b>VT</b>	Vermont
<b>GU</b>	Guam	<b>NH</b>	New Hampshire	<b>VA</b>	Virginia
<b>HI</b>	Hawaii	<b>NJ</b>	New Jersey	<b>WA</b>	Washington
<b>ID</b>	Idaho	<b>NM</b>	New Mexico	<b>WV</b>	West Virginia
<b>IL</b>	Illinois	<b>NY</b>	New York	<b>WI</b>	Wisconsin
<b>IN</b>	Indiana	<b>NC</b>	North Carolina	<b>WY</b>	Wyoming
<b>IA</b>	Iowa	<b>ND</b>	North Dakota		
<b>KS</b>	Kansas	<b>OH</b>	Ohio		

# Special Export Section

DIRIGEDORY

# U.S. Consumer Trends

Consumer behavior in 2022 reflected a change in how people consume and buy products and services, with data showing that consumers across the United States are embracing new behaviors while at the same time demonstrating renewed commitment to old ones. By early 2022, pandemic-driven habits had driven a considerable surge in online shopping that held strong even as brick-and-mortar stores reopened and consumers returned to them in numbers. By the end of the year, it had become clear that the changes were here to stay, reshaping the consumer landscape, which while indisputably very diverse, is defined by certain trends and preferences that seem to hold true across age groups and income levels.

## KEY 2022 TRENDS

### OMNICHANNEL SHOPPING

By March 2022, three quarters of U.S. consumers had adopted omnichannel behavior, doing their product research and purchasing both online and in stores, for food as well as non-food shopping across a broad range of categories.

Data published by consumer research firm Attest showed that while preferences were split roughly equally, U.S. consumers leaned more toward online shopping; 37% said they "mostly" or "always" shopped online for products excluding food, 32% shopped "mostly" or "always" in-store, and 31% split their shopping evenly between online and in-store.

### SUSTAINABILITY

Environmental and ethical sustainability are emerging as major concerns for consumers in the United States and around the world. While the importance attached to this varies across demographics, particularly between generations, more than four out of five consumers have stated that they have modified their purchasing habits in favor of more sustainable products and services over the past years; over three quarters of consumers identified a brand's sustainability and environmental responsibility as very or moderately important factors, while they also indicated a preference for brands that support recycling.

### DIGITALIZATION

Spurred by necessity during the pandemic, rapid digitalization across demographics has been one of the key factors affecting consumer behavior in recent years. In

addition to a growing preference for online shopping, widespread digital adoption has changed consumers' mindsets, leading to an increasing number of people seeing the world as all-digital and expecting brands to up their online game and deliver outstanding digital experiences in order to attract and retain their custom.

## STORYTELLING

Storytelling has emerged as one of the most potent tools that brands can use to connect with and engage consumers, with community-driven content and influencer marketing standing out as particularly effective examples. Storytelling helps brands demonstrate authenticity and become more relatable while helping consumers identify how they can benefit from various products and services, and it evokes an emotional response that allows consumers to connect with brands and become part of a community built around the brand and a shared sense of identity and values.

## 2023 AND BEYOND

While product price, product availability, and shopping convenience continue to be the three most important factors influencing purchasing decisions, consumer trends are about much more than getting a great deal. On the basis of recent and current trends, global market intelligence agency Mintel identified five key trends that are expected to shape consumer behavior over the coming years:

- **Me Mentality**  
Consumers will be eager to re-focus on themselves and brands can help them take center stage.
- **Power to the People**  
Brands have to make room for a new C in their c-suite as consumers are investing, co-creating and voting for change alongside brands.
- **Hyper Fatigue**  
Consumers will try to cut through the noise and connect with what matters to them.
- **International Localism**  
Buying local will be a way consumers can protect themselves financially, environmentally and psychologically, and feel that they are giving back.
- **Intentional Spending**  
Factors like flexibility, durability and sustainability will play increasingly important roles in consumers' value equation.

While the export environment is constantly changing in response to global developments, companies looking to enter or expand in the U.S. market must take these trends under examination and consider how they might influence their business decisions and marketing strategies.

Brands must continue pursuing sustainability and environmental responsibility but must do so while acknowledging growing cost-of-living pressures and offering real options for consumers who want to buy products and services aligned with their values but who also want to save their earnings in uncertain times. Despite markedly different outlooks between demographics—older consumers show

more pessimism and concern for political upheaval and younger consumers feel positive about the future—consumers are spending more cautiously and intentionally, and brands must focus on value-driven messaging and lean towards marketing that is motivational and inspiring. Responding to pandemic-era behaviors that are here to stay, brands must also pursue omnichannel distribution, incentivizing in-store purchases while simultaneously harnessing technology to enhance the online shopping experience, build community and immersive experiences and create a cutting-edge digital presence that spans platforms, including VR and metaverse platforms.

#### Sources:

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The Keenfolks – *6 Key Consumer Trends That Will Shape 2022 and Beyond*

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Google Market Finder – *Guide to today's American Consumer*

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McKinsey & Company – *How U.S. consumers are feeling, shopping and spending—and what it means for companies*

<https://www.mckinsey.com/capabilities/growth-marketing-and-sales/our-insights/how-us-consumers-are-feeling-shopping-and-spending-and-what-it-means-for-companies>

Mintel – *2023 Global Consumer Trends*

<https://www.mintel.com/consumer-market-news/global-consumer-trends/>

## U.S. Consumer Profiles

While certain trends dominate consumer behavior across demographics, different generations of U.S. consumers have their own defining characteristics that determine where they find inspiration, how they find out about and research products, and how, where and what they purchase.

### BOOMERS (1946–1964)

The Baby Boomer generation was born in the post war years, stretching from just after World War II to 1964, and are the demographic cohort following the Silent Generation. They grew up in the 60s and 70s, endured the turmoil of the Vietnam War and were the main driving force behind the hippy movement. Their formative years took place in a period of high economic growth, employment and prosperity, and they entered adulthood and middle age firmly within the analog era. Most Boomers are likely to prefer traditional

values and methods of communication that were popular when they were younger.

Today, Boomers are between 59 and 77, and while they might be retired (or nearing retirement), they remain active consumers of products and experiences. While they aren't the primary target demographic for many businesses or products, they hold more disposable income than all other generations and have the spending power to make purchases without looking for bargains in-store.

- Boomers prefer buying products in-store rather than online and appreciate businesses with friendly, helpful in-store sales representatives.
- They rely more than younger generations on in-store shopping where they can see and handle products before making a decision.
- They are looking for good value for money.



- They value quality online reviews when making purchasing decisions, yet despite 82% being social media users, they are unlikely to use it as an influence on their shopping habits.
- Boomers are twice as likely as Millennials to have their interest sparked by the reported popularity of a brand when purchasing a new or unfamiliar product.
- Many Boomers continue to get their information from newspapers, television, and radio rather than jumping onto their smartphone's browser.

### GENERATION X (1965–1980)

Born between 1965 and 1980, Generation X are the demographic cohort between Boomers and Millennials and are sometimes called the "middle child" generation in reference to the marketing industry's tendency to often overlook them. While older Gen Xers feel enormous empathy and connection with Boomers, younger Gen Xers identify more with the way of living and thinking of the younger generations, which can pose a challenge when building communication strategies focused on this demographic.

Today, Gen Xers are between 43 and 58, and although they came into adulthood without the internet but quickly adopted the digital world and are equally comfortable using both traditional and digital media channels, spending an average of seven hours a week on social media.

Gen Xers grew up without the online shopping experience and still enjoy a trip in-store, but have fully embraced online shopping as well.

- Gen Xers produce about a third of total US income but tend to shop more conservatively than other generations.
- They are more skeptical about marketing tactics and are less likely to be swayed by flashy advertising than convinced by practicality and proof of performance.
- Gen X shoppers like deals and store brands and more than four out of five would try a new brand if offered a coupon or discount.
- They thoroughly research their purchases, making extensive use of search engines, online reviews and social media.

### MILLENNIALS (1981–1996)

Born between 1981 and 1996 and also known as Generation Y, Millennials are the demographic cohort between Generation X and Generation Z.

Today, Millennials are aged between 27 and 42, and they are the first global generation and the first generation that grew up in the internet age and with digital technology. Millennials entered the workforce at the same time as the Global Financial Crisis of 2007–2009 brought about high unemployment and financial instability, and the effects of that can still be seen today in their career paths and earnings compared to previous generations. Nonetheless, there are

over 72 million Millennials in the U.S., making them the largest generation in the U.S. workforce as well as the fastest-growing generation of customers in the marketplace, bringing the greatest lifetime value.

- Millennials spend more on convenience, online shopping, eating out, experiences and travel, streaming services, and social impact by donating and buying from socially responsible brands, and they spend less on cars, clothes, housing, and retirement than previous generations.
- Millennials prefer brands that offer a unique experience, value for their money and great customer service.
- While many brands have credited millennials for a downturn in business, 60% of millennials stay loyal to brands they purchase from, and 72% of millennials want loyalty programs from their favorite brands.
- Four out of five Millennials (83%) say a brand's sustainability practices influence their decision to shop with them, and almost three quarters are willing to pay more for products and services that are socially and/or environmentally responsible.
- When it comes to food, 9 out of 10 Millennials prioritize healthy eating and natural and ethical products.
- They are omnichannel shoppers, using a combination of online, in-store, desktop and mobile.
- Social media and online reviews are a big part of Millennials' purchasing journey,

### GENERATION Z (1997–2012)

Born between 1997 and 2012, Generation Z, also known as Gen Z or Zoomers, are the demographic cohort succeeding Millennials. They are the first true digital natives, a generation that cannot remember a time before the internet and their consumption and purchasing habits are inextricably linked to digital platforms and social media.

Today, Gen Zers are aged between 11 and 26 years old, making them the latest generation to enter the workforce. They have strong purchasing power and care a lot about the planet and the future of the world, which presents a huge opportunity for sustainable business growth.

- Gen Zers have been called the most critical consumer group to date.
- They are more likely to buy sustainable, ethical, high-quality products: 73% are willing to pay 10% more for sustainable products, 59% are willing to pay more for products that are safe for the environment, and 43% expect the brands they buy to support social causes.
- They value personalized products and are often drawn to brands that share their point of view on political issues.
- Almost all Gen Zers (97%) say they use social media as their top source of shopping inspiration and to research products and connect with their favorite brands, with 60% of Gen Zers in the United States saying they use Instagram to discover new brands, products and services.

# Greece-U.S. Bilateral Trade

With longstanding historical, political and cultural ties based on common heritage and shared democratic values, Greece and the United States are close allies and enjoy a close relationship that spans the full range of geopolitical, security, economic, cultural and educational cooperation. The United States is an important trading partner of Greece, with trade between the two countries steadily increasing in recent years and showing excellent growth prospects.

Source: <https://www.census.gov/foreign-trade/balance/c4840.html#2022>

The U.S. market is among Greece's top 10 export markets. Top Greek exports to the United States include agricultural products, tobacco, razors, petroleum products, cement, clothing and fur products, and marble. The top U.S. exports to Greece relate to defense. A closer look at trade data between the two countries shows that bilateral trade is growing, with Greek exports gaining ground in the United States. Greek companies seeking to enter into or expand in the U.S. market must take into account U.S. consumer trends in order to make the most of the considerable opportunities for Greek exports to the country.

## U.S. EXPORTS TO GREECE, 2021 (BY VALUE AND VOLUME)

PRODUCTS (2021)	VALUE (MILLION USD)
Petroleum gas and other gaseous hydrocarbons	366.5
Waste and scrap, of copper	131.4
Parts and accessories for machines, appliances, instruments	103.8
Ferrous waste and scrap; remelting scrap ingots of iron or steel	99.5
Petroleum coke, petroleum bitumen and other residues of petroleum oil	51.8
Polymers of ethylene, in primary forms	47.4
Medicaments consisting of mixed or unmixed products for therapeutic or prophylactic uses	39.9
Soya beans, whether or not broken	37.2
Other nuts, fresh or dried, whether or not shelled or peeled	36.2
Automatic data-processing machines and units thereof	28.2

Editing: DK MARKETING Market Research & Business Analysis Dpt.

Source: International Trade Center (2023)

## PRODUCTS (2021)

## VOLUME

Electrical apparatus for switching or protecting electrical circuits	6260.9	units
Petroleum gas and other gaseous hydrocarbons	2090.7	cubic meters
Petroleum coke, petroleum bitumen and other residues of petroleum oil	420.5	tons
Electrical apparatus for switching or protecting electrical circuits	370.5	units
Instruments and appliances used in medical, surgical, dental or veterinary sciences	366.0	units
"Electrical capacitors, fixed, variable or adjustable "pre-set"; parts thereof"	276.8	units
Ferrous waste and scrap; remelting scrap ingots of iron or steel	269.3	tons
Diodes, transistors and similar semiconductor devices	233.9	units
Electronic integrated circuits; parts thereof	233.0	units
Parts and accessories for musical instruments, e.g. mechanisms for musical boxes, cards, discs	207.2	units

Editing: DK MARKETING Market Research & Business Analysis Dpt.  
Source: International Trade Center (2023)

## U.S. IMPORTS FROM GREECE, 2021 (BY VALUE AND VOLUME)

## PRODUCTS (2021)

## VALUE (MILLION USD)

Vegetables prepared or preserved otherwise than by vinegar or acetic acid	196.0
Cement, incl. cement clinkers, whether or not colored	123.1
Non-electric razors and razor blades of base metal, incl. razor blade blanks in strips	116.7
Plates, sheets and strip, of aluminum, of a thickness of > 0,2 mm	90.3
Petroleum coke, petroleum bitumen and other residues of petroleum oil	75.9
Fruits, nuts and other edible parts of plants, prepared or preserved	73.8
Electrical apparatus for switching or protecting electrical circuits	57.9
Olive oil and its fractions obtained from the fruit of the olive tree	53.0
Cheese and curd	51.8

Editing: DK MARKETING Market Research & Business Analysis Dpt.  
Source: International Trade Center (2023)

## PRODUCTS (2021)

## VOLUME

Non-electric razors and razor blades of base metal, incl. razor blade blanks in strips	347055.0	units
Electrical apparatus for switching or protecting electrical circuits	236014.4	units
Paving blocks, slabs, bricks, squares, tiles and other articles of pressed or molded glass	6544.9	units
Cement, incl. cement clinkers, whether or not colored	2191.2	tons
Electrical resistors, incl. rheostats and potentiometers	1017.5	units
Electrical insulators of any material	859.6	units
Microphones and stands therefor	692.9	units
Radar apparatus, radio navigational aid apparatus and radio remote control apparatus	540.2	units
Electrical machines and apparatus, having individual functions	536.0	units
Parts and accessories for musical instruments, e.g. mechanisms for musical boxes, cards, discs	330.7	units

Editing: DK MARKETING Market Research & Business Analysis Dpt.  
Source: International Trade Center (2023)

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## EXPORTGATE BY EUROBANK THE AWARD-WINNING PORTAL THAT HELPS BUSINESSES EXPAND INTERNATIONALLY

Designed to further enhance the synergies of both traditional and non-traditional banking tools and to facilitate connectivity services between Greek and Cypriot businesses and their international counterparts, Exportgate is Eurobank's spearhead of Extroversion initiatives pillar. It reinforces businesses' efforts to connect globally, gain comprehensive insight into new markets, and access sophisticated tools and specialist information that will allow them to flourish.

Exportgate members gain access to a digital platform that allows them to easily identify counterparts in their countries of interest and expand their network of trusted partners, minimizing costs and accelerating growth in new markets. They also benefit from access to one of the largest electronic libraries of international trade data for over 180 countries. By tapping into Exportgate's digital library resources, businesses benefit from dynamic insights into macroeconomic issues, statistics, market trends, and consumer behavior by country. Greek and Cypriot businesses can enjoy easy access to data on more than one million partners in more than 200 countries. Moreover, with Exportgate's user-friendly digital tools, members can access up-to-date information on more than one million invitations of interest for public and private tenders running in a raft of countries. Exportgate's international trade e-library is available to all businesses from all sectors at no cost. Since 2013, it has attracted over one million visitors from 110 countries, while more than 5300 Greek companies from across our country's export sectors have joined it.

