



American-Hellenic  
Chamber of Commerce

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# Directory

## 2024



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## 2024

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# contents

## **CHAMBER PAGES** **17**

The Chamber in Brief.....	18
Chamber Executive Committee.....	22
Board of Directors.....	24
Committees.....	26
Events and Initiatives.....	32
TradeUSA.....	40
Publications.....	42
Chamber Activities 2023.....	44
Shaping a Resilient Tomorrow: The ACE 2023 Best Practice Sharing Conference.....	48

## **GREECE PAGES** **51**

Greece: An Overview.....	52
The Greek Economy: A Brief History.....	58
The Greek Economy: Investing in Greece.....	60
Greek Government and Public Agencies.....	80
Greek Organizations in Greece.....	84
Chambers of Commerce in Greece.....	86
Greek Government Representation in the U.S.....	88
Promoting Greece Abroad: Offices of Economic and Commercial Affairs ..	90
Doing Business in Greece: Enterprise Greece.....	92
Doing Business in Greece: Taxes.....	94
Doing Business in Greece: Setting Up a Business.....	102
Education.....	106

## **U.S. PAGES** **111**

The United States Government in Greece.....	112
U.S. Commercial Service U.S. Embassy Athens.....	114
U.S. Government Agencies and Offices.....	116
Business and Trade Organizations in the United States.....	118
U.S. Chambers of Commerce in Europe.....	122
CASE: Council of American States in Europe...	126
United States State Postal Abbreviations.....	132

## **SPECIAL EXPORT SECTION** **133**

U.S. Consumer Trends 2023.....	134
U.S. Consumer Profiles.....	136
Greece-U.S. Bilateral Trade.....	138
Exportgate.....	140

## **FAVORED BUSINESS PARTNERS** **141**

## **CLASSIFIED LIST OF MEMBERS BY SECTOR** **167**

## **CHAMBER MEMBERS** **179**

## **U.S. SUBSIDIARIES IN GREECE** **221**

## **U.S. FIRMS REPRESENTED IN GREECE** **235**

## **LIST OF ADVERTISERS** **254**

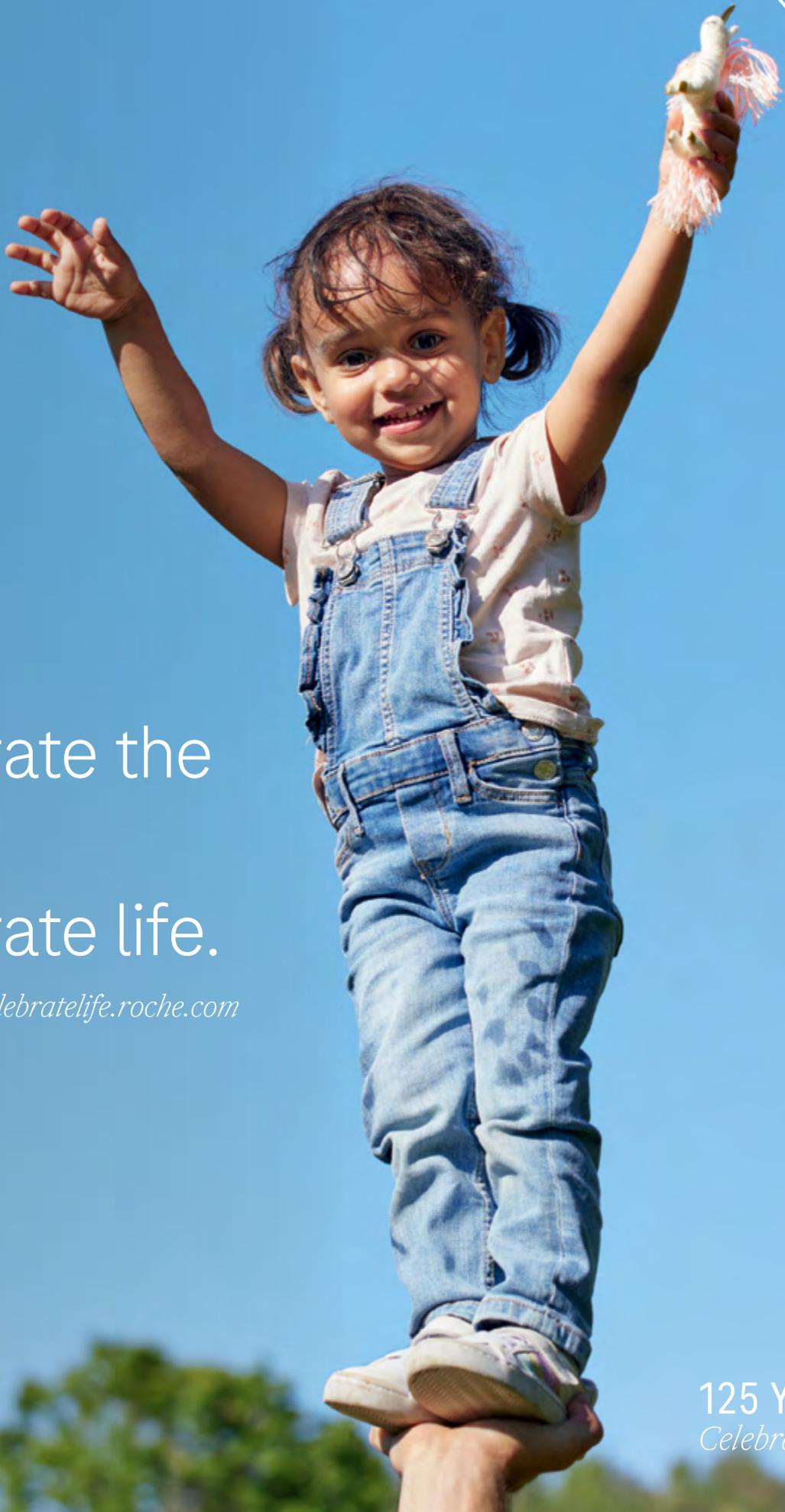
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2024 Athens, Greece