Thanks to Eurobank's strategic partnership with Banco Santander, Exportgate is part of the Trade Club Alliance, the first global digital business connectivity network supported by international banking groups. This network enables all

its members to easily, quickly, and reliably identify and make successful business deals, by using advanced AI-powered digital tools and receiving collaboration proposals that suit their needs. The network connects over 20k businesses, located in major trade corridors, via prominent banking groups in Americas, Europe, Africa and Asia. All participating banks follow procedures and strict control protocols to ensure the integrity of the network.

In this context, Eurobank designs and implements actions that contribute to the strengthening of extroversion, using Exportgate's digital networking tools to set the conditions for possible synergies in the digital and physical world via its Trade Corridors trade missions; for example, the successful missions with Banco Santander in Spain and Poland, where 200 targeted B2B meetings gave the opportunity to more than 40 Greek exporters to get in contact with 50 international buyers.

### WHAT IS EXPORTGATE?

Exportgate is an award-winning international trade portal created by Eurobank and developed in partnership with prominent Greek and Cypriot business federations.

### WHO CAN GET ACCESS?

All Greek and Cypriot businesses

### HOW DOES IT ADD VALUE?

Exportgate helps companies expand their business by providing access to resources that enable them to easily and efficiently

- explore new markets
- manage trade operations
- engage in business
- find suppliers and distributors around the world

### HOW TO REGISTER

To access Exportgate and find potential buyers for your products per country and field of operation, visit [www.exportgate.gr/en](http://www.exportgate.gr/en)



**FURTHER  
TOGETHER**

A close-up photograph of a person's hand holding a pair of binoculars. The person is wearing brown cargo pants. The background is a clear blue sky. The binoculars are black and silver, and the hand is holding them in a way that the lenses are pointed towards the viewer.

# **Commercial Risk auditing in International Trade**



# Favored Business Partners

DIANE GORDY

### A&M ARCHITECTS

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**BUSINESS SECTOR** ARCHITECTURE & DESIGN, PROJECT MANAGEMENT, ENGINEERING, CONSTRUCTION MANAGEMENT

#### COMPANY PROFILE

Founded by Michael Mavroleon and Andy Alexiades in 1983, A&M was the outcome of their mutual aspiration, marking the end of their studies in the US and the new professional beginning in Greece.

Over the years, A&M grew to house all project related services under one roof including architectural, interior, and graphic design, engineering, project, and construction management, either on a stand-alone or an integrated basis. With "Building Relationships" as a driver philosophy since the beginning, A&M created strong and long-term bonds with prestigious clients and international corporations, key players in the current market. Since its inception, A&M has maintained its multidisciplinary and integrated approach

across its projects while the collaborative nature between A&M's different disciplines became the unique value offered by A&M to various projects and clients.

After 40 years of providing turnkey solutions and expertise to undertake international complex projects, A&M's project experience spans from Hospitality Developments, Residential & Commercial Buildings as well as Corporate Workplaces.

Today, A&M's team has 70 members with a unique culture. The firm has based its values in honesty, trust, and transparency, with the main goal to keep building relationships and design new experiences, while challenging and cultivating new opportunities.

### ABBVIE PHARMACEUTICALS S.A.

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**BUSINESS SECTOR** PHARMACEUTICAL COMPANY

#### COMPANY PROFILE

AbbVie is a global research-driven biopharmaceutical company. We are committed to developing innovative advanced therapies for some of the world's most complex and serious health issues. AbbVie's mission is to leverage our experience, dedicated people, and unique approach to

innovation to significantly improve treatments across five therapeutic areas: Immunology, Hematology, Eye Care, Neuroscience and Aesthetics. More than 48,000 AbbVie employees around the world work daily to develop therapeutic options for patients worldwide.

## ACCOUNTING SOLUTIONS

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Contact Person: Vagelis Fakos



**BUSINESS SECTOR** FINANCIAL, ACCOUNTING, TAX, CONSULTANCY SERVICES -  
PAYROLL MANAGEMENT & HR ADMINISTRATIVE SUPPORT

### COMPANY PROFILE

Accounting Solutions is one of the largest financial services firms in Greece specializing in the fields of accounting, tax, advisory, payroll and HR services. Established in 2000, it has vast experience, extensive clientele and high level of expertise. Our goal is to partner with our clients and play a key role in their effectiveness, productivity, peace of mind as well as their growth development. Accounting Solutions is home to over 120 professional accountants, lawyers and tax consultants with long tenure and vast experience in their fields. We have invested in state-of-the-art infrastruc-

ture ensuring high level of data safety and process quality standards in compliance with all the relevant international certification requirements. As such, we are the partner of choice of more than 400 medium and large Greek corporations, multinational companies operating in Greece as well as by a large number of high-profile individuals and entrepreneurs that trust us with their business, investment and tax planning. For more details, please explore our website or contact one of partners to identify the right solution for your business.

## ACS ATHENS (AMERICAN COMMUNITY SCHOOLS)

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**ACS Athens**  
American Community Schools

**BUSINESS SECTOR** EDUCATION

### COMPANY PROFILE

ACS Athens is a private, non-profit international school in Halandri, Athens, founded in 1945. The school caters to pre-K-12 students from 60+ countries and offers a diverse and multicultural environment. The American curriculum is the foundation of the school's educational philosophy, with English as the primary language of instruction. Graduating students receive the American High School Diploma, accredited by the Middle States Association of Colleges and Schools. ACS Athens also offers the International Baccalaureate Diploma Program® and selected AP® courses as well as the Greek equivalency diploma or Απολυτήριο. The school

places a strong emphasis on ongoing learning and action research among its faculty and staff, which can help to ensure that the curriculum stays current and effective as well as a rich co-curricular program of cultural, social, civic, and athletic activities for students.

ACS Athens is committed to developing Global Conscious Citizens and providing its students with an education that is not only academically excellent but also globally and socially conscious. Its emphasis on diversity, community service, and ethical action prepares students for success in an increasingly interconnected and complex world.

### ACS POSTAL SERVICES S.M.S.A.

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Contact Person: Maria Iosifidou



**BUSINESS SECTOR** DOMESTIC AND INTERNATIONAL POSTAL SERVICES

#### COMPANY PROFILE

ACS Postal Services S.M.S.A., a subsidiary of Quest Group, operating in the Greek market since 1981, is the leading courier company in the domestic postal marketplace, handling 60 million shipments (courier and post) annually. The company has the largest independent courier network in Greece, with more than 750 service points (in Greece, Cyprus, Albania and Bulgaria) and over 3,000 skilled employees, and has developed the most advanced organization and know-how in its field. While offering over 40 years to businesses, e-shops and households across the country

complete, reliable and quality services based on innovation and Customer Experience, the company differs significantly from other courier companies, as it makes continuous investments in innovative systems, infrastructure, automation and new innovative services and solutions, to better serve its customers and meet market needs. At the same time, ACS constantly aims to strengthen its social contribution, implementing large-scale CSR actions aimed at upgrading the quality of life of vulnerable groups and the wider community. For more info please visit <https://www.acscourier.net/en/>

### AHI CARRIER S.E. EUROPE SINGLE MEMBER S.A.

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Contact Person: Katerina Dimas, Managing Director



**BUSINESS SECTOR** AIR CONDITIONING COMPANY

#### COMPANY PROFILE

AHI CARRIER EUROPE, represents the European activities of AHI CARRIER Fzc in South Eastern & Central Europe and has the distribution & after-sales services rights of Carrier, Toshiba and Totaline HVAC brands of Carrier Corporation.

AHI CARRIER EUROPE consists of a region of 15 countries with Headquarters in Athens and affiliated offices in Sofia, Bucharest, Vienna and Prague.

AHI CARRIER EUROPE offers a full Carrier & Toshiba prod-

uct basket for HVAC & COMMERCIAL REFRIGERATION applications. We support our customers with a core group of skilled professionals covering all aspects of HVAC After Sales Services.

The TOTALINE business unit is offering all the aftermarket parts, accessories & consumables that a technician needs for residential, commercial, industrial, refrigeration & marine applications. In TOTALINE you will find factory- authorized CARRIER & TOSHIBA spare parts.

### ALCON LABORATORIES HELLAS – SINGLE MEMBER S.A.C.I.

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**BUSINESS SECTOR** EYE CARE DEVICE COMPANY

#### COMPANY PROFILE

Alcon is the global leader in eye care, dedicated to helping people see brilliantly. We are a cutting-edge medical device company with complementary businesses in Surgical and Vision Care. Being a truly global company, we work in over 70 countries and serve patients in more than 140 countries. In order to fulfil our mission, we commit a substantial amount in Research and Development to meet customer and patient needs. Our leadership is grounded in innovation and breakthrough technology, transforming the way we treat eye diseases and eye conditions.

We offer the most complete portfolio of ophthalmic surgical

devices in the world including best-in-class equipment platforms in the industry providing Cataract, Refractive and Vitreoretinal solutions, market-leading implantable and full line of consumables. We are continuously expanding this product portfolio with Advanced Technology intraocular lenses for presbyopia correction and new Cataract, Refractive and Vitreoretinal technologies, which will optimize patients' surgery outcomes.

We aspire to lead the world in innovating life-changing vision products because when people see brilliantly, they live brilliantly.

### ALPHA SYSTEMS & TECHNOLOGIES S.A.

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**BUSINESS SECTOR** DEFENSE AND HOMELAND SECURITY

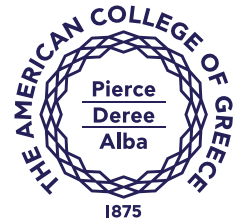
#### COMPANY PROFILE

Alpha Systems & Technologies operates as an engineering and manufacturing company, for the Defense and the Homeland Security Sector, by applying new technologies. Its international presents created some strong partnerships and strategic corporations with leading companies in the field of: MRO on the Rotary Wing Aviation, Defense vehicles, CBRN, critical communications and electronic warfare.



### THE AMERICAN COLLEGE OF GREECE (ACG)

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#### BUSINESS SECTOR EDUCATION

##### COMPANY PROFILE

The American College of Greece (ACG) is a private, independent, non-profit educational organization founded in 1875 and the oldest and largest American-accredited educational institution in Europe. Today, ACG comprises three divisions: Pierce - a premier, co-educational, PK – 12 school offering a Greek-based national curriculum and an International Baccalaureate Diploma Program., Deree - undergraduate programs in liberal arts and sciences, business, fine and performing arts as well as graduate programs in the arts and sciences and Alba Graduate Business School - MBA

and MSc as well as extensive Executive Education programs. Faithful to its mission of providing equal access to high-quality education, ACG offers more than €8 million in scholarships and financial aid program each year.

In view of its 150th anniversary in 2025, The American College of Greece has launched ACG 150, a visionary strategic plan to leverage educational programs for economic and social impact, as well as to consolidate, support and expand ACG's activities in performing research, creating technology and fostering innovation.

### ANATOLIA COLLEGE

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Contact Person: Dr. Panos Vlachos, President



#### BUSINESS SECTOR EDUCATION

##### COMPANY PROFILE

Since its founding in 1886, the name of Anatolia has been synonymous with educational innovation and achievement. Located in Thessaloniki, Greece since 1923, Anatolia College is a private, non-profit, international learning community imbued with the best ideals of Greek and American education, and one of the leading few institutions to offer quality education from pre-K all the way to graduate studies.

Today, Anatolia College comprises:

- Anatolia Elementary School, serving primary education from pre-K to grade 6
- Anatolia High School, which consists of two Middle and two High Schools, alongside the IB program that prepares students for university study worldwide
- Pinewood American International School, which serves

as a bridge with the international community and offers education from pre-K to grade 12 in an exclusively English-speaking environment

- ACT, its US-NECHE accredited and EU validated tertiary division, an institution of higher learning offering Bachelor's and Master's degrees in a variety of fields, alongside an Entrepreneurship Hub and a Lifelong Learning Center
- CTY Greece, which provides enhanced educational opportunities to bright students from Greece and the South-eastern European region - the result of the strategic partnership between Anatolia College, the Stavros Niarchos Foundation and Johns Hopkins University.

Anatolia College is committed to developing students' talents through innovative educational approaches and open inquiry within a culture of academic excellence.

### ASPROFOS ENGINEERING S.A.

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**BUSINESS SECTOR** ENERGY (OIL, GAS, POWER), INDUSTRY AND INFRASTRUCTURE, ENVIRONMENT

#### COMPANY PROFILE

ASPROFOS S.A. was established in 1983. Since then has been actively involved in most of the large energy infrastructure projects in Greece by providing a variety of services such as basic design, permitting engineering FEED, detailed engineering, project management and construction supervision. ASPROFOS is active in Balkan, Mediterranean and Middle East countries and has successfully participated to many projects such as T.A.P. (Transadriatic Pipeline) for natural gas transportation, Malta connection to European Natural Gas Network, Sri-Lanka Jet A-1 Storage and Transportation facilities near Colombo, Skopje-Kosovo multi Products pipeline, Serbia Nis Refinery Units Upgrading, Tank farm relocation in Cyprus, Poseidon Gas Pipeline Project etc.

ASPROFOS effectively carries out all aspects of small to large-scale energy, environment, industry and infrastructure projects from the phase of the initial conceptual design to the final design implementation.

ASPROFOS is a member of HELLENiQ ENERGY HOLDINGS S.A. HELLENiQ ENERGY is one of the few leading energy groups in South-East Europe with activities spanning across the energy value chain. ASPROFOS has an integral role in supporting HELLENiQ ENERGY in all of its various investment programs.

ASPROFOS continuously pursues new projects and collaborations in international energy markets and has already gained significant experience in over 20 countries.

### ATHENS INTERNATIONAL AIRPORT S.A.

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**BUSINESS SECTOR** TRANSPORT

#### COMPANY PROFILE

Since March 2001, Athens International Airport keeps offering high-level services, having earned the trust of airlines, passengers, partners and stakeholders. Having welcomed more than 350 million passengers and over 3.9 million flights, the airport keeps creating significant benefits for tourism, the national economy, and Athens as a destination. The year 2022 ended with Athens International Airport's traffic amounting to 22.73 million passengers, exceeding the respective 2021 levels by 84.1% and behind the 2019 levels by 11.1%.

Key contributors to this positive outlook remain AIA's renowned developmental strategy, with one of the most comprehensive and innovative airline incentive schemes internationally and a strategic focus on the promotion of

"Destination Athens" through initiatives and synergies.

AIA is the 1st Carbon Neutral Airport in Greece and, as of 2019, through its initiative "Route 2025", the Airport Company has announced its official commitment to achieve Net Zero Carbon Emissions by 2025, prior to the target of 2050 set by ACI Europe.

Thanks to its top-notch services, AIA has earned more than 100 significant international distinctions and awards. Today, with more than 300 companies and 16,000 employees, the airport community constitutes one of the biggest employment engines in Greece. As per the most recent (2019) study of the Foundation of Economic & Industrial Research (IOBE), the airport's contribution to the national, regional and local economy equals to 4.4% of the GDP.

### BAUSCH & LOMB GREECE

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Website: [www.bauschandlombgreece.gr](http://www.bauschandlombgreece.gr)  
Contact Person: Teresa De Luca, Pharma Marketing Manager



**BUSINESS SECTOR** PHARMACEUTICAL COMPANY

#### COMPANY PROFILE

We believe in infinite possibilities.

Our mission is to help people see better and live better, all over the world. That's why we started and what we still strive for today. Through unweaving focus rooted in innovation, quality and craftsmanship, we continue to pursue our lifelong vision of protecting and enhancing the gift of health through every phase of life.

Our commitment is to earn the trust and confidence of our customers every day by delivering effective, safe, and consistent quality products and services that are available to patients.

Our core values are: Accountability, Agility, Courage, Integrity, Teamwork, Results Orientation.

We are a multinational pharmaceutical company that manufactures and markets a broad range of branded pharmaceuticals, over-the-counter products, food supplements and medical devices in more than 100 countries. We have a diversified portfolio of products, with a core focus in the areas of Eye Health and General Health that makes a difference in people's lives. In Greece, some of our most reputable products are Artelac®, Ocuville®, Biotrue®, Renu®, Niflamol®, Counterpain®, Ezixin®, Vidilac®, Yellox® & Dexamytrex®.

### BDO CERTIFIED PUBLIC ACCOUNTANTS S.A.

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**BUSINESS SECTOR** AUDIT, TAX, ADVISORY, BSO, LEGAL

#### COMPANY PROFILE

BDO Greece is a rapidly growing firm that specializes in providing audit, tax, advisory, BSO and Legal services. With offices in Athens and Thessaloniki and a strong clientele both in the private and public sector, we occupy a leading position nationwide, providing high quality services to all sectors of the Greek economy. We are the business advisor of choice for many groups of companies listed on the Athens Stock Exchange and subsidiaries of global entities. Our distinctive reputation for client proximity is built upon

our commitment to all our stakeholders that what matters to them matters to us. At BDO Greece, we remain focused on helping our clients worldwide navigate the ever changing economic and market conditions by providing high quality advice and service on a consistent basis. BDO is one of very few networks able to offer such a tailored approach to client service: no other entities are set up like BDO to adapt to individual clients and provide the right service mix. This is why people who know, know BDO.

### BRISTOL MYERS SQUIBB

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**BUSINESS SECTOR** BIOPHARMACEUTICAL COMPANY

#### COMPANY PROFILE

Bristol Myers Squibb is a differentiated company, led by our unique BioPharma strategy that leverages the reach and resources of a major pharma company paired with the entrepreneurial spirit and agility of a biotech firm. We work every day to deliver innovative medicines for patients with serious and life-threatening diseases. Each day, our employees around the world work together for patients – it drives everything we do. We are focused on

helping millions of patients around the world in disease areas such as Oncology, Cardiovascular, Immunoscience and Fibrosis. Through our R&D organization, we have built a sustainable pipeline of potential therapies, and actively partner to access external innovation to broaden and accelerate our work.

466-GR-2200001/Feb2022

### CELEBRITY INTERNATIONAL MOVERS S.A.

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Contact Person: Panagiotis Raptis



**BUSINESS SECTOR** INTERNATIONAL & LOCAL HOUSEHOLD REMOVALS. OFFICE MOVES. RELOCATION SERVICES – HOUSE & SCHOOL SEARCH, IMMIGRATION SERVICES. FINE ART, SHIP SPARES & VEHICLES – CUSTOMIZED PACKING AND TRANSPORTATION. WAREHOUSING, ARCHIVING & EXHIBITION MANAGEMENT.

#### COMPANY PROFILE

Celebrity International Movers S.A. specializes in top quality moving and relocation services.

Founded in 1986 by a Greek-American, Katherine Chrisovergis, Celebrity has built its excellent reputation over the past 30 years on customized service. Besides high expertise in international and national household removals, Celebrity is also specialized in office moves and relocation services. Our experts can support a wide range of integrated relocation tasks to make your global mobility program a success. Special packing and transportation of oversized items like ships spares, cars as well as fine art benefits a department of its own with specifically trained packers and packing systems.

Storage and archiving management as well as exhibition services are also among Celebrity's know how.

Holding top accreditations in the industry, Celebrity operates within international associations of the most professional and reliable movers globally, giving access to a very strong worldwide network to its clients. Celebrity's professional team is highly qualified and contributes to meet strict quality standards.

Celebrity successfully attained its quality assurance certification ISO 9001:2008 by Lloyd's Register of Quality Assurance and acquired FAIMPLUS Certification for quality standards by Ernst & Young.

## CENERGY HOLDINGS

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Website: [www.cenergyholdings.com](http://www.cenergyholdings.com)



**BUSINESS SECTOR** INDUSTRY, CABLE PRODUCTION, STEEL PIPE PRODUCTION AND HOLLOW SECTION, ENERGY SECTOR

### COMPANY PROFILE

**Cenergy Holdings** is a Belgian holding company listed on both Euronext Brussels and Athens Stock Exchange, investing in leading industrial companies, focusing on the growing global demand of energy transfer, renewables and data transmission. The Cenergy Holdings portfolio consists of Hellenic Cables and Corinth Pipeworks, two Greek companies positioned at the forefront of high growth sectors, such as energy distribution and telecommunications.

Cenergy Holdings' companies provide product solutions and turnkey services to a large number of clients in the energy, telecommunications and construction sectors.

**Hellenic Cables** is one of the largest power and telecom land and submarine cable producers in Europe, with a large number of turnkey projects undertaken in high voltage sub-

marine power cables.

**Corinth Pipeworks** is a world leader in steel pipe manufacturing for the energy sector and major producer of steel hollow sections for the construction sector, with a long record of challenging offshore and onshore applications around the world. Our companies are committed to helping combat climate change and are assuming responsibility for reducing their carbon footprint not only in the production of their products, but by designing technological solutions that will transform the economy into a carbon neutral economy.

Based on this commitment, Cenergy Holdings' companies design their strategic approach and perceive their sustainable growth through the successful response to the challenges of a green future.

## C. PAPACOSTOPOULOS & ASSOCIATES (CPA LAW)

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**BUSINESS SECTOR** LAW FIRM

### COMPANY PROFILE

Papacostopoulos - Grigoriadou & Associates, Law Firm (CPA Law) is a Greek law firm, independent member of KPMG International Tax and Legal network, which through its experienced professionals offers a full range of legal services. The Global Legal Services network of KPMG, in which CPA Law participates, includes law practices in 78 jurisdictions with more than 2,400 lawyers.

Languages: English, French, German, Italian  
Number of lawyers: 17  
Member: KPMG, IFA International

### AREAS OF PRACTISE

Corporate Law and Corporate Governance  
Capital Markets  
Compliance and Regulated Markets  
Privacy and Technology Law  
Intellectual Property  
Banking, Finance and Restructuring  
Public Law and Contracts  
Real Estate Advice and Litigation  
Corporate and Individuals Taxation  
Labor, Social Security and Immigration



## DEMO S.A. PHARMACEUTICAL INDUSTRY

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Website: [www.demo.gr](http://www.demo.gr)  
Contact Person: Sophia Tsitsoni, Media & Communications Manager



### BUSINESS SECTOR PHARMACEUTICAL INDUSTRY

#### COMPANY PROFILE

DEMO SA Pharmaceutical Industry is active in developing, producing and trading pharmaceutical products. The company's manufacturing plant, located in Kryoneri, Attica, is the largest in Southeastern Europe and one of the largest in the world in the production of injectables, with modern facilities of 66,000 sq.m. that include a state-of-the-art quality control laboratory. DEMO is the leader in hospital sales (in terms of units sold) of injectables of all forms, and has an extensive research and development program for controlled-release injectables. It is internationally recognized as one of the

official suppliers of the United Nations, UNICEF, the World Health Organization and the International Red Cross. The company announced its 2021-2027 investment plan, worth EUR 356 million. in the areas of raw materials production, expansion of the production for final formulation, R&D and biotechnology. All company's investments in Greece will add value to the economy, the labour sector, Greek medicine and science, while marking the new chapter in DEMO's export activity with an international confidence boost. Find out more at [www.demo.gr](http://www.demo.gr)

## DK MARKETING

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### BUSINESS SECTOR AEROSPACE, SECURITY, DEFENSE, HIGH TECHNOLOGY

#### COMPANY PROFILE

DK MARKETING ([www.dkmarketing.gr](http://www.dkmarketing.gr)) was founded in 1999, as an export consultancy company. Through its many years of activity, it has now established itself as one of the few Greek export consulting and international marketing companies specializing in research, analysis and strategic use of data. It is located in Athens and abroad (New York, Austin Tx, London, Luxembourg, Shanghai) and to this day has provided its services to national and multinational companies with a wide range of commercial activities.

The company's vision is to become one of the leading strategic marketing companies worldwide, producing innovative and cutting-edge ideas that lead its clients to international growth, distinction, and success.

DK MARKETING is characterized by its client-centric, personalized approach and the provision of integrated services to its clients.

The range of services it offers includes:

- Export Consultancy: The aim is to develop a strategy for the positioning of products and services in international markets.
- Market Research: Through targeted market research (Focus Groups, Consumer Insights), the company's specialized team has the ability to identify and capture consumer trends with exceptional accuracy.
- Commercial Risk in International Trade: This is the in-depth analysis of the commercial risk of companies operating or planning to expand into new international markets.

## DOMOTEL HOTELS & RESORTS

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Website: www.domotel.gr  
Contact Person: Despina Yiomelaki

DOMOTEL  
HOTELS & RESORTS

**BUSINESS SECTOR** HOSPITALITY MANAGEMENT COMPANY

### COMPANY PROFILE

#### **Domotel Hotels & Resorts: Where sophistication meets elegance**

Domotel Hotels & Resorts is a Greek chain of luxury hotels in selected destinations of mainland Greece.

Properties have both leisure and corporate character and are set apart for the personalized, high-end services offered to guests, as well as their excellent aesthetics. The dedicated, professional personnel will make guests "feel like home".

All hotels are located in best known and distinctive destinations:

Domotel Kastri is located in a luxury district of Athens, in a natural pine grove, Domotel Olympia is a breath of fresh air in central Thessaloniki, while Domotel Anemolia in Arachova is the perfect mountain getaway.

Domotel Xenia Volos enjoys an impressive beachfront location and stunning sea view, while Domotel Arni in Karditsa is exceptionally located in city center for the last 100 years! Domotel Neve in Kaimaktsalan is the definition of a nature escape, with views that cleanse the senses and create a cozy feel, and Domotel Agios Nikolaos in Sivota is clearly an escape to summer paradise.

## EKA HELLAS S.A.

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Website: www.ekahellas.com  
Contact Person: Pantelis Kouzis

 **ekahellas®**

**BUSINESS SECTOR** IMPORTERS / SUPPLIERS OF: FURNITURE & CHAIRS FOR OFFICES & HIGHER EDUCATION INSTITUTIONS, MODULAR FLOORING SOLUTIONS – CARPET & VINYL (LVT), RAISED ACCESS FLOOR SYSTEMS, SOUND ABSORBING / ACOUSTIC SOLUTIONS

### COMPANY PROFILE

In EKA Hellas we focus on creating workplaces that are destinations for the human interaction. We shape spaces that bring out the best in people. Since our foundation in 1991, we have continuously evolved and developed our products and services in order to retain our leading position in Greece's building sector. For the past 6 years we proudly represent the world's largest manufacturer of Office furniture, Steelcase.

As a Steelcase Platinum Partner, we have become a trusted supplier, leading workplace innovation through collaboration & building connections between cultures and workplace design. We provide top of the range solutions to some of the most prominent local and blue-chip multinational organizations present in Greece.

Moreover, we represent Interface, a world leader in modular carpet and LVT flooring solutions. Space Acoustics and in particular noise reduction and absorption through various advance systems and solutions, is another sector of expertise we have in EKA Hellas. We are able to provide our customers with acoustic solutions that are also practically and aesthetically in line with the general workplace design. Our aim is to work with our customers and their professional teams to improve the performance of their physical space and the people in it through furniture and design optimization. We believe in generating long term value for our customers through efficient, reliable, and quality focused service.

## ENTERPRISE GREECE

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Website: <https://www.enterprisegreece.gov.gr/en/>  
Contact Person: Vasso Kyrkou



### BUSINESS SECTOR INVEST & TRADE

#### COMPANY PROFILE

Enterprise Greece is the official investment and trade promotion agency of the Greek State, operating under the auspices of the Ministry of Foreign Affairs. We are your gateway to the opportunities Greece offers.

Our mission is two-fold: We provide foreign investors with a one-stop shop for information, consulting, and assistance through every phase of their investment project, and we promote Greek products and services in international markets.

#### Our Services

At Enterprise Greece, we offer a set of integrated investment facilitation services, to provide a one-stop shop for

investment projects. Our investment advisors follow international best practices and specialize in specific sectors to ensure the highest level of service to investors.

We will provide you with targeted information on everything from tax and labor regulations to land use, licensing and available financial tools and incentives relevant to your project. We can also assist with site location, personnel sourcing, and matchmaking to local businesses.

Our advisors prepare customized investment proposals and evaluate projects for inclusion in the special Fast Track process for strategic investments. We are always available to discuss potential projects and the best way for investors to reach their goals.

## EUROBANK

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### BUSINESS SECTOR BANKING

#### COMPANY PROFILE

The Eurobank Group, consisting of Eurobank S.A. (Eurobank) and its subsidiaries, is a strong banking group active in six countries, with total assets of € 83.4 billion and 11,343 employees. Eurobank Ergasias Services and Holdings S.A. (Eurobank Holdings) is the parent company of Eurobank Group.

With a total network of 615 branches in Greece and abroad, the Eurobank Group offers a comprehensive range of financial products and services to its retail and corporate customers. In Greece, Eurobank operations encompass a retail banking network, dedicated business centers, a Private Banking network and a dynamic digital presence.

The Eurobank Group also has presence in Bulgaria, Serbia, Cyprus, Luxembourg and United Kingdom (London).

The philosophy of Eurobank focuses on providing quality services to its customers, paying attention to their particular and diverse needs.

Beyond core business activity Eurobank, responding to the needs of today's ever-changing environment, consistently designs actions relating to social and environmental issues, adopting responsible practices that promote transparency and business ethics. Eurobank links its business decisions to environmental sustainability, social responsibility and corporate governance (ESG).

## EFA GROUP – EUROPEAN FINANCE & AEROSPACE

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Contact Person: Elli Michou, Corporate Communication

**EFA**GROUP

**BUSINESS SECTOR** AEROSPACE, SECURITY, DEFENSE, HIGH TECHNOLOGY

### COMPANY PROFILE

**EFA GROUP** is a leading service provider and manufacturer group of companies, with more than 30 years of experience in Aerospace, Defense, High-Technology and Security global markets:

**EFA VENTURES** strengthens global partnerships, supports Industrial Participation Programs, acts as an integrator for larger security A&D programs. Its operations are powered by [epicos.com](http://epicos.com). [www.efaventures.com](http://www.efaventures.com)

**THEON SENSORS** is a global market leader in night vision systems for military and security applications. With headquarters and production facilities in Athens, offices in Kempen, Arlington, Abu Dhabi and Singapore, and co-production facilities in Middle and Far East, THEON SENSORS has more than 120.000 systems in service, in more than 58 countries worldwide. [www.theon.com](http://www.theon.com)

**SCYTALYS** is a software development company and systems integrator for A&D and Home-Land Security applications. Through turn-key Command-Control, Interoperability Systems for land, air and naval deployments, SCYTALYS helps its customers achieve domain superiority and defense awareness. [www.scytalys.com](http://www.scytalys.com)

**ES SYSTEMS** develops and manufactures high precision MEMS technology sensors for medical, industrial, maritime and aerospace industries. ES SYSTEMS has entered the IoT market, providing solutions and services. [www.esenssys.com](http://www.esenssys.com)

**EFA GROUP** has recently expanded its business through strategic collaborations: **DEFENDER** (Panoramic Cameras, Processing Systems), **UCANDRONE** (UAS) and **AETHER** (Target Drones, Light Aircraft, Flight Testing).

## FEDEX EXPRESS GREECE SINGLE MEMBER LLC

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Contact Person: Katerina Braliou

**FedEx**<sup>®</sup>  
Express

**BUSINESS SECTOR** LOGISTICS AND TRANSPORTATION

### COMPANY PROFILE

FedEx Corp. (NYSE: FDX) is a leading transportation and logistics company, with global reach, that is performing 20M+ shipments daily. FedEx provides customers and businesses worldwide with a broad portfolio of transportation, e-commerce and business services. With annual revenue of \$84 billion, the company offers integrated business solutions through operating companies competing collectively, operating collaboratively and innovating digitally under the respected FedEx brand. Consistently ranked among the world's most admired and trusted employers, FedEx inspires its 570,000 team members to remain focused on safety, the highest ethical and professional standards and the needs of their customers and communities. FedEx is committed to connecting people and possibilities around the world respon-

sibly and resourcefully, with a goal to achieve carbon-neutral operations by 2040.