**CHAMBER.PRESS**



AMERICAN-HELLENIC CHAMBER OF COMMERCE

1924  
ANATOLIA  
ΘΕΣΣΑΛΟΝΙΚΗ  
2024

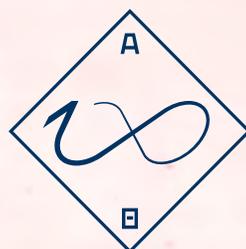
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Our legacy is more than brick and mortar. As Anatolia College celebrates 100 years in Thessaloniki, we celebrate the countless individuals who walked through those gates, empowered by knowledge and global understanding. They are leaders, innovators, and changemakers, leaving their mark on the world.

Discover our history and join our centennial events at [100.anatolia.edu.gr](http://100.anatolia.edu.gr)

## 100 Years of Opening Doors to the Future



# editorial



I am honored and very pleased to extend a warm welcome to you for the latest edition of the Directory of the American-Hellenic Chamber of Commerce.

As we unveil this year's directory, we do so with a deep sense of accomplishment and gratitude. The past year has been marked by remarkable milestones and transformative achievements, firmly positioning our chamber as a beacon of excellence and a catalyst for positive change in the business landscape.

One notable achievement was assuming the role of the ACE vice-chairmanship along with the network secretariat. This significant accomplishment reveals the strength and influence of our chamber, reaffirming our commitment to fostering collaboration and driving innovation on a global scale. With this newfound responsibility, we have embraced the opportunity to lead and inspire, amplifying our impact across borders and catalyzing meaningful progress within the ACE network community.

In addition to this milestone, our chamber remains committed to its fundamental pillars; promoting trade and investments, advancing advocacy, fostering networking and cultivating thought leadership. Through innovative initiatives and networking opportunities, we continuously strive to empower businesses and advocate for sustainable growth.

Despite the challenges we are facing, our optimism for the future remains unwavering. We stand firm in our belief in the resilience and potential of the Greek economy. With each page of this directory, we celebrate the ingenuity and unwavering spirit of our members and partners who continue to drive progress and shape the future of business in Greece and beyond.

Within the following pages, you will find a comprehensive overview of our chamber's activities and the invaluable contributions made by our esteemed members. This directory serves as a testament to the collective strength and enduring legacy of our vibrant community.

Thank you once again for your steadfast commitment. Here's to embracing the future with modesty and a shared vision for continued success.

**ELIAS SPIRTOUNIAS**

*Executive Director  
American-Hellenic Chamber of Commerce*

supermarket



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# Message from the President



Reflecting on the events of 2023, it becomes evident that the world experienced profound shifts and challenges, reshaping our understanding of global dynamics and pressing issues. From natural disasters to geopolitical tensions, from political transitions to ongoing conflicts, the year demanded resilience, cooperation, and decisive action.

Conflicts such as the war in the Gaza Strip and the ongoing crisis in Ukraine served as stark reminders of the enduring challenges to peace and stability in our world. These conflicts underscored the importance of diplomacy, dialogue, and international cooperation in resolving disputes and preventing further human suffering.

One of the most poignant harbingers of our changing world hit hard at the heart of our country with the devastating floods in Thessaly. These tragic events underscored the urgent need to address climate change and its far-reaching consequences, highlighting the importance of collective action in safeguarding our planet's future.

The year 2023 also witnessed the occurrence of national elections, resulting in the continuation of the previous government's tenure in power. This democratic process, while reaffirming stability, also presented opportunities for continued progress and reform, shaping the trajectory for a sustainable future for Greece.

Amidst the backdrop of global uncertainty, the American-Hellenic Chamber of Commerce through its visionary initiatives stood as a beacon of progress, fostering true regional cooperation, while steadfastly supporting Greek businesses and entrepreneurship. Most notably, on the occasion of the AmChams in Europe (ACE) Network anniversary a stellar event was organized in Athens fostering collaboration and innovation in pursuit of common goals. This spirit of cooperation exemplified the power of collective action in addressing shared challenges and building a better future for all.

As we allow 2024 to unfold, let us draw inspiration from the resilience and determination demonstrated in the face of adversity. Let us continue to strive for progress, unity, and understanding, recognizing that it is through cooperation and solidarity that we can overcome even the most daunting of challenges.

In the spirit of last year's achievements, let us reaffirm our commitment to creating a better world for generations to come. Together, we can build a future defined not by conflict and division, but by cooperation, compassion, and shared prosperity. Together, we can make a difference.

**NIKOLAOS BAKATSELOS**

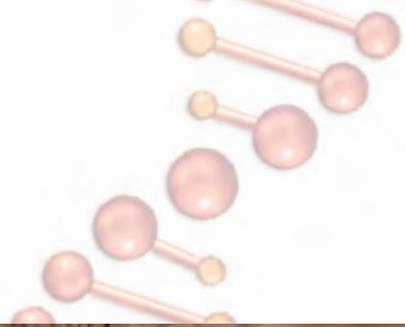
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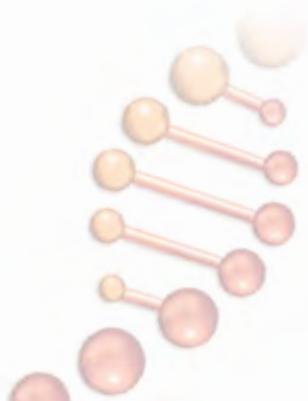
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By investing in world-class science, driving access to our medicines, addressing societal barriers to care and building a culture where our employees can make a real impact, we will continue to confront the biggest public health challenges of our day for the benefit of generations to come.

Gilead is a global company of over 18,000 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 52 people focusing on medical, regulatory and commercial activities.



# Hellenic Republic

## Ministry of Economy and Finance



In a turbulent international environment—turbulent not only due to the ongoing geopolitical instability but also the political uncertainty resulting from upcoming electoral contests in much of the world—Greece is among the few sources of good news. Among other things, we achieved the third-highest growth rate in the Eurozone. We saw significant increases in investments and exports. We regained our investment grade rating after 13 years. The average salary increased by over 20% compared to 2019, and we reduced unemployment to pre-crisis levels.

We know that global uncertainty will continue. However, on the condition that the planet avoids extreme and large-scale events, 2024 could become a year of opportunity for Greece. Now that the energy crisis is gradually receding and the country has four years of political stability ahead of it, we continue to implement the appropriate economic policy mix, which is based on four main pillars: fiscal prudence, diversifying the economy, strengthening the banking system, and making our economy even more investment-friendly.

The first pillar is fiscal prudence—because we cannot compromise the progress made so far in the economy. That is why we are continuing with all the necessary actions to maintain the economy's resilience: strict adherence to our fiscal goals, an effort to further improve our creditworthiness, and an even more significant public debt reduction. Further curbing tax evasion will help us achieve these goals.

The second pillar is intensifying our efforts to diversify the Greek economy—by further developing sectors where we have comparative advantages (e.g. pharma, agrifood, RES, and energy), supporting innovation and knowledge-intensive activities with high added value, providing incentives for business growth, and facilitating the digital and green transition.

The third pillar is increasing our efforts to improve the prospects of our banking system even further. We are proceeding as planned with the state's divestment program of its bank holdings, aiming for its completion by the end of 2025. We are also taking measures to foster competition in the banking system and further reduce the NPL ratio.

The fourth pillar is attracting investments and closing the investment gap created during the crisis. We have set a goal of increasing investment by 70% by 2027. To achieve this, we will continue to improve the business environment, make full use of all funds available to Greece through European financing programs, improve state property management and financial performance through privatizations and concessions (e.g. regional ports and airports), and introduce a significant reform of Greece's Public Investment Program.

Over the past four years, Greece has seen a remarkable economic recovery. We were Europe's pleasant surprise. We recognize the difficulties and the fact that the international environment remains unstable, yet we must leave no stone unturned in our effort to transform the Greek economy!