In Greece the company was established back in 1989 as TNT. From the strategic decision of FedEx to acquire TNT back in 2016, till today we have been transforming the Greek business following our integration journey, that brought as in June 2018 to become the official Service Provider of FedEx Express in Greece, offering FedEx international inbound and outbound express services and April 2021 in renaming the Greek company into FedEx Express Greece officially. The combined team connects businesses via Europe's fastest road network and an unmatched global air express network giving to businesses even more power. Today the company in Greece counts 380 employees and subcontractors.

## FULBRIGHT FOUNDATION

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Website: [www.fulbright.gr](http://www.fulbright.gr)  
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**BUSINESS SECTOR** EDUCATIONAL FOUNDATION

### COMPANY PROFILE

Fulbright is the flagship international educational and cultural exchange program of the United States of America in partnership with more than 160 countries worldwide. It offers programs for passionate and accomplished students, scholars, teachers and artists, professionals of all backgrounds to study, teach and conduct research helping to build mutual understanding and find solutions to critical international concerns. Fulbright Greece provides scholarships to Greek and U.S. citizens and serves as the official center of information about studying in the United States. Since its inception in 1948,

Fulbright Greece has awarded almost 6,000 scholarships creating a vibrant, dynamic, diverse and interconnected network of alumni. The binational status is the hallmark that distinguishes the Fulbright academic exchange program from most other exchange programs. The primary funding comes from the Government of the United States with support from the Government of the Hellenic Republic. The growth of the Fulbright Scholarship Program also relies on the invaluable support from other foundations, organizations, corporations and individuals both in Greece and in the United States.

## GE HEALTHCARE

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Website: <https://www.gehealthcare.gr>  
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**BUSINESS SECTOR** IMAGING, PATIENT CARE SOLUTIONS, ULTRASOUND, PHARMACEUTICAL DIAGNOSTICS

### COMPANY PROFILE

GE HealthCare is a leading global medical technology, pharmaceutical diagnostics, and digital solutions innovator, dedicated to providing integrated solutions, services, and data analytics to make hospitals more efficient, clinicians more effective, therapies more precise, and patients healthier and happier. Serving patients and providers for more than 100 years, GE HealthCare is advancing personalized, connected, and compassionate care, while simplifying the patient's journey across the care pathway. Together our Imaging, Ultrasound, Patient Care Solutions, and Pharmaceutical Diagnostics businesses help improve patient care from prevention and screening, to diagnosis, treatment, therapy, and monitoring. We are an \$18 billion business with 51,000 employees working to create a world where healthcare has no limits.

#### About GE HealthCare

- We execute on our precision care strategy, at the forefront of care delivery across the patient journey
- We play a central role in healthcare digitization with 200+ software apps driving breakthroughs in clinical insights
- We are an industry-defining innovator with 9,700 engineers and scientists focused on R&D
- We are a leader in an attractive \$84B global healthcare market
- We are led by an experienced leadership team with the right strategic vision:  
Peter J. Arduini, President and Chief Executive Officer  
Helmut Zödl, VP & Chief Financial Officer



## GENESIS PHARMA

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and Zefi Vostitsanou Director Value & Access /RA & PhV



### BUSINESS SECTOR PHARMACEUTICAL INDUSTRY

#### COMPANY PROFILE

The Greek pharmaceutical company that invests in global innovation for more than two decades.

GENESIS Pharma was one of the first pharmaceutical companies in Europe to specialize in the marketing, sales and distribution of biopharmaceutical products and is currently the largest by turnover among Greek companies focusing on innovative medicines.

Through long-standing strategic partnerships with some of the leading global pharmaceutical companies committed to cutting-edge R&D, GENESIS Pharma has created a strong portfolio of innovative and high therapeutic value pharmaceutical products for more than 30 severe and rare diseases. It is acknowledged as one of the most specialized companies in multiple sclerosis in Greece, it represents pioneering

treatments for rare genetic diseases, innovative medicines for rare hematological malignancies as well as oncology medicines. The company's extended product portfolio is complemented by branded pharmaceuticals in the fields of dermatology, hepatology, nephrology and cardiology, an intravenous iron replacement product, as well as biosimilar products of advanced biologics for a range of rheumatological, dermatological and gastrointestinal chronic inflammatory diseases.

GENESIS Pharma is one of the most awarded companies in the country for its commitment to sustainable development and good working environment, with a yearly contribution to the Greek economy and society that exceeds 30% of its annual turnover.

## GILEAD SCIENCES HELLAS

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Contact Person: Charalampidis Savas, General Manager



### BUSINESS SECTOR PHARMACEUTICAL PRODUCTS TRADE

#### COMPANY PROFILE

Gilead Sciences is a research-based biopharmaceutical company that discovers, develops and commercializes innovative medicines in areas of unmet medical need. With each new discovery and investigational drug candidate, we seek to improve the care of patients living with life-threatening diseases around the world. Gilead's therapeutic areas of focus include HIV/AIDS, liver diseases, cancer and inflammatory diseases.

Our portfolio of more than 25 products contains a number of category firsts, including complete treatment regimens for HIV and chronic hepatitis C infection available in once-daily single pills and the first CAR T therapy approved for the treatment of adult patients with relapsed or refractory large

B-cell lymphoma after two or more lines of systemic therapy. Since its founding in Foster City, California, in 1987, Gilead has become a leading biopharmaceutical company with a rapidly expanding product portfolio, a growing pipeline of investigational drugs and 15,000 employees in offices across six continents. Millions of people around the world are living healthier lives because of innovative therapies developed by Gilead. The company entered the Greek market in 2001 with innovative medicines to HIV, Hepatitis B, D and C, Haematology /Oncology, Covid-19 and Invasive Systemic Fungal Infections as well as Cystic Fibrosis. Today, Gilead Sciences Hellas occupies 55 people primarily focusing on medical, regulatory and commercial activities.

### GRAND HYATT ATHENS

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#### BUSINESS SECTOR HOTEL

##### COMPANY PROFILE

Located on the famous Syngrou Avenue, between the cultural center of the historic city of Athens and the cosmopolitan Athenian Riviera, Grand Hyatt Athens offers the ultimate hospitality experience in a city with a heady mix of history and edginess.

Exquisite comfort awaits you in the newly built modern guestrooms & suites, with contemporary interiors, furnishings, artwork, and amenities that immerse you in the surrounding local.

In the heart of our home, lies a haven of relaxation, our Spa, highlighting seasonal rituals and timeless wellness secrets with a 25m indoor pool.

Grand Hyatt Athens continues with its bold vision and brand

personality. In the middle of 2023,

the hotel will feature 548 rooms and suites, of which 23 with a plunge or private pool.

The new two-level Penthouse Suite with a private pool, as well as, the 2nd rooftop pool will satisfy the needs of discerning travelers and demanding corporate get togethers alike.

With the additional interventions to existing space exhibits a total capacity of 4.400 sqm Meeting/Events with daily light conference rooms and executive lounges, are ideal for every occasion. An authentic Pan-Asian restaurant will be added on the 9th floor of the hotel with an exotic feeling and flavors of the Orient.

### HELLENIC ELECTRICITY DISTRIBUTION NETWORK OPERATOR (HEDNO) S.A.

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#### BUSINESS SECTOR OPERATION, MAINTENANCE AND DEVELOPMENT OF THE POWER DISTRIBUTION NETWORK IN GREECE

##### COMPANY PROFILE

HEDNO was established in 2012 after the spin-off of the Distribution Segment of PPC S.A. Through the Medium and Low Voltage networks, HEDNO delivers electricity to 7.6 million customers, while the Company manages the High Voltage networks in Attica and the Non-Interconnected islands. Considering the number of customers served and the total length of its network lines, 242,526 km-nearly six times the earth's perimeter- HEDNO is one of the largest Distribution Companies in the EU.

HEDNO employs about 5,820 people directly and another 5,000 indirectly. The fundamental mission of HEDNO is to ensure the efficient operation, maintenance and de-

velopment of the country's distribution network and the management of the Non-Interconnected islands electricity systems and to provide non-discriminatory access to the Network, for all energy consumers, dispersed generators and electricity suppliers.

The Company's main services include: network development, network maintenance and operation, consumption metering, fault restoration, connection of all network users, including consumers and distributed RES (Renewable Energy Sources) and CHP (Combined Heat and Power) and the implementation of all necessary measures for mitigating environmental impacts.

### ICAP CRIF S.A.

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Website: www.icapcrif.com  
Contact Person: Francesca Sideri, Senior Manager Communications



#### BUSINESS SECTOR BUSINESS SERVICES

#### COMPANY PROFILE

##### About ICAP CRIF

ICAP CRIF (previously ICAP S.A. group of companies), with 59 years of successful presence in Greece, Romania, Bulgaria and Cyprus, is the market leader in Credit Risk & Business Information Solutions in Southeastern Europe. As of December 23rd, 2021, ICAP CRIF is a wholly owned company of CRIF. ICAP CRIF, through 6 companies, provides innovative solutions to a wide range of business challenges, which are grouped into 5 categories: Business Information & Credit Risk Solutions, Ratings & Analytics Services, Marketing & Sales Solutions, Technology Solutions and Advanced Analytics and Consulting Services.

ICAP CRIF S.A. is the only company in Greece that has been recognized as an External Credit Assessment Institution

(ECAI) by the Bank of Greece, as well as, certified as a Credit Rating Agency (CRA), by the European Securities and Markets Authority (ESMA).

##### About CRIF

With 6,500 professionals in 45 Countries, of 4 Continents and €608 M total Revenues, in 2021, CRIF (www.crif.com) is a global Company, specializing in Credit & Business Information Systems, Analytics, Outsourcing and Processing Services, as well as Advanced Digital Solutions for Credit and Open Banking. CRIF brings together Human Intelligence, best in class Technology and Digital Innovation, to provide added value solutions to its global clients, which are more than 10,500 Financial Institutions, 600 Insurance Companies, 82,000 Businesses and 1,000,000 Consumers.

### IRON MOUNTAIN HELLAS

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Website: www.ironmountain.gr  
Contact Person: Sotiria Moskofidou



#### BUSINESS SECTOR INFORMATION MANAGEMENT SERVICES, RECORDS MANAGEMENT AND STORAGE, DIGITAL SERVICES

#### COMPANY PROFILE

Iron Mountain Inc. was founded in 1951 and since then has become a world leader in information management services. With a strong understanding of the challenges that businesses face today, Iron Mountain enjoys the trust of more than 230.000 organizations worldwide, has a presence in more than 60 countries, and operates in more than 1.600 facilities. Iron Mountain has been operating in Greece since 2007, investing in modern secure record centers and in innovative cutting edge technologies for digital information management, making it the leader in the Greek market. Today, Iron Mountain Hellas is a member of the Central and Southern

European cluster along with Bulgaria, Cyprus, Croatia, Czech Republic, Estonia, Hungary, Latvia, Lithuania, Romania, Serbia and Slovakia. From the organization and safe storage of physical archives, to digitization - scanning and processing of necessary information in any form with the use of AI and ML technologies, to the secure digital search and access to requested information through innovative enterprise content management systems, and finally to the confidential destruction of information in any form, Iron Mountain covers every requirement and need throughout the information lifecycle, from its creation to its permanent deletion.

### JANSSEN-CILAG PHARMACEUTICALS S.A.C.I

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Contact Person: Kely Stavropoulou



**BUSINESS SECTOR** PHARMACEUTICAL COMPANY

#### COMPANY PROFILE

At Janssen, the Pharmaceutical Companies of Johnson & Johnson, we're creating a future where disease is a thing of the past. We tackle society's most pressing health challenges, connecting big ideas to the resources we need to make them a reality. Our goal is to advance access to good health for all. By seeking out medical breakthroughs wherever they occur, leveraging internal expertise and embracing external science, we aim to bring the best solutions to the people who need them. We focus on areas of medicine where we can make the biggest difference: Cardiovascular & Metabolism, Immunology, Infectious Diseases & Vac-

cines, Neuroscience, Oncology, and Pulmonary Hypertension. For Janssen, it is not just about leading innovation and driving medical breakthroughs. We go beyond the medicine by working with patients through the entire process to ensure the best possible experience and health outcomes. We are driven by our belief that "patients are waiting" and there is no time to waste. We must work together – across business, academia, governments and society – to lead healthcare's ongoing reinvention. At Janssen, we collaborate with the world for the health of everyone in it. To learn more, visit us at <http://www.janssen.com/greece/>.

### KPMG

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Website: [www.kpmg.com/gr](http://www.kpmg.com/gr)



**BUSINESS SECTOR** AUDIT, TAX, ADVISORY & LEGAL SERVICES

#### COMPANY PROFILE

##### KPMG in Greece

Operating in Greece for 50 years KPMG offers through 4 entities, audit, tax, accounting & payroll, legal and advisory services to domestic and international businesses in Greece and abroad. Operating in Athens and Thessaloniki, KPMG employ over 750 high caliber professionals with significant specialized expertise.

KPMG is an ISO 27001:2013 and ISO 9001:2015 certified advisory firm and have its own additional internal International Quality and Risk Management system which is applied during the course of engagements undertaken.

## KREMALIS - LAW FIRM

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**BUSINESS SECTOR** EMPLOYMENT & LABOR LAW, COMPANY & CORPORATE LAW, SOCIAL SECURITY LAW, IMMIGRATION LAW, PRIVATE INSURANCE LAW, HEALTH & MEDICAL LAW, PHARMACEUTICAL LAW, ADMINISTRATIVE & TAX LAW, CIVIL & PROPERTY LAW, GDPR.

### COMPANY PROFILE

A team of over 10 multilingual partners, counsels and associates, qualified to Ph.D. and LL.M level, handles all aspects of employment law consultation, arbitration and litigation and is involved in training activities, conferences and publication of employment law articles. As the exclusive member of Ius Laboris in Greece, KREMALIS offers a proactive, pragmatic approach, navigating through all aspects of employment and labour law with ease. Further to the Ius Laboris Quality Program, the Firm is certified with ISO 9001:2015.

#### Reputation:

- Legal 500 Guide continuously recommends KREMALIS as leading labour and employment expert, since 2011. The most recent Firm's insertion is "Top Tier", featuring leading

individuals in Employment Law in Greece.

- Chambers & Partners Europe recommends KREMALIS for its expertise in social security and Employment Law. Professor K. Kremalis is being continuously recognized as local expert in the areas of Employment and Labour Law in Greece.
- Who's Who Legal has highly appraised the expertise of KREMALIS in the areas of Labour, Employment and Employee Benefits, with Professor Konstantinos Kremalis and Dr Dimitrios Kremalis being continuously awarded as worldwide leading experts in the above fields.

They say about us: *"You can expect swift action, cost efficient and transparent case handling, multilingual advice, a distinctive global outlook and a seamless, integrated service tailored to your individual needs".*

## MACHAS & PARTNERS

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Contact Person: Maria Antoniadou, Managing Partner



Machas & Partners  
Law Firm

**BUSINESS SECTOR** CIVIL LAW/LITIGATION, ALTERNATIVE DISPUTE RESOLUTION, ANTITRUST & COMPETITION, CORPORATE & COMMERCIAL, M&A, BANKING & FINANCE, LABOR & EMPLOYMENT, REAL ESTATE, CRIMINAL LAW & WHITE-COLLAR CRIME, INVESTMENT LAW, ADMINISTRATIVE LAW / PUBLIC PROCUREMENT & PPP, CRISIS MANAGEMENT, TAX, ENERGY/ INFRASTRUCTURE, PRIVATISATIONS

### COMPANY PROFILE

At Machas & Partners we are rewriting the model of a full-service law firm in Greece, serving our clients locally according to international standards and in compliance to the sector's globally acknowledged best-practices. For us law is not only about books, cases and knowledge passed down through generations. It's also about making unexpected connections, this is where real value is created.

Our practice is focused on servicing both corporate and private clients in the broad spectrum of their legal affairs. Corporate clients are provided with specialized advisory and top-notch representation in matters related to their day-to-day operations, including indicatively, commercial

transactions, financing, structuring, compliance, disputes, while private clients benefit from our extensive experience in handling complex disputes, including criminal matters, as well as from our expertise in serving the needs of HNWI's.