**KOSTIS HATZIDAKIS**  
*Minister of Economy and Finance*



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Thrive as  
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and Improve  
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# Hellenic Republic

## Ministry of Development



Surpassing expectations, Greece has emerged as an investment magnet, showcasing outstanding opportunities for foreign investors. Leveraging the country's strategic geographical position and political stability, the government of Kyriakos Mitsotakis is actively transforming Greece into a hub for green energy, digital connectivity, innovation, and logistics. Amid multiple global challenges, our government has created a robust trajectory of economic growth, focused on sustainability, competitiveness, and social cohesion. The Greek economy has regained its investment grade rating, growing at a rate of 2.4%, three times the EU average. Investments grew at a rate of 7.1% in 2023, projected at 15% for 2024. FDIs will also reach new peaks this year, following an unprecedented growth of 57% in 2022 vs. just 1% in the EU. Exports also grew in 2023, amounting to 50% of GDP.

At the Ministry of Development, our policies focus on fair and efficient investment incentives, enhancing the business environment, and ensuring resilience and longterm visibility. While continuing to support traditional sectors, such as tourism, real estate, and agrifood, we are bolstering emerging ones, including pharmaceuticals, energy, and ICT, through strategic policies focused on R&D and internationalization. We are launching a novel state aid regime to support large investments in industry and innovation, prioritizing microchips, agrifood, and alternative tourism. We are streamlining business licensing, upgrading industrial parks, and allocating €1.3 billion to innovation. And we are developing our industrial base in key sectors for the green and digital transition and exploring opportunities in critical raw materials, making Greece an appealing destination for greenfield investments.

Sustainable growth is central to our policy framework. Renewables are set to account for more than 80% of our electricity consumption by 2030. We are creating a new digital hub in the Mediterranean, with data centers quadrupling existing capacity within five years and subsea fiber optics enhancing connectivity between Europe, North Africa and the Middle East. We are developing logistics centers and intermodal infrastructure that will transform Greece into the main logistics hub for SE Europe; Piraeus is now the fourth largest container port in Europe. The revival of Greek shipbuilding is also a game-changer, with Elefsis Shipyards leading in output and diversification.

Greece-U.S. relations are at an all-time high, underlining Greece's status as a steadfast strategic partner of the United States, sharing common values and a vision for growth. U.S. investments, led by major global corporations, are driving a dynamic landscape. The American-Hellenic Chamber of Commerce plays a key role in this, and we are committed to continue working closely together.

The time to invest in Greece is now. With a pro-investment government and an abundance of outstanding scientific talent, Greece offers an enticing investment landscape. In 2024, we will continue our efforts to boost investor confidence through coherent agile policies, fostering sustainable and inclusive growth.

**KOSTAS SKREKAS**  
*Minister of Development*



## 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



Serving as the United States Ambassador to Greece has been both the greatest privilege and the greatest challenge of my lifetime. As a proud Greek-American, I have been incredibly grateful for the opportunity to serve the United States in Greece and return to my roots in this beautiful country. I'm also incredibly grateful to my parents who taught me to never forget the Hellenic ideals of goodness (*kalosini*), *agape*, and above all, the love of honor (*philotimo*). Along with democracy, I believe these values are some of Greece's greatest gifts to the world.

At the start of my tenure, I said there could be no better time to serve as the U.S. Ambassador to Greece. Now, almost two years later, I still believe this to be true. This time has been critical—for Greece, for the United States, and for the world. We've faced many geopolitical challenges: Moscow's unprovoked war against a sovereign European nation, the very real threat of climate change, and continued efforts to support the resilience and recovery of the global economy. It's more crucial than ever that the United States, Greece, and our transatlantic allies continue to work together to strengthen democracy throughout the region.

Greece's remarkable emergence from its financial crisis is more than just an economic story. Greece has made incredible strides in realizing its indispensable role as a NATO Ally and regional security partner—fostering prosperity and stability as a regional energy hub. Greece's return to an investment-grade sovereign debt credit rating is an excellent achievement that will further boost market confidence in the Greek economy and attract even more foreign investment. I am confident about Greece's future and believe that ensuring a competitive, level playing field through an investment screening mechanism will further unleash Greece's economic potential by protecting its critical assets from untrusted vendors.

As one of the largest sources of foreign direct investment over the past ten years, the United States recognizes the immense opportunity in Greece. Companies including Amazon, Cisco, Deloitte, Digital Realty, Google, Meta, Microsoft, Chubb, and Pfizer have made landmark investments in this country. My team and I are committed to further expanding our bilateral trade and investment relationship, and I thank the American-Hellenic Chamber of Commerce for its principal role in supporting current and future successes.

Our partnership has come a long way and is continuously strengthened by the shared values of our two countries. The Chamber's efforts have been instrumental in bringing the bilateral relationship to where it is today. I see great prospects in the coming year to grow the U.S.-Greece trade and investment relationship in energy, tourism, maritime, logistics, healthcare, the digital economy, and sustainability. Thank you to AmCham Greece and to the Greek and U.S. business communities for your contributions to strengthening the bond between our two countries. I look forward to our collaboration in the year ahead.

**GEORGE J. TSUNIS**  
*U.S. Ambassador to the Hellenic Republic*

# ΕΧΟΥΜΕ ΚΡΙΣΗ ΕΝΕΡΓΕΙΑΚΗ

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American-Hellenic  
Chamber of Commerce

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# Chamber Pages

# 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

# Home is where your kitchen is

and the integrated solutions from PYRAMIS



◆ Pyramis Metallourgia A.E., is a Greek multinational group, founded in Thessaloniki in 1960, producing and trading integrated kitchen and bathroom solutions. It is one of the top leading companies of stainless steel sinks producers, with 97% of its production exported, into 82 countries all over the world.

◆ It owns 8 subsidiaries in Germany, Romania, Poland, UK, Bulgaria, Czech, Italy, United Arab Emirates and it has two production facilities in Northern Greece & one contemporary production plant of electrical appliances in Athens.

◆ Pyramis aims to redefine “Made in Greece” quality, incorporating the highest design and functionality standards, in creating new appliances and seamless smart home experiences.

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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# 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.

## 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*



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## 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 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*



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## 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: Labrina Barmpetaki*

*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 con-

cerning the Greek business and investment environment.

*Committee Chair: John D. 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 interests 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 Am-Chams, 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

### Business Transformation Stories

Events in Athens and Thessaloniki that aim to promote good business practices and facilitate knowledge transfer to startups, focusing on how digital transformation and the transformation of the workplace affect the way companies operate, the nature of workplaces, employee dynamics, and decisionmaking and highlighting how mature companies and startups stand to benefit from each other's experiences

### 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

## **Youth Talks events**

A series of events that bring together seasoned business executives and young people, aiming to foster meaningful communication and sincere and constructive dialogue and providing a unique platform for parties to share and access insights, exchange views and delve into a selection of important topics to do with today's dynamic labor market and employment landscape as well as the younger generation's professional future

## **NETWORKING EVENTS**

### **New Year's Reception and Thanksgiving Dinner**

Annual networking receptions held in Athens and Thes-

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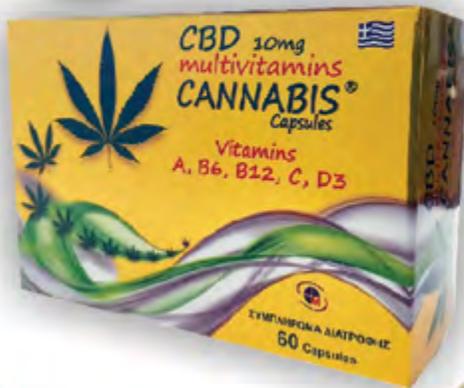
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saloniki and bringing together a large number of the country's business, political, and academic leaders

### Public Affairs, Closed Meetings

Working breakfasts and closed luncheons or dinners that bring together select business representatives with senior government officials and ministers, political leaders and top public officials, as well as foreign and visiting dignitaries, for an open and frank exchange of ideas

## 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, including 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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## TradeUSA

At the core of TradeUSA, AmCham Greece's global trade facilitator, lies its fundamental objective: to serve as a dynamic platform for the dissemination of information and crucial insights to support and advance bilateral trade between Greece and the United States. Beyond simply gathering and providing a wealth of up-to-date information, TradeUSA is also committed to monitoring international economic developments, identifying market challenges and gaps, developing strategic recommendations, and sharing its considerable specialized experience and export expertise through a range of diverse initiatives designed to support and facilitate international trade.

Key TradeUSA activities include:

**Empowering workshops and seminars:** Educational workshops are at the heart of TradeUSA's work. Focusing on the latest trade trends, these events are essential forums that foster specialized knowledge exchange and promote best practices, with a focus on innovation, among trade stakeholders.

**US FDA updates and assistance:** In an ever-evolving regulatory environment, TradeUSA is perfectly poised to assist businesses with the latest U.S. Food and Drug Administration updates, providing expert as-

sistance, ensuring compliance, and fostering smooth interactions with U.S. authorities for successful product exports to the U.S.

**International trade delegations:** TradeUSA participates in some of the biggest trade shows in the United States, covering key industries including energy, tourism, and food and beverage. Trade missions lead to impactful connections, foster collaboration, and build strong beneficial relationships.

**Market research reports:** Closely monitoring and analyzing today's complex market landscape, TradeUSA crafts in-depth market research reports that provide businesses with comprehensive, data-driven insights and forecasts, assisting them in successfully navigating the ins and outs of international trade.

More than an international trade platform, TradeUSA embodies collaboration, information sharing, and strategic growth, aiming to make the world of trade more transparent and accessible and to strengthen the bonds between Greece and the United States, making our countries stronger, more resilient, and more prosperous.

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

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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.