Our aim is to be responsive to our clients' needs and business objectives with integrity, professionalism, and the personal touch of a boutique law firm. We maintain strong relations, working closely side by side with our clients, not only as legal technicians, but more importantly, as partners. We like to handle our clients' affairs personally, with a partner-led approach, and we take all matters personally.



## MANDOULIDES SCHOOLS

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Contact Person: Dimitrios Mantoulidis, Vice President



### BUSINESS SECTOR SCHOOLS & EDUCATIONAL SERVICES

#### COMPANY PROFILE

Visionary educator Evangelos Mantoulidis founded Mandoulides Schools in 1978. Today the pre-K to 12 institution is internationally recognized for its educational ethos and global orientation. The gold, silver, and bronze medals awarded to Mandoulides students in international Olympiads in Mathematics, Informatics, Biology, Astronomy & Astrophysics, and F1 for Schools, Robotics, World Basketball Championships underscore the school's place in the first ranks of innovative and demanding schools worldwide. Graduates attend prestigious universities in the US, UK, Europe and Greece.

Mandoulides Schools are recognized as a foremost supporter of Greek and world literary tradition and culture. In cooperation with Zografeio Lykeio, an annual International

Student Literature Conference is held in Istanbul, under the auspices of the Ecumenical Patriarchate. The Schools' state-of-the-art Cultural and Sports Centre is the venue for international student conferences in Art, Music, Rhetorical speech tournaments as well as the renowned Mandoulides student athletics program.

STEM learning activities permeate the curriculum, justifying the school's accreditation as a Microsoft Showcase School since 2016. The Innovative programs Flipped Classroom, Case Studies, Watch & Learn, Financial Literacy and Entrepreneurship, along with corporate internships and professional guidance programs enhance and enrich the learning experience as well as the disruptive digital platform called Noutree that helps students adopt a healthy eating plan.

## MARSH LLC INSURANCE BROKERS

8-10 Sorou St. & Dimitsanas, 15125 Maroussi, Attica  
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Fax: +30 210 817 6030  
E-mail: [marsh.greece@marsh.com](mailto:marsh.greece@marsh.com)  
Website: [marsh.com/gr](http://marsh.com/gr)  
Contact Person: Dorina Oikonomopoulou, General Manager



### BUSINESS SECTOR INSURANCE BROKERS

#### COMPANY PROFILE

Marsh is a business of Marsh McLennan (NYSE: MMC), the world's leading professional services firm in the areas of risk, strategy and people, together with Mercer, Guy Carpenter and Oliver Wyman. With annual revenue of \$20 billion, we help clients navigate an increasingly dynamic and complex environment.

Mercer Marsh Benefits (MMB) was born out of the unification of one of the most respected HR consultancies, and the global leader in people risk advisory. It brings local expertise to more places and works side-by-side with clients, and Mercer and Marsh colleagues around the world.

Mercer is redefining the world of work, reshaping retirement and investment outcomes, and unlocking real health and well-being. We do this by meeting the needs of today and tomorrow. By understanding the data and applying it with a human touch and by turning ideas into action to spark positive change.

In Greece, Marsh operates since 1970 and employs 75 professionals and as from 2020 Mercer Business is part of Marsh together with MMB, helping clients navigate an increasingly dynamic and complex environment. Local website address [marsh.com/gr](http://marsh.com/gr)

### MEDICHROM S.A.

6 Markopoulou Ave., P.O.BOX. 42, 19003 Markopoulo, Attica  
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Fax: +30 210 602 0118  
E-mail: fd@medichrom.com  
Website: www.medichrom.com



**FARMELLAS ENTERPRISES LTD**



Member of MEDICHROM S.A.  
Group of Companies

#### BUSINESS SECTOR PHARMACEUTICAL INDUSTRY

##### COMPANY PROFILE

The Pharmaceutical Industry MEDICHROM is active in the medicine market over 35 years (1974), with constant and successful presence of its pharmaceutical patent medicines on the Greek and the foreign market. The Departments of Production, Research and Development, Finance, Legal, Commerce and Storage are accommodated in the company owned building of 8,000 m<sup>2</sup> in a site of 20,000 m<sup>2</sup>.

The last 10 years, MEDICHROM S.A. began to enter into the field of Nutritional supplements and Botanical Products with the first concern of creating organic products, which strengthen and enhance the human body.

The National Organization of Medicines in Greece has pro-

vided MEDICHROM with a license of manufacturing pharmaceutical products with original compositions, patented with clinical trials demonstrating safety in use and excellent results for human use. Products of the highest quality are manufactured and packaged in the production units of the Pharmaceutical Industry MEDICHROM, according to the International standards of (GMP). The National Organization of Medicines regularly checks all the Production units, Quality Control Department and storage units according to the EMEA requirements.

The R & D Department is working on the development of new innovative products and Facon in accordance to our client's demands in Greece and in abroad.

### MOTOR OIL (HELLAS)

12A Irodou Attikou St., 15124 Maroussi, Attica  
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Website: www.moh.gr  
E-mail: info@moh.gr  
Contact Person: Papathanasiou Agis



#### BUSINESS SECTOR ENERGY

##### COMPANY PROFILE

Motor Oil is an energy group based in Greece. It was founded in 1970 and its refinery, one of Europe's leading state-of-the-art refineries (12,61 Nelson Complexity Index) started operating in the region of Corinth in 1972. It exports in more than 70 countries and has more than 3.000 employees. The Group plays a leading role in the sectors of crude oil refining and petroleum products in Greece, as well as the greater Southeastern Europe, supplying its customers with a wide range of high-quality products, via

its more than 1.500 retail stations. At the same time, the Group operates in the field of LPG, electricity, natural gas, giving priority to the field of renewable energy sources, investing in alternative sources of energy, and building an extended network of superchargers, through its subsidiaries. Through a targeted investment plan, the Group leads the way forward into a more sustainable future, with stability and consistency.

For more info: <https://www.moh.gr/>

## MSD

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Website: [www.msd.gr](http://www.msd.gr)



### BUSINESS SECTOR PHARMACEUTICAL

#### COMPANY PROFILE

At MSD, known as Merck & Co in the United States and Canada, we are unified around our purpose: We use the power of leading-edge science to save and improve lives around the world. For more than 130 years, we have brought hope to humanity through the development of important medicines and vaccines. We aspire to be the premier research-intensive biopharmaceutical company in the world – and today, we are at the forefront of research to deliver innovative health solutions that advance the prevention and treatment of diseases in people and animals.

Today, MSD is discovering and developing innovative vaccines and medicines to prevent and treat diseases including

cancer, infectious diseases such as HIV and Ebola, and emerging animal diseases.

MSD started operating in Greece in 2010 but some of its products were available through Vianex since 1983. The company provides treatments in oncology, immunology, infectious diseases, diabetes and cardiology and a number of vaccines that protect against 15 diseases out of a total of 18 included in the National Immunization Program. MSD ensures that its activity has a positive impact in the society, implementing actions that contribute to a sustainable Greece and developing partnerships that invest in the country's productivity and development.

## NAVIOS MARITIME PARTNERS L.P.

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Fax: +30 210 453 1984  
E-mail: [fpapargyri@navios.com](mailto:fpapargyri@navios.com)  
Website: [www.navios.com](http://www.navios.com)  
Contact Person: Faye Papargyri



### BUSINESS SECTOR SHIPPING

#### COMPANY PROFILE

Navios Maritime Partners L.P. ("Navios Partners"), ("the Company"), is a diversified marine transportation company that owns and operates dry cargo and tanker vessels.

Navios Partners is a leading US publicly listed maritime company that trades on the New York Stock Exchange under the symbol "NMM".

The Company has a leading US-listed fleet of 185 vessels,

across three segments with 15+ different types of vessels servicing 10+ end markets. It has a modern fleet consisting of a mix of Capesize, Panamax, Ultra-Handymax vessels, Containerships and Crude, Product and Chemical Tankers with and average age of 9.5 years, well below the industry average. Navios Partners maintains offices in Monaco, Piraeus-Greece, New York-USA and Antwerp-Belgium.

### ORPHEE BEINOGLOU INTERNATIONAL FORWARDERS S.A.

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Telephone: +30 210 946 6100  
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E-mail: [orphee@beinoglou.gr](mailto:orphee@beinoglou.gr)  
Website: [www.beinoglou.gr](http://www.beinoglou.gr)  
Contact Person: Lefteris Regkos



**BUSINESS SECTOR** INTERNATIONAL FORWARDERS & LOGISTICS

#### COMPANY PROFILE

Orphee Beinoglou was founded in 1923 and has steadily become the undisputed leader in moving, freight forwarding and logistics activities in Greece, with a dominant presence in the SE European region (Bulgaria, Romania, North Macedonia, Kosovo & Serbia). Using best in class infrastructure, with a team of highly skilled and experienced managers, we can create customized supply chain solutions that add value and help you stand out.

Using our worldwide network of partners in Europe and worldwide, the aim of Orphee Beinoglou is to provide exceptional services and support all business models and industries.

With a footprint in seven countries, a turnover of more than 90 million euro and a planned investment to reach 200.000 sqm of covered logistics facilities within the next three years, we plan to establish an even stronger presence in the region.

Besides its expertise in Supply chain and logistics Orphee Beinoglou is highly experienced not only in international and national household removals but also in office moves and relocation services. Special packaging, transportation of oversized items, ship spares, cars and other items are safe with us. Last but not least, Orphee Beinoglou is the best choice when it comes to Fine Art moving and storage.

### POTAMITISVEKRIS

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Website: [www.potamitisvekris.com](http://www.potamitisvekris.com)  
Contact Person: Efi Soulandrou

POTAMITISVEKRIS

**BUSINESS SECTOR** LAW FIRM

#### COMPANY PROFILE

POTAMITISVEKRIS is one of Greece's largest full-service law firms, with 13 Partners, 68 associates, and business services professionals in specialized areas. We are a recognized leader in key market sectors and practice areas and highly regarded for our commercial acumen and focus on client relationships.

Our firm's success is demonstrated by its recognition as "Greece Law Firm of the Year" in 2012, 2014, 2020 and 2021 by Chambers Europe and our Top-Tier rankings by all leading legal directories, including Chambers, Legal 500, and IFLR1000.

At POTAMITISVEKRIS, we all share a commitment to the highest professional and ethical standards. We continu-

ously strive for excellence, in-depth business understanding, and solutions for the most complex business deals.

Our lawyers cover all legal areas, including Banking, Finance & Capital Markets, Corporate and M&A, Civil & Criminal Litigation and Arbitration, Employment & Social Security, EU, Competition & Antitrust, Insolvency & Restructuring, Intellectual Property, Life Sciences/Healthcare, Project Finance & Energy, Public Procurement, Real Estate, Tax, TMT & Data Protection.

Moreover, POTAMITISVEKRIS follows a globally recognized approach for its Quality Management System and has been certified under ISO 9001:2015 by Lloyd's Register Quality Assurance.

## PRATT & WHITNEY

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Website: <https://prattwhitney.com/>  
Contact Person: Polis Vrionides



**GO BEYOND**

**BUSINESS SECTOR** COMMERCIAL ENGINES, MILITARY ENGINES, BUSINESS AVIATION, GENERAL AVIATION, REGIONAL AVIATION, AND HELICOPTER AVIATION

### COMPANY PROFILE

Pratt & Whitney, a Raytheon Technologies business, is a world leader in the design, manufacture and service of aircraft engines and auxiliary power units. Since our founding in 1925, we have built a long and distinguished record of providing dependable engines to armed forces around the

world. Our military engines power tactical, strategic and mobility aircraft such as the F-15 Eagle, F-16 Fighting Falcon, F-22 Raptor and F-35 Lightning II, as well as the B-52 Strato-fortress, C-17 Globemaster III, and KC-46 Pegasus. To learn more about Pratt & Whitney, visit [www.prattwhitney.com](http://www.prattwhitney.com)

## PYRAMIS METALLOURGIA A.E.

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E-mail: [e.mathiourose@pyramis.gr](mailto:e.mathiourose@pyramis.gr)  
Website: [www.pyramisgroup.com](http://www.pyramisgroup.com)  
Contact Person: Elena Mathiou Rose



**PYRAMIS**

**BUSINESS SECTOR** SINKS & MDAS MANUFACTURER, TRADER

### COMPANY PROFILE

Pyramis Metallourgia A.E. is a Greek multinational company supplying integrated kitchen and bathroom solutions, founded in 1960 and based in Thessaloniki, Greece, in a privately-owned area of 300,000m<sup>2</sup>.

Pyramis is among the leading producers of stainless-steel sinks, operating one of the largest production units globally with a production capacity of more than 1,500,000 sinks annually. In 2013, the new granite and synthetic sinks production facility also started its operations with an annual capacity of 170.000 composite sinks.

In addition to sinks, the company's product portfolio includes other product categories, such as electrical appliances, kitchen and bathroom mixers, cookware, project fittings, sanitary ware, water heaters & solar systems. In 2017

Pyramis joined forces with Gorenje group, for the exclusive distribution of the brand Körting in Greece and Cyprus. In 2021 Pyramis extended its cooperation with Gorenje Group, to represent the Gorenje brand in Greece and Cyprus and prepared the new production facility at Oinofyta, which in 2022 begun producing Major Domestic Appliances (MDAs), adding 'MDA manufacturing' to its business activities. With more than 60 years of expertise, Pyramis fosters an outward looking culture of excellence, continuous development and innovation, while adding value to the lives of its customers with respect for society and the environment. Today, Pyramis is redefining "Made in Greece" quality, incorporating the highest design and functionality standards, in creating new appliances and seamless smart home experiences.



## ROCHE HELLAS

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Website: [www.roche.gr](http://www.roche.gr)



### BUSINESS SECTOR PHARMACEUTICALS

#### COMPANY PROFILE

Founded in 1896 in Basel, Switzerland, as one of the first industrial manufacturers of branded medicines, Roche has grown into the world's largest biotechnology company and the global leader in in-vitro diagnostics. The company pursues scientific excellence to discover and develop medicines and diagnostics for improving and saving the lives of people around the world. We are a pioneer in personalised healthcare and want to further transform how healthcare is delivered to have an even greater impact. To provide the best care for each person we partner with many stakeholders and combine our strengths in Diagnostics and Pharma

with data insights from the clinical practice.

In recognising our endeavor to pursue a long-term perspective in all we do, Roche has been named one of the most sustainable companies in the pharmaceuticals industry by the Dow Jones Sustainability Indices for the thirteenth consecutive year. This distinction also reflects our efforts to improve access to healthcare together with local partners in every country we work.

Genentech, in the United States, is a wholly owned member of the Roche Group. Roche is the majority shareholder in Chugai Pharmaceutical, Japan.

## SIMPAS LIVE BETTER

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E-mail: [info@simpas.gr](mailto:info@simpas.gr)  
Website: [www.simpasus.com](http://www.simpasus.com)  
Contact Person: Georgios Simpas, President & CEO



### BUSINESS SECTOR WHOLESALE BUILDING MATERIALS

#### COMPANY PROFILE

We are a Greek family business specialized in manufacturing aluminum and steel fenestration products for commercial and residential buildings. Our product portfolio includes windows, doors, storefronts, curtain walls, and internal partitions that are 100% compliant with ISO 9001:2015 and AAMA requirements. All our products are made in Greece and shipped worldwide.

With over four decades of experience in the industry, in-house production line, and highly-skilled personnel, we are your one-stop partner for aluminum and steel fenestration products.

We partner with leading companies in the industry like Reynaers Aluminium, Schüco, Secco Sistemi, Forster, Jansen, Oikos Doors, Saint Gobain, Guardian Glass, among others.

Our systemic approach combined with our extensive experience in international markets make us capable to efficiently handle low, mid, and large-scale fenestration projects; while on the same time offer competitive price, lead, and delivery time. We have completed over 200 projects worldwide and our products are available in the U.S.A, Canada, Israel, and more.

## SKLAVENITIS HELLENIC HYPERMARKETS SA

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Website: [www.sklavenitis.gr](http://www.sklavenitis.gr)



**SKLAVENITIS**

### BUSINESS SECTOR RETAIL

#### COMPANY PROFILE

SKLAVENITIS, a Greek Group of Companies with more than 60 years of experience in the retail market, is the largest retail business in Greece.