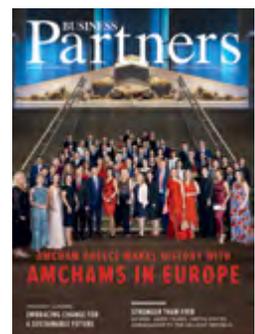
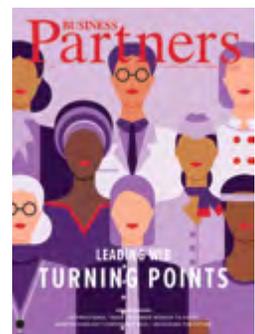
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Our audience is focused, our readership is premier, and our distribution is highly targeted. The American-Hellenic Chamber of Commerce, founded in 1932, is one of the most well established, active, and forward looking Chambers in Greece. This makes 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.

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## 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 2023

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<b>JANUARY 20-21</b>	<p>INNOVATION IN GREECE AND THE BODIES THAT SUPPORT IT 4.0  <b>NBG BUSINESS SEEDS – EIE COMMITTEE</b>                      Athens Center for Entrepreneurship and Innovation (ACEin), Athens</p>	<b>FEBRUARY 23</b>	<p>PUBLIC AFFAIRS LUNCHEON                      with Deputy Minister of Health Zoe Rapti                      NJV Athens Plaza, Athens</p>
<b>JANUARY 26</b>	<p>NEW YEAR'S RECEPTION, THESSALONIKI                      The MET Hotel, Thessaloniki</p>	<b>MARCH 2</b>	<p>EDUCATION AS A PILLAR OF GROWTH AND US-GREECE COOPERATION  <b>AMERICAN COLLEGE OF GREECE (ACG) – AMCHAM GREECE</b>                      Dupont Circle Hotel, Washington DC</p>
<b>FEBRUARY 3</b>	<p>CLOSED LUNCHEON                      with Minister of Tourism Vassilis Kikilias                      The MET Hotel, Thessaloniki</p>	<b>MARCH 2</b>	<p>INTERNATIONAL HIGH LEVEL TAX MEETING  <b>TAXATION COMMITTEE – INDEPENDENT AUTHORITY FOR PUBLIC REVENUE (IAPR)</b>                      IAPR premises, Athens</p>
<b>FEBRUARY 17</b>	<p>INNOVATION IN GREECE AND THE BODIES THAT SUPPORT IT 4.0  <b>NBG BUSINESS SEEDS – EIE COMMITTEE</b>                      Kastellaki Hall, the Heraklion Chamber of Commerce and Industry, Heraklion, Crete</p>	<b>MARCH 6</b>	<p>MOU                      between AmCham Greece and the State International Development Organizations Inc. (SIDO)</p>
<b>FEBRUARY 17</b>	<p>11th AGROTECHNOLOGY CONFERENCE                      "Modern Agrifood Systems in a Circular Economy Framework: Unlocking the Future "  <b>AGROTECHNOLOGY COMMITTEE</b>                      Porto Palace Hotel, Thessaloniki</p>	<b>MARCH 9</b>	<p>AI IS HERE – WHERE ARE WE?  <b>EIE COMMITTEE – ACS ATHENS</b>                      ACS Athens, Athens</p>
<b>FEBRUARY 21</b>	<p>NEW YEAR'S RECEPTION, ATHENS                      Athenaeum Intercontinental Hotel, Athens</p>	<b>MARCH 14</b>	<p>LEADERSHIP FORUM  <b>LEADERSHIP COMMITTEE</b>                      TGI Fridays (Syntagma), Athens</p>



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therapeutic  
pathways.  
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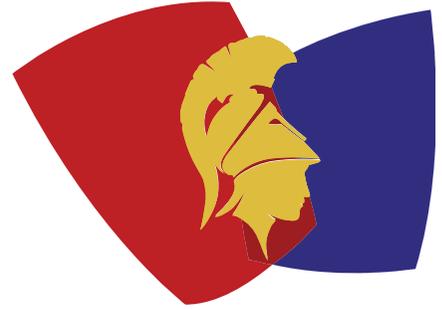
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# CHAMBER PAGES

<b>MARCH 16-17</b>	<p>INNOVATION IN GREECE AND THE BODIES THAT SUPPORT IT 4.0  <b>NBG BUSINESS SEEDS – EIE COMMITTEE</b>            University of Patras Cultural and Conference Center, Patra. Peloponnese</p>	<b>MAY 30</b>	<p>AMCHAM GREECE HQ VISIT AND MOU signed between AmCham Greece and Purdue University            AmCham Greece HQ, Athens</p>
<b>MARCH 18-21</b>	<p>BUSINESS MISSION TO EGYPT  <b>AMCHAM GREECE – AMCHAM EGYPT</b>            Egypt</p>	<b>MAY 31</b>	<p>BUSINESS TRANSFORMATION STORIES  <b>EIE COMMITTEE – ATHENS CHAMBER OF COMMERCE AND INDUSTRY (ACCI)</b>            ACCI's Athens Startup Business Incubator (Th.E.A.), Athens</p>
<b>MARCH 20</b>	<p>AMCHAM GREECE HQ VISIT            by Mark Howard, Director for the Office of Private Sector Exchange Program Administration at the US Department of State's Bureau of Educational and Cultural Affairs (ECA)            AmCham Greece HQ, Athens</p>	<b>JUNE 7</b>	<p>7th WOMEN IN BUSINESS FORUM            Turning Points to Breakthroughs  <b>WIB COMMITTEE</b>            Stavros Niarchos Foundation Cultural Center, Athens</p>
<b>MARCH 21-22</b>	<p>AMCHAM GREECE PARTICIPATION at the AmCham EU Brussels Briefing and Transatlantic Conference 2023  <b>AMCHAM EU</b></p>	<b>JUNE 20</b>	<p>COCKTAIL RECEPTION honoring US Ambassador to Greece George J. Tsunis            ON Residence, Thessaloniki</p>
<b>APRIL 5</b>	<p>AMCHAM GREECE PARTICIPATION at the "Bulgaria in the Eurozone – What's Next for Business" conference  <b>AMCHAM BULGARIA</b>            Grand Hotel Millennium Sofia, Bulgaria</p>	<b>JUNE 22</b>	<p>FIT 4 FUTURE FINANCE            "Enabling the Sustainable Transition to the Next Generation Economy"  <b>HELLENIC BANK ASSOCIATION – AMCHAM GREECE</b>            Megaron Karatza, Athens</p>
<b>APRIL 5</b>	<p>CLOSED WORKING BREAKFAST with the Greek Public Employment Service (DYPA)  <b>EMPLOYMENT COMMITTEE</b>            NJV Athens Plaza, Athens</p>	<b>JUNE 27</b>	<p>CLOSED ROUNDTABLE            "Europe's Digital Transformation: Embracing the AI Opportunity"  <b>MICROSOFT – AMCHAM GREECE</b>            King George Hotel, Athens</p>
<b>APRIL 7</b>	<p>PUBLIC AFFAIRS LUNCHEON with Minister of National Defense Nikolaos Panagiotopoulos            King George Hotel, Athens</p>	<b>JUNE 28</b>	<p>ANNUAL GENERAL ASSEMBLY            Athenaeum Intercontinental Hotel, Athens</p>
<b>APRIL 12</b>	<p>AMCHAM GREECE PARTICIPATION at meeting of Balkan AmChams focused on regional development            Skopje, North Macedonia</p>	<b>JULY 13</b>	<p>10th CORPORATE GOVERNANCE CONFERENCE            "Business Excellence and Corporate Governance"  <b>CORPORATE GOVERNANCE COMMITTEE</b>            Hotel Grande Bretagne, Athens</p>
<b>MAY 4-5</b>	<p>INNOVATION IN GREECE AND THE BODIES THAT SUPPORT IT 4.0  <b>NBG BUSINESS SEEDS – EIE COMMITTEE</b>            OK!Thess, Thessaloniki</p>	<b>JULY 18</b>	<p>CLOSED DINNER with Deputy Minister of Finance Harry Theocharis and George Pitsilis, Governor of the Independent Authority for Public Revenue (IAPR)  <b>TAXATION COMMITTEE</b>            Giacomo Restaurant, Athens</p>
<b>MAY 4-7</b>	<p>USA PAVILION AT THESSALONIKI INTERNATIONAL BOOK FAIR (TBF)  <b>CULTURE COMMITTEE</b>            TIF HELEXPO Exhibition Center, Thessaloniki</p>	<b>JULY 19</b>	<p>WEBINAR            "EXIM Financing Program and New Initiatives Webinar"  <b>AMCHAM GREECE – EXPORT-IMPORT BANK OF THE UNITED STATES (EXIM BANK)</b></p>
<b>MAY 8</b>	<p>COCKTAIL RECEPTION hosted by the Ambassador of Greece to the United States, Alexandra Papadopoulou in the context of the ACE 2023 US Conference  <b>AMCHAMS IN EUROPE (ACE)</b>            Embassy of the Hellenic Republic, Washinton DC</p>	<b>JULY 20</b>	<p>CLOSED BREAKFAST with Minister of Digital Governance Dimitris Papastergiou and US Ambassador to Greece George J. Tsunis  <b>INFORMATION TECHNOLOGY AND COMMUNICATIONS COMMITTEE</b>            Hotel Grand Bretagne, Athens</p>
<b>MAY 9-11</b>	<p>USA PAVILION AT DEFENSE EXHIBITION ATHENS (DEFEA) 2023            Metropolitan Expo Exhibition Center, Athens International Airport, Athens</p>	<b>SEPTEMBER 5</b>	<p>CLOSED LUNCHEON with Minister of Health Michalis Chrysochoidis  <b>MEDICAL DEVICES AND DIAGNOSTICS (MD&amp;D) COMMITTEE AND PHARMACEUTICAL COMMITTEE</b>            King George Hotel, Athens</p>
<b>MAY 17</b>	<p>LEADERSHIP FORUM  <b>LEADERSHIP COMMITTEE</b>            Aegean Technical Base, Athens International Airport, Athens</p>		