Today, SKLAVENITIS Company operates:

- 445 Stores in Greece and 18 Stores in Cyprus
- 6 Distribution Centers (for Dry Grocery, Fruit and Vegetables, Furniture, Household Equipment, Clothing and Footwear)
- 4 eMarket Distribution Centers
- 1 Production Center for Ready Meals
- 1 Production Center for Ice Cream
- 1 Processing and Packaging Center for Nuts, Dry Fruit and Spices
- 1 Processing Center for Meat

Additionally, SKLAVENITIS Group operates:

- 40 Chalkiadakis Stores in Crete
- 13 The Mart wholesale Stores in 9 large Greek cities

Approximately 34,000 Employees serve more than 540,000 Customers on a daily basis.

Since 1954, the Company consistently applies the same three-fold commercial strategy:

Excellent-quality products, best prices and friendly Customer Service.

SKLAVENITIS keeps on growing based on their respect to the Customer. Their vision is to be a role model in the Supermarket sector, to be the best Supermarket chain, to be the best in all their activities.

## THE AMERICAN P&I CLUB

American Steamship Owners Mutual Protection and Indemnity Association, Inc.  
c/o Shipowners Claims Bureau Inc.  
One Battery Park Plaza, 31st Floor, NY 10004, New York, USA  
Telephone: +1.212.847.4500  
Fax: +1.212.847.4599  
E-mail: [info@american-club.com](mailto:info@american-club.com)  
Website: <https://www.american-club.com>



### BUSINESS SECTOR MARINE INSURANCE

#### COMPANY PROFILE

Founded in 1917, the American Club is the only P&I mutual domiciled in the Americas. Awards like the Lloyd's List Next Generation Shipping Award, North American Maritime Services Award, and the Seatrade "Investment in People" Award recognize its dedication to identifying as well as empowering local talent in all major shipping hubs and transforming that into valued protection for its membership throughout the world. That homegrown capacity gives the Club regional maritime know-how - available

24 hours a day - fluent in no less than eleven languages. It offers full mutual cover for P&I and FD&D risks, fixed premium insurance for smaller tonnage through Eagle Ocean Marine. The Club also boasts an unsurpassed safety and loss prevention program. Its rich reserves of expertise enable it to typically exceed the service expectations of shipowners and charterers both large and small. Local service providing global solutions steers the Club to service excellence.

### MICHAEL M. TSONTOS S.A.

1 Ef. Polemiston St., 73135 Chania, Crete  
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Fax: +30 28210 88037  
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Website: www.tsontos.gr  
Contact Person: Michael Tsontos



#### BUSINESS SECTOR CONSTRUCTION

##### COMPANY PROFILE

MICHAEL M. TSONTOS SA specializes in contracting, design and implementation of Civil, Electromechanical, Hydraulics and Energy Projects. Its field of activity also involves Real Estate, Construction Materials Laboratory Testing and Project Management services.

Over the last twenty three years, TSONTOS has established strong business relationships with the US Navy, performing as the main Contractor on NSA Souda Bay, in the form of Job Order Contracts (JOC); currently executing JOC2021, in effect till 2026. TSONTOS has also been selected by the US Navy in the context of the Multiple Award

Construction Contract (MACC) for NSA Souda Bay since 2016, in effect till 2023. TSONTOS also performs in the context of Romania Multiple Award Task Order Contract (MATOC) by the US Army. TSONTOS has also been recently selected as one of the Contractors for US Army MATOC Contract at Volos, Greece.

TSONTOS specializes in airport construction. Employing experts and owning a GOMACO GP2600 Slip Form paver, as well as equipment for dowels drilling and joints filling, TSONTOS has the capacity to provide with a comprehensive range of airport construction services.

### UNISON FACILITY & HUMAN SOLUTIONS

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Website: www.unison.gr  
Contact Person: Babis Papatheodorou – Commercial Director



#### BUSINESS SECTOR FACILITY MANAGEMENT & HUMAN RESOURCES

##### COMPANY PROFILE

UNISON, the leader of the Facility Management industry in Greece for more than 40 years, provides a wide range of state-of-the-art services including Soft & anti-COVID Services, Hard Services & Renovations, Energy & Sustainability Services, Landscaping Services, Catering, Waste Management, Security and Support Services as well as Temporary Employment (through UNISON Human Resources, the first Temporary Employment Company in Greece and member of UNISON Group of companies). These services are provided on a daily basis and to an extensive list of reputable clientele.

With more than 2,600 dedicated employees nationwide, UNISON covers the needs and requirements of each organization with integrated service systems (Integrated Facility Services), ensuring a clean, healthy and comfortable working environment, supervision, management and maintenance of both indoor and outdoor areas of a facility, right through to security services, applying modern and proven technologies, which are in harmony with the human factor. Our mission is to effectively support our customers by undertaking everything that concerns their day-to-day operations, enabling them to focus on their business goals!

### ZARIFOPOULOS S.A.

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Website: [www.zarifopoulos.com](http://www.zarifopoulos.com)

Contact Person: Spilios Alexopoulos, Commercial Director



**ZARIFOPOULOS**

SECURITY & CONTROL SERVICES

#### BUSINESS SECTOR SECURITY & CONTROL SERVICES

#### COMPANY PROFILE

Zarifopoulos S.A was founded in 1972, the firm's main objectives being the design, importation, supply, installation, maintenance and distribution of various Security and Control Systems of leading manufacturers worldwide: Security, Fire Detection, Fire Extinguishing, C.C.T.V. & Video image transmission, Access control, and Building Energy Management. The company has maintained a steady growth rate over the years with regards to supplied systems and services, and, in terms of gross income, number of employees and sales, with its operations being constantly characterized by consistency, quality and after-sales support.

Throughout 50 years of successful entrepreneurship, the company maintains a very strong private-sector client base,

including major Technical Constructors, significant Super Market Brands, Hotels, Industry, the Greek Bank Sector having also delivered numerous major projects of exceptional complexity in the public sector, including infrastructure projects, Olympic facilities, Archaeological Sites and Museums, Universities, Ministries, Public Utilities e.t.c

ZARIFOPOULOS operates from a company-owned base in Athens, with eleven (11) branches throughout Greece being also present in Bulgaria, Cyprus and Albania.

The operations are in line with EL0T, ISO 9001:2015, ISO 27001:2013, ISO 45001: 2018, ISO 14001: 2015, ISO 37001:2016 standards, as stipulated by the inspection and certification organization TUV HELLAS.



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GE HealthCare



GE HealthCare

ΣΤΗΝ ACS ΚΑΙΝΟΤΟΜΟΥΜΕ,  
ΕΞΕΛΙΣΣΟΜΑΣΤΕ ΚΑΙ ΕΠΕΝΔΥΟΥΜΕ  
ΣΕ ΤΕΧΝΟΛΟΓΙΕΣ ΠΟΥ ΜΑΣ ΠΗΓΑΙΝΟΥΝ  
ΣΥΝΕΧΕΙΑ ΜΠΡΟΣΤΑ.

ΜΕ ΤΟ ΒΛΕΜΜΑ ΣΤΟ ΜΕΛΛΟΝ.  
ΠΑΝΤΑ ΚΑΙ ΠΑΝΤΟΥ.



Από το 1981 που ξεκινήσαμε την αποστολή μας, δεν σταματήσαμε ποτέ να προχωράμε. Φέραμε νέες ιδέες και πρωτοπόρες υπηρεσίες, ώστε να γίνουν τα πάντα πιο εύκολα, πιο γρήγορα και πιο ασφαλή, για όλους. Αλλιάξαμε συνήθειες και διαδικασίες, καινοτομήσαμε για ολόκληρο τον κλάδο και περάσαμε σε μια νέα εποχή ψηφιακού μετασχηματισμού. Βάλαμε την ευαισθησία μας σε κάθε μας αποστολή, μειώνοντας το αποτύπωμά μας στο περιβάλλον και προσφέροντας βοήθεια όπου υπάρχει ανάγκη στην κοινωνία. Έτσι γίναμε η ACS που γνωρίζετε όλοι. Και έτσι συνεχίζουμε.

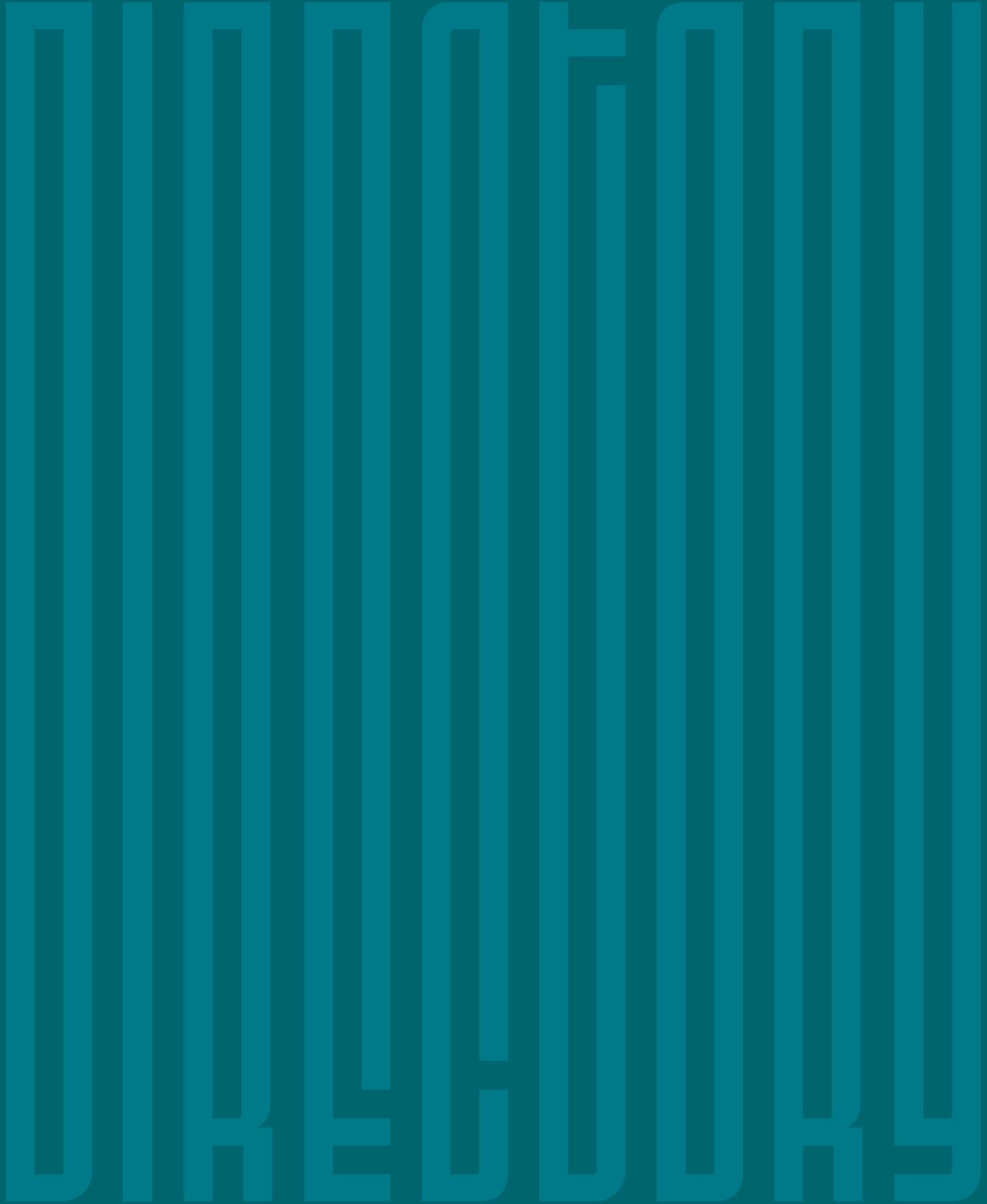


Έδρα: ΠΕΤΡΟΥ ΡΑΛΛΗ 36 - 38, 122 41 ΑΙΓΑΛΕΩ,  
τηλ.: 210 8190000, fax: 210 8190311, [www.acscourier.gr](http://www.acscourier.gr)

**ACS**  
Τα πάντα, παντού.



# Classified List of Members by Sector



# CLASSIFIED LIST OF MEMBERS BY SECTOR

## A

### **ACCOUNTING, TAX CONSULTING SERVICES, INTERNAL AUDITING, INTERNATIONAL TAX PLANNING**

B.R.G. ACCOUNTING FIRM

BDO CERTIFIED PUBLIC ACCOUNTANTS S.A.

EFTHYMIU & SYNERGATES G.P.

### **ACCOUNTING FIRMS**

DELOITTE

ERNST & YOUNG (HELLAS) CERTIFIED AUDITORS S.A.

GRANT THORNTON GREECE

KSI GREECE PRIVATE COMPANY

MAZARS CERTIFIED PUBLIC ACCOUNTANTS BUSINESS ADVISORS S.A.

PwC

RSM GREECE BUSINESS ADVISORS LTD.

SOL CROWE

THESIS BUSINESS CONSULTANTS S.A.

TMF GROUP HELLAS LTD.

### **ADVERTISING AGENCIES**

NIKE RETAIL BV GREEK BRANCH

RED DESIGN CONSULTANTS LTD.

V+O COMMUNICATIONS

### **AEROSPACE INDUSTRY & EQUIPMENT**

AEROSERVICES S.A.

BAE SYSTEMS

ELFON LTD.

EUROPEAN FINANCE & AEROSPACE VENTURES S.A.

HELLENIC AEROSPACE INDUSTRY S.A.

LOCKHEED MARTIN (INTERNATIONAL) S.A.

ONEX S.A.

SCYTALYS S.A.

### **AGRICULTURAL EQUIPMENT & MACHINERY**

AGROTECH S.A. BOZATZIDIS-MITSILIDIS S.A.

G. HIGAS S.A.

KATSAROS E. S.A.

KOUMITZIS S.A.

PANTELIS PAPADOPOULOS S.A.

### **AGRICULTURAL PRODUCTS**

BIOERGEX SALATAS BROS S.A.

EVYP LLP

REDESTOS EFTHYMIADIS AGROTECHNOLOGY GROUP

VEZYROGLOU ANTONIOS & SIA EE

### **AGROCHEMICAL PRODUCTS**

REDESTOS EFTHYMIADIS AGROTECHNOLOGY GROUP

### **AIR LINES**

AEGEAN AIRLINES S.A.

DELTA AIR LINES, INC.

### **AIR-CONDITIONING MACHINERY**

AHI-CARRIER S.E.E. AIRCONDITIONING SINGLE MEMBER S.A.

### **AIRCRAFT & PARTS**

ONEX S.A.

### **AIRPORT**

ATHENS INTERNATIONAL AIRPORT S.A.

### **ALUMINIUM PRODUCTS**

ALUMIL S.A.

DOUCAKIS A. TH. LTD.

SIMPAS LIVE BETTER

### **AQUACULTURES**

SELONDA AQUACULTURE S.A.

### **ARCHITECTS ENGINEERS PROJECT MANAGERS**

A&M ARCHITECTS S.A.

### **ARCHITECTURAL ENGINEERING**

A+E PROKAKI LTD.

ASPROFOS ENGINEERING S.A.

ILIAS MERGOS & SYNERGATES  
MICHANIKOI PC - WE ARCHITECTURAL TANK

### **ARTISTIC MATERIALS**

PLAISIO COMPUTERS S.A.

### **AUDIOVISUAL EQUIPMENT**

PRO EVENTS LTD.

### **AUDITORS**

ACCOUNTING SOLUTIONS A.E.

AMID IKE

BDO CERTIFIED PUBLIC ACCOUNTANTS S.A.

DELOITTE

ERNST & YOUNG (HELLAS) CERTIFIED AUDITORS S.A.

KPMG CERTIFIED AUDITORS A.E.

PwC

SOL CROWE

### **AUTOMATIC DATA COLLECTION SYSTEMS, PERIPHERALS & SUPPORT SERVICES**

MOBILE TECHNOLOGY S.A.

## B

### **BANKS**

ALPHA BANK A.E.

ATTICA BANK S.A.

BANK OF AMERICA N.A.

BFF BANK S.P.A. - Greek Branch

CITIBANK EUROPE PLC. - Greece Branch

DEUTSCHE BANK AG

EUROBANK S.A.

HELLENIC DEVELOPMENT BANK S.A. (HDB)

HSBC CONTINENTAL EUROPE, GREECE

NATIONAL BANK OF GREECE S.A.

PIRAEUS BANK S.A.

# CLASSIFIED LIST OF MEMBERS BY SECTOR

## BEVERAGES

ATLANTA S.A.  
COCA-COLA HELLENIC BOTTLING  
COMPANY S.A.  
GREEN COLA HELLAS S.A.  
LACONIC GARDENS S.A.

## BIOINFORMATICS COMPANY

DNASequence SRL HELLAS

## BREWERY

ATHENIAN BREWERY S.A.  
MACEDONIAN THRACE BREWERY S.A.  
"VERGINA"

## BUSINESS & TECHNOLOGY SERVICES, SOFTWARE, SYSTEMS HARDWARE

IBM HELLAS S.A.  
UBER HELLAS

## BUSINESS CONSULTANTS

PLUG AND PLAY AUSTRIA GmbH  
RSM GREECE BUSINESS ADVISORS  
LTD.

## BUSINESS SERVICES & CONSULTANTS

"ETHOS LAB" CENTRE FOR  
GOVERNANCE AND SUSTAINABILITY  
STUDIES P.C.  
2TmX ADVISORS  
ACCOUNTING SOLUTIONS A.E.  
ASPROFOS ENGINEERING S.A.  
BAKER TILLY BUSINESS CONSULTING  
SERVICES S.A.  
BDO CERTIFIED PUBLIC  
ACCOUNTANTS S.A.  
BOSTON CONSULTING GROUP (BCG)  
HELLAS S.A.  
BOYDEN GREECE & CYPRUS  
C & J GLOBAL CONSULTANTS LLC  
CAPITAL LINK HELLAS LTD.  
DELOITTE  
DELOITTE BUSINESS SOLUTIONS S.A.

DIADIKASIA BUSINESS CONSULTING  
S.A.  
DK MARKETING  
EFFECTUS  
ERNST & YOUNG (HELLAS) CERTIFIED  
AUDITORS S.A.  
EUROPEAN FINANCE & AEROSPACE  
VENTURES S.A.  
FORESIGHT Strategy &  
Communications  
GLOBAL SUSTAIN S.A.  
GRANT THORNTON GREECE  
HOTELLECT SMPC  
ICAP CRIF A.E.  
INDEAVOR  
IRON MOUNTAIN HELLAS S.A.  
ISA CONSULTANTS LTD.  
ISO HELLAS S.A.  
KESTREL S.A.  
KPMG CERTIFIED AUDITORS A.E.  
LINKAGE GREECE

NEW AGRICULTURE NEW  
GENERATION NON-PROFIT CIVIL LAW  
COMPANY  
NM ASSET MANAGEMENT ADVISORS  
OGILVY  
PEDERSEN & PARTNERS  
PITCH S.A.  
PwC  
RIDGE GLOBAL EUROPE SARL  
S & S CONSULTING LTD.  
THESIS BUSINESS CONSULTANTS S.A.  
V+O COMMUNICATIONS  
VELTIO GREECE MEPE  
VERTICAL SOLUTIONS S.A.  
YOUR DIRECTORS CLUB IKE

## C

### C4I SYSTEMS

INTRACOM DEFENSE S.A.

### CABLES

RAYCAP S.A.

## CAR RENTAL AGENCIES

AUTOHELLAS S.A. - HERTZ RENT A  
CAR LICENSEE  
OLYMPIC COMMERCIAL & TOURISM  
ENTERPRISES S.A. (AVIS GREECE)

## CHEMICAL PRODUCTS

BASSIOS S. THOMAS  
DOUCAKIS A. TH. LTD.  
DOW HELLAS A.E.  
HELLENiQ ENERGY HOLDINGS S.A.  
HEXAGON EUROPE LUBRICATION  
& ENVIRONMENTAL ENGINEERING  
SOLUTIONS ABEE  
ISOMAT S.A.  
MERCK A.E.  
ONEX S.A.  
PETSIAVAS S.A.  
REDESTOS EFTHYMIADIS  
AGROTECHNOLOGY GROUP  
S.C. JOHNSON HELLAS LTD.

## COMMERCIAL/INDUSTRIAL / MANUFACTURING /STUDY COMPANY

MERCK A.E.  
TOYOTA MATERIAL HANDLING  
GREECE

## COMMUNICATIONS

SYMPRAXIS TEAM P.C.

## COMPUTER SOFTWARE, PROGRAMMING & SERVICES

ADAPTIT S.A.  
ALTAIR ENGINEERING MEPE  
APPLE DISTRIBUTION  
INTERNATIONAL LTD.  
CISCO SYSTEMS HELLAS S.A.  
DELL COMPUTER S.A.  
HELIC ANSYS HELLAS SINGLE  
MEMBER S.A.  
INTERSYS S.A.  
INTRALOT S.A. -INTEGRATED LOTTERY  
SYSTEMS AND SERVICES  
KYNDRYL HELLAS SINGLE MEMBER  
S.A.

# CLASSIFIED LIST OF MEMBERS BY SECTOR

LOGISMOS-INFORMATION SYSTEMS S.A.

MICROSOFT HELLAS S.A.

NCR (HELLAS) S.A.

ONEX S.A.

OPENBET HELLAS S.A. (SGDigital)

ORACLE HELLAS SMLLC

PRINTEC S.A.

QUEST HOLDINGS S.A.

REPADO LTD.

SAP HELLAS SINGLE MEMBER S.A.

SAS INSTITUTE S.A.

SCYTALYS S.A.

TERRACOM INFORMATICS LTD

## COMPUTERS, PERIPHERALS, MOBILE PHONES & SERVICES

QUEST HOLDINGS S.A.

## COMPUTERS, PERIPHERALS, OFFICE MACHINE & SERVICES

CISCO SYSTEMS HELLAS S.A.

DELL COMPUTER S.A.

HEWLETT PACKARD ENTERPRISE-GREECE

INTRALOT S.A. -INTEGRATED LOTTERY SYSTEMS AND SERVICES

NCR (HELLAS) S.A.

PAPAKOSMAS DATATECHNIKA LTD.

PLAISIO COMPUTERS S.A.

XEROX HELLAS A.E.E.

## CONCESSIONS COMPANY

AKTOR CONCESSIONS SOCIETE ANONYME

## CONSTRUCTION COMPANIES

ARXIKON S.A.

GRECOMAR MONOPROSOPHI KE

JACOBS ENGINEERING GROUP INC.

LUXAND EASY - GREEN PROPERTIES

ONEX S.A.

P.A.P. CORP. S.A.

TERNA S.A.

THEMELI S.A.

TSONTOS M. MICHAEL S.A.

VITRUVIUS ATHENS REAL ESTATE

## CONSTRUCTION EQUIPMENT & MATERIALS

3M HELLAS MEPE

DOUCAKIS A. TH. LTD.

GCP APPLIED TECHNOLOGIES

KLEEMANN HELLAS S.A.

PANTELIS PAPADOPOULOS S.A.

TITAN CEMENT COMPANY S.A.

## CONSULTING ENGINEERING

SAMARAS & ASSOCIATES S.A. - CONSULTING ENGINEERING

## CONSUMER GOODS

3M HELLAS MEPE

JOHNSON & JOHNSON CONSUMER S.A.

PROCTER & GAMBLE HELLAS M.E.P.E.

## COSMETICS

APIVITA S.A.

JOHNSON & JOHNSON COMMERCIAL & INDUSTRIAL S.A.

LIONIS SAVVAS & SIA ETERRITHMI ETAIREIA (GREECE JOINT STOCK COMPANY)

PROCTER & GAMBLE HELLAS M.E.P.E.

WELLA MEPE

## COURIER AND POSTAL SERVICES

QUEST HOLDINGS S.A.

## COURIER SERVICES

DHL EXPRESS (HELLAS) S.A.

FEDEX EXPRESS GREECE SINGLE MEMBER LLC

UPS OF GREECE INC.

WORLD COURIER GREECE LTD.

## CYBER SECURITY SOLUTIONS

ALPHA OMEGA ZED SINGLE-MEMBER LTD.

## D

### DAIRY PRODUCTS/ICE CREAMS

HELLENIC DAIRIES S.A.

KOUKAKI FARM S.A.

MEVGAL S.A. DAIRY PRODUCT INDUSTRY

### DATABANK

GLOBAL SUSTAIN S.A.

IRON MOUNTAIN HELLAS S.A.

### DEFENSE

AVIATION PROCUREMENT SYSTEMS

BAE SYSTEMS

### DEFENSE EQUIPMENT

DOUCAKIS A. TH. LTD.

DRONE SOLUTIONS S.A.

INTRACOM DEFENSE S.A.

MIETSEL S.A.

MYTILINEOS HOLDINGS S.A.

ONEX S.A.

PASS DEFENCE LTD.

SCYTALYS S.A.

SIELMAN S.A.

THEON SENSORS S.A.

### DRONE SERVICES PROVIDER

DRONE SOLUTIONS S.A.

## E

### ELECTRICAL & ELECTRONIC APPLICATIONS

DRONE SOLUTIONS S.A.

### ELECTRICAL PROTECTION

RAYCAP S.A.

### ELECTRONICS

3M HELLAS MEPE

INTRACOM DEFENSE S.A.

INTRALOT S.A. -INTEGRATED LOTTERY SYSTEMS AND SERVICES

# CLASSIFIED LIST OF MEMBERS BY SECTOR

ONEX S.A.

PAPAKOSMAS DATATECHNIKA LTD.

THEON SENSORS S.A.

## ENERGY

547 ENERGY INTERNATIONAL  
EUROPEAN HOLDINGS LLC

ADVENT TECHNOLOGIES S.A.

AKUO ENERGY GREECE S.A.

ENORA S.A.

INVENERGY

MIL OIL HELLAS SUSTAINABLE  
ENERGY FORMS S.A.

ONEX S.A.

SIREC ENERGY CAPITAL PARTNERS  
S.A.

SUNLIGHT GROUP ENERGY STORAGE  
SYSTEMS

## ENERGY SYSTEMS

DAMCO ENERGY S.A.

ENEL GREEN POWER HELLAS S.A.

HELECTOR S.A.

HELLENIC ELECTRICITY DISTRIBUTION  
NETWORK OPERATOR S.A. (HEDNO)

INTRACOM DEFENSE S.A.

JASPER ENERGY HELLAS

METRON ENERGY APPLICATIONS S.A.

MYTILINEOS HOLDINGS S.A.

PUBLIC POWER CORPORATION S.A.

## ENERGY SYSTEMS (RENEWABLE SOURCES)

HELLENIC HYDRO CONSTRUCTION  
S.A. dt HHC

NATIONAL ENERGY HOLDINGS LTD.

QUEST HOLDINGS S.A.

## ENGINEERING COMPANY

AECOM LIMITED

ALKIVIADIS THOMAS SINGLE  
MEMBER LTD - ALTHOM

GRECOMAR MONOPROSOPI IKE

PROTOSTATIX ENGINEERING  
CONSULTANTS

## ENGINES

PANTELIS PAPADOPOULOS S.A.

## ENTERTAINMENT SERVICES

INTRALOT S.A. -INTEGRATED LOTTERY  
SYSTEMS AND SERVICES

## ENVIRONMENTAL PROTECTION EQUIPMENT & SERVICES

BIOECONOMY AND ENVIRONMENT  
CLUSTER WESTERN MACEDONIA

INTERGEO LTD. ENVIRONMENTAL  
TECHNOLOGY

TEXAN ENVIRONMENTAL  
MANAGEMENT S.A.

## ESG/SUSTAINABILITY SERVICES

BDO CERTIFIED PUBLIC  
ACCOUNTANTS S.A.

## EVENT ORGANIZING

KARIERA S.A.

## EXECUTIVE SEARCH CONSULTANTS

STANTON CHASE INTERNATIONAL  
S.A.

## EXHIBITION, CONFERENCE & SEMINAR ORGANIZERS

FORESIGHT Strategy &  
Communications

HARLAS INTERNATIONAL  
TRANSPORT S.A.

HELLENIC AMERICAN UNION

INVENTICS A.E. - LIVEMEDIA

LINKAGE GREECE

ROTA S.A.

THESSALONIKI INTERNATIONAL FAIR  
S.A. (T.I.F. - HELEXPO S.A.)

## EXPORT FIRMS

EUROFOOD QUALITY S.A.

IMERYS GREECE S.A.

M.G. CHRYSAFIDIS S.A.

MATRIX PACK S.A.

PANTELIS PAPADOPOULOS S.A.

PYRAMIS METALLOURGIA A.E.

VARELAS S.A.

## F

## FINANCIAL ELECTRONIC PAYMENTS

OKTOPAY OPERATIONS  
MONOPROSOPI I.K.E.

QUEST HOLDINGS S.A.

## FINANCIAL SERVICES / PAYMENT INSTITUTION

WESTERN UNION – WORLDBRIDGE  
PAYMENT INSTITUTION S.A.

## FINANCIAL SERVICES/BANKING ACTIVITIES

CAPITAL LINK HELLAS LTD.

CITIBANK EUROPE PLC. - Greece  
Branch

PwC

VISA EUROPE GREECE LLC

## FINTECH /ELECTRONIC TRANSACTIONS

QUEST HOLDINGS S.A.

## FOOD PRODUCER

EUROFOOD QUALITY S.A.

## FOOD PRODUCTS

ALMI S.A.

ATLANTA S.A.

ATTIKI BEE CULTURING CO. -  
ALEXANDROS PITTAS S.A.

BARBA STATHIS S.A.

BARILLA HELLAS S.A.

BELAS FILOTAS & SON S.A.

CONDITO S.A.

ECLECTIC FOODS (PC)

EURIMAC - EUROPEAN PASTA  
COMPANY S.A.

EUROFOOD QUALITY S.A.

FOODWEALTH LTD.

GENERAL MILLS HELLAS S.A.



# CLASSIFIED LIST OF MEMBERS BY SECTOR

HATZISOTIRIOU ATHANASIOS S.A.  
HERBALIFE NUTRITION  
ION S.A. COCOA & CHOCOLATE MANUFACTURERS  
JACOBS DOUWE EGBERTS  
KARAGIORGOS N. BROS S.A.  
KARAMOLEGOS BAKERY S.A.  
MEDBEST S.A.  
MELISSA KIKIZAS ABEE  
NICOGLOU BAKERY YEAST S.A.  
PALIRRIA S.A.  
PELOPAC S.A.  
PHILIPPE POLI L.P. - PHILIPPOS HELLENIC GOODS  
SAVRAMIS VASILIS & CO. LTD.  
SOYA MILLS S.A.  
UNISMACK S.A.  
VENUS GROWERS

## FOUNDATION

FULBRIGHT FOUNDATION IN GREECE (THE)

## FREIGHT FORWARDERS

CELEBRITY INTERNATIONAL MOVERS S.A.  
GOLDEN CARGO S.A.  
HARLAS INTERNATIONAL TRANSPORT S.A.  
ILT - ITALY LINES SA  
MARINAIR CARGO SERVICES INTERNATIONAL TRANSPORTS LTD.  
ORPHEE BEINOGLLOU INTERNATIONAL FORWARDERS S.A.  
PHOENIX ECTS LIMITED

## FURNITURE

VARANGIS FURNITURE & INTERIORS A.E.

## G

## GAS SUPPLY COMPANIES

DEPA COMMERCIAL S.A.

## GENERAL TRADE

DEAS S.A.  
DOUCAKIS A. TH. LTD.  
EKA HELLAS S.A.  
KARAGIORGOS N. BROS S.A.  
KAVOURAS P. & CO. LTD.  
PHARMAPRO E.E. - CH. TZIMOU & CO.  
PROCOS S.A.  
SKF HELLAS S.A.

## GEOINFORMATICS AND SPACE SERVICES

TERRA SPATIUM S.A.

## GRAPHIC ARTS

CREATIVE CODE

## H

## HEALTH CARE PRODUCTS & SERVICES

3M HELLAS MEPE  
BAXTER HELLAS E.P.E.  
MSD S.A. (MERCK SHARP & DOHME PHARMACEUTICAL, INDUSTRIAL & COMMERCIAL)  
PROCTER & GAMBLE HELLAS M.E.P.E.

## HOLDING COMPANY

CANELLOPOULOS ADAMANTIADIS HOLDINGS  
FOURLIS S.A. HOLDINGS  
HELLENIC CORPORATION OF ASSETS AND PARTICIPATIONS S.A.  
QUEST HOLDINGS S.A.

## HOTEL AND RESTAURANT EQUIPMENT AND MACHINERY

3M HELLAS MEPE

## HOTELS

ASTIR PALACE VOULIAGMENIS S.A.  
ATHENAEUM INTERCONTINENTAL ATHENS  
BEST WESTERN HOTELS GREECE-UNITED INDEPENDENT HOTEL SERVICES LTD.

BRIGHT BLUE  
DEDEOGLLOU SER. & OLGA & SIA O.E. "THE LUXURY HOTELS"  
DTL KASTRI IKE  
EKALI S.A.  
ELECTRA HOTELS & RESORTS  
ELOUNDA S.A.  
GRAND HYATT ATHENS  
LAMPASA HELLENIC HOTELS S.A. (HOTEL GRANDE BRETAGNE)  
MAKEDONIA PALACE HOTEL  
NJV ATHENS PLAZA  
OLEA ALL SUITE HOTEL, XENOS LUXURY HOTELS A.E.  
P.A.P. CORP. S.A.  
PORTO PALACE HOTEL - S & A MAMADAS S.A.  
TEIM bluegr S.A.  
THOMOPOULOS K. & I. HOTEL ENTERPRISES S.A.  
TITANIA HOTEL S.A.  
TOR HOTEL GROUP  
ZEUS INTERNATIONAL CITY SEASONS HOTELS S.A.

## HOTELS / HOTEL CHAIN

CHANDRIS HOTELS (HELLAS) SA

## HOUSEHOLD APPLIANCES & HOUSEWARES

PYRAMIS METALLOURGIA A.E.  
WHIRLPOOL HELLAS S.A.

## HUMAN RESOURCES SOLUTIONS

ACTION LINE M.E.P.E.  
DELOITTE BUSINESS SOLUTIONS S.A.  
KARIERA S.A.  
PEOPLE FOR BUSINESS LTD.  
PEOPLECERT HELLAS S.A.

## HYBRID ELECTRIC POWER SYSTEMS

INTRACOM DEFENSE S.A.

## HYBRID SYSTEMS

EUNICE WIND S.A.

# CLASSIFIED LIST OF MEMBERS BY SECTOR

## I

### IMPORT FIRMS

ATS TRAFFIC SYSTEMS  
DIAGEO HELLAS S.A.  
DRONE SOLUTIONS S.A.  
EUROFOOD QUALITY S.A.  
J.T. INTERNATIONAL HELLAS AEBE  
M.G. CHRYSFAIDIS S.A.  
M.S. JACOVIDES HELLAS S.A.  
PANTELIS PAPADOPOULOS S.A.  
VARELAS S.A.

### INDUSTRIAL MACHINERY & TOOLS

3M HELLAS MEPE  
IAKOVIDIS S. BROS S.A.  
MC GRAW EDISON DEVELOPMENT CORP.

### INSURANCE COMPANIES

AIG EUROPE S.A. - Greece Branch

### INSURANCE COMPANIES/ INSURANCE BROKERS

AON GREECE S.A.  
EULER HERMES HELLAS S.A.  
HELLENIC HULL MANAGEMENT (HMA) LTD.  
HORIZON INSURANCE CO. S.A.  
HOWDEN HELLAS INSURANCE AND REINSURANCE BROKERS S.A.  
INTERAMERICAN HELLENIC LIFE INSURANCE COMPANY S.A.  
MARSH LLC INSURANCE BROKERS  
MEGA BROKERS SA  
NN HELLAS

### INTEGRATED LOGISTICS SOLUTIONS

UPS OF GREECE INC.

### INTERIOR DESIGN

3M HELLAS MEPE

### INTERNET APPLICATIONS

GOOGLE GREECE  
HOME AUTOMATION AND MORE P.C.

### INTERNET PROVIDERS

CISCO SYSTEMS HELLAS S.A.

### INVESTORS/DEVELOPERS/ ASSET MANAGERS

PEPPER HELLAS ASSET MANAGEMENT SOLUTIONS S.A.  
SIKALIDIS.COM

### IT SOLUTIONS & SERVICES

ADAPTIT S.A.  
EPAM SYSTEMS HELLAS SINGLE MEMBER PRIVATE COMPANY  
INTRASOFT INTERNATIONAL S.A.

## L

### LAW FIRMS/LEGAL SERVICES

ALEXIOU & KOSMOPOULOS LAW FIRM  
APOSTOLOS GEORGIADES & ASSOCIATES LAW FIRM  
AVRAMOPOULOS & PARTNERS  
BAHAS, GRAMATIDIS & PARTNERS  
BALLAS PELECANOS LAW  
BDO CERTIFIED PUBLIC ACCOUNTANTS S.A.  
BERNITSAS LAW FIRM  
BREGIANNOS S.N. - BREGIANNOS G.N. AND ASSOCIATES LAW FIRM  
C. PAPACOSTOPOULOS & ASSOCIATES-LAW FIRM  
DRAKOPOULOS LAW FIRM  
DRYLLERAKIS & ASSOCIATES  
FLOTT & CO PC  
FORTSAKIS, DIAKOPOULOS, MYLONOYIANNIS & ASSOCIATES  
KLC LAW FIRM  
KREMALIS - LAW FIRM  
KYRIAKIDES GEORGOPOULOS LAW FIRM

LAZARAKOS AND PARTNERS LAW FIRM (L & L LAW FIRM)  
MACHAS AND PARTNERS LAW FIRM  
MARGAROPOULOS & ASSOCIATES, SCIENTIA LEGIS LAW FIRM  
MICHALOPOULOU & ASSOCIATES LAWGROUP  
PAPAPANAGIOTOU ARCHONTOULA & ASSOCIATES  
PAPAPETROS, PAPANGELIS, TATAGIA & PARTNERS LAW FIRM  
POTAMITIS VEKRIS LAW PARTNERSHIP  
PRENTOULIS GERAKINI LAW PARTNERSHIP  
PwC  
REED SMITH, POULOPOULOS, UNDERHILL AND PARTNERS LAW FIRM  
RHETOR LAW FIRM  
SERAFIM SOTIRIADIS & ASSOCIATES LAW FIRM  
SIOUFAS AND ASSOCIATES LAW FIRM  
SOURIADAKIS TSIBRIS LAW PARTNERSHIP  
STAVROPOULOS & PARTNERS LAW OFFICE  
STYLOPOULOS & ASSOCIATES  
TSIBANOULIS & PARTNERS LAW FIRM  
V.D. IKONOMIDIS LAW FIRM  
ZEPOS & YANNOPOULOS

### LOGISTICS SERVICES

GOLDEN CARGO S.A.

## M

### M&A TRANSACTIONS

BDO CERTIFIED PUBLIC ACCOUNTANTS S.A.

### MACHINERY AND COMPONENTS

KOUMITZIS S.A.

### MACHINERY, TEXTILES

PETSIAYAS S.A.

## I-M

# CLASSIFIED LIST OF MEMBERS BY SECTOR

## MANUFACTURER OF MILITARY AIRCRAFT ENGINES

PRATT & WHITNEY

## MARBLE

IKTINOS HELLAS S.A. GREEK MARBLE INDUSTRY

## MARKET RESEARCH

GLOBAL SUSTAIN S.A.

## MARKETING AGENCY

ACHILLEAS PAPATHANASOPOULOS & CO. LIMITED

VSN HUB -MARKETING LEAD

## MEDIA

PAPALIOS MEDIA GROUP IKE - DIRECTION BUSINESS NETWORK

## MEDICAL SERVICES/HOSPITALS

ATHENS MEDICAL GROUP - G. APOSTOLOPOULOS HOLDINGS S.A.

EUROCLINIC OF ATHENS S.A.

## MEDICAL TECHNOLOGY

ALCON LABORATORIES HELLAS-SINGLE MEMBER S.A.C.I.

MEDI MARK RESEARCH S.A.

MICREL MEDICAL DEVICES S.A.

## MEDICAL/SURGICAL EQUIPMENT & SUPPLIES

3M HELLAS MEPE

ABBOTT LABORATORIES (HELLAS) S.A.

ABBOTT MEDICAL HELLAS LTD.

BARD HELLAS MEDICAL EQUIPMENT S.A.

BOSTON SCIENTIFIC HELLAS S.A.

EDWARDS LIFESCIENCES HELLAS LTD.

GE HEALTHCARE S.A.

JOHNSON & JOHNSON COMMERCIAL & INDUSTRIAL S.A.

KALTEQ MEDICAL S.A.

KARABINIS MEDICAL S.A.

M.S. JACOVIDES HELLAS S.A.

MANTZOROS ARIS S.A.

MEDTRONIC HELLAS S.A.

NEW DIAGNOSTIC DIMENSION LTD.

PAPAPOSTOLOU N. S.A.

PETSIAVAS S.A.

ROCHE DIAGNOSTICS HELLAS S.A.

SOFMEDICA

TELEFLEX MEDICAL HELLAS S.A.

VARELAS S.A.

## MEDICAL/SURGICAL EQUIPMENT & SUPPLIES / PERSONAL CARE & HEALTH/ WELLNESS PRODUCTS

PHILIPS HELLAS SINGLE MEMBER S.A.

## METAL PRODUCTS

DOUCAKIS A. TH. LTD.

ELSA - SILGAN METAL PACKAGING SOCIETE ANONYME

ELVAL HALCOR S.A.

MYTILINEOS HOLDINGS S.A.

SAVVY CAN HELLENIC METAL PACKAGING S.A.

VIOHALCO S.A.

## METAL WORKS

ELVAL HALCOR S.A.

## MILITARY EQUIPMENT AND CLOTHING

THEON SENSORS S.A.

## MINING

IMERYS GREECE S.A.

## MISSILE ELECTRONICS

INTRACOM DEFENSE S.A.

## N

## NAVAL PLATFORMS (RCWS)

DRONE SOLUTIONS S.A.

## NAVAL SYSTEMS

ONEX S.A.

## O

## ONLINE TRAVEL AGENCY

FERRYHOPPER SA

## ORGANIZATIONS/ASSOCIATIONS/ UNIONS/UTILITIES

ATHENS WATER SUPPLY AND SEWERAGE COMPANY S.A.

CEO CLUBS GREECE

CFA SOCIETY GREECE

CYCLADES CHAMBER OF COMMERCE

ENTERPRISE GREECE

GLOBAL SUSTAIN S.A.

HELLENIC ASSOCIATION OF PHARMACEUTICAL COMPANIES (SFEF)

THESSALONIKI PORT AUTHORITY S.A.

## P

## PACKAGING & DISTRIBUTION LOGISTICS SERVICES

IFCO SYSTEMS HELLAS LTD.

## PAPER & ALLIED PRODUCTS

MEL S.A. MACEDONIAN PAPER MILLS

## PAYROLL SERVICES

BDO CERTIFIED PUBLIC ACCOUNTANTS S.A.

## PETROLEUM & RELATED PRODUCTS

AEGEAN OIL S.A.

BP OIL HELLENIC S.M.S.A. (BP OIL HELLENIC SINGLE MEMBER SOCIETE ANONYME)

HELLENiQ ENERGY HOLDINGS S.A.

HEXAGON EUROPE LUBRICATION & ENVIRONMENTAL ENGINEERING SOLUTIONS ABEE

LPC S.A.

# CLASSIFIED LIST OF MEMBERS BY SECTOR

MOTOR OIL (HELLAS) CORINTH  
REFINERIES S.A.  
PROGAIA LTD.

## PHARMACEUTICALS

ABBVIE PHARMACEUTICALS S.A.  
AMGEN HELLAS PHARMACEUTICALS  
EPE  
ASTRAZENECA S.A.  
BAUSCH & LOMB GREECE  
BAXTER HELLAS E.P.E.  
BAYER HELLAS  
BOEHRINGER INGELHEIM HELLAS  
SINGLE MEMBER S.A  
BRISTOL-MYERS SQUIBB A.E.  
CSL BEHRING HELLAS  
DEMO S.A.  
FARAN A.B.E.E.  
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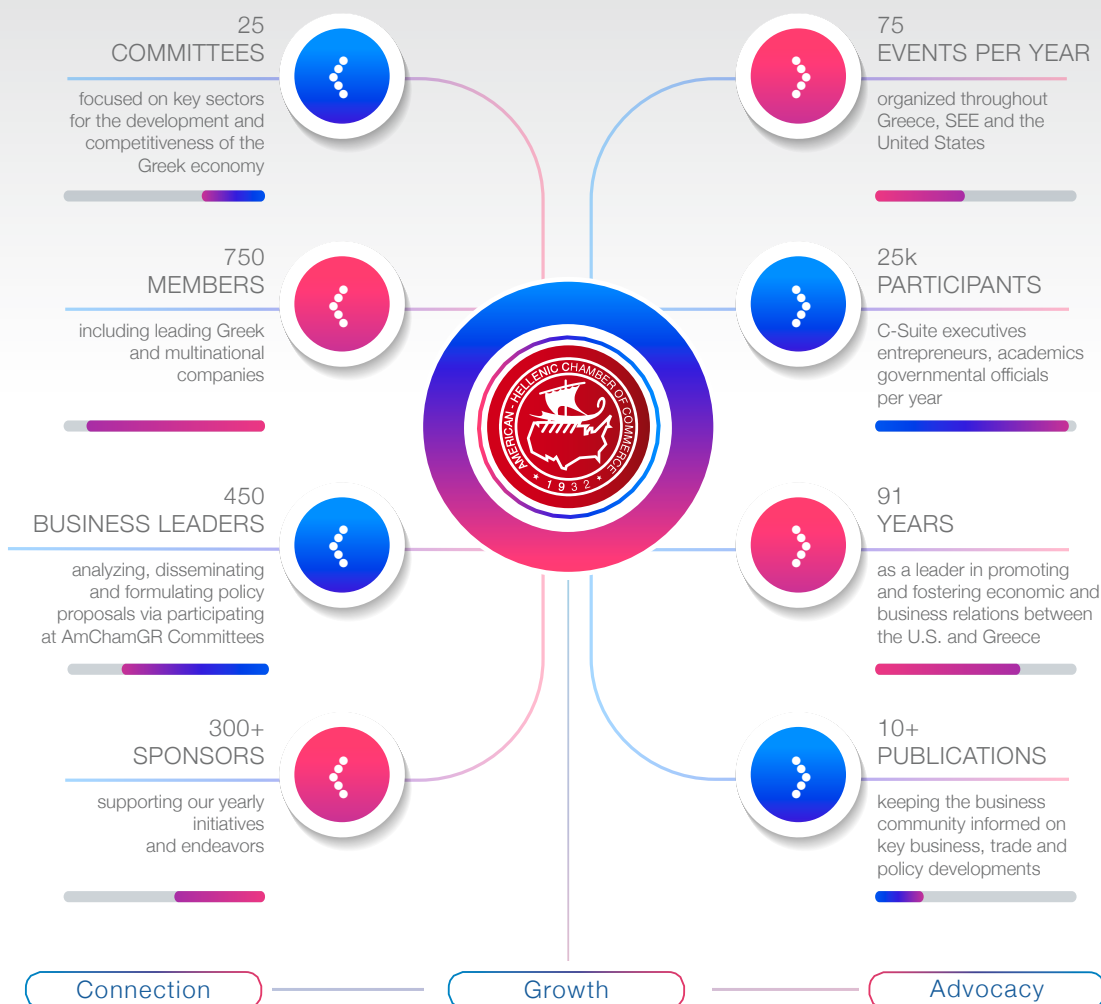
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