<b>SEPTEMBER 7</b>	3rd THESSALONIKI FUTURE THINKING DIALOGUES (TFTD) "AI in Action: Transforming Business, Work and Life" The Met Hotel, Thessaloniki	<b>BUSINESS REALITY"</b> <b>CORPORATE RESPONSIBILITY COMMITTEE</b> Stavros Niarchos Foundation Cultural Center, Athens
<b>SEPTEMBER 14</b>	FINANCIAL CRIME SYMPOSIUM <b>DELOITTE – AMCHAM GREECE</b> Athens Conservatoire, Athens	<b>OCTOBER 31</b> 19th TAX FORUM "Tackling Tax Evasion: Thinking Out-of-the-Box for Future Shifts" <b>TAXATION COMMITTEE</b> Athenaeum Intercontinental Hotel, Athens
<b>SEPTEMBER 16</b>	ESG 1.0: CHALLENGES AND OPPORTUNITIES <b>NBG BUSINESS SEEDS – EIE COMMITTEE</b> Athens Chamber of Commerce and Industry (ACCI), Athens	<b>NOVEMBER 1</b> LEADERSHIP FORUM <b>LEADERSHIP COMMITTEE</b> Piraeus Marine Club, Athens
<b>SEPTEMBER 27-29</b>	ACE 2023 BEST PRACTICE SHARING CONFERENCE and 60th anniversary celebration <b>AMCHAMS IN EUROPE (ACE) – AMCHAM GREECE</b> Athens	<b>NOVEMBER 7</b> 7th SOUTHEAST EUROPE ENERGY FORUM <b>ENERGY COMMITTEE</b> The MET Hotel, Thessaloniki
<b>OCTOBER 2-3</b>	22nd HEALTHWORLD CONFERENCE "Making Healthcare Reform a Political and Investment Priority" <b>MEDICAL DEVICES AND DIAGNOSTICS (MD&amp;D) COMMITTEE AND PHARMACEUTICAL COMMITTEE</b> Athenaeum Intercontinental Hotel, Athens	<b>NOVEMBER 14</b> YOUTH TALKS WORKSHOP "Agility Beyond the Jargon" <b>EMPLOYMENT COMMITTEE</b> Deree - The American College of Greece, Athens
<b>OCTOBER 5-8</b>	AMCHAM GREECE PARTICIPATION at the NHS 2023 Heritage Weekend & Classic <b>NATIONAL HELLENIC SOCIETY</b> Las Vegas, Nevada	<b>NOVEMBER 20</b> CLOSED LUNCHEON with Minister of Infrastructure and Transport Christos Staikouras <b>NORTHERN GREECE COMMITTEE</b> The MET Hotel, Thessaloniki
<b>OCTOBER 9-11</b>	10th HELLENIC PAVILION AT AUSA 2023 ANNUAL MEETING AND EXPOSITION Walter E. Washington Convention Center, Washington DC	<b>NOVEMBER 20</b> THANKSGIVING DINNER Athenaeum Intercontinental Hotel, Athens
<b>OCTOBER 16</b>	AMCHAM GREECE HQ VISIT by student delegations from the University of Florida Warrington College of Business and the Rutgers Business School MBA program AmCham Greece HQ, Athens	<b>NOVEMBER 24</b> CLOSED LUNCHEON with Minister of Rural Development and Food Lefteris Avgenakis <b>AGROTECHNOLOGY COMMITTEE</b> The MET Hotel, Thessaloniki
<b>OCTOBER 24</b>	21st CORPORATE RESPONSIBILITY CONFERENCE "Links: Pivoting the Human Right to Nature into	<b>NOVEMBER 28</b> BUSINESS TRANSFORMATION STORIES <b>EIE COMMITTEE</b> Alexander Innovation Zone (AIZ) premises, Thessaloniki
		<b>DECEMBER 4-5</b> 34th GREEK ECONOMIC SUMMIT "Fostering a Sustainable Economic Future Amidst Global Challenges" Athenaeum Intercontinental Hotel, Athens



# Shaping a Resilient Tomorrow

## The ACE 2023 Best Practice Sharing Conference

On September 27-29, 2023, more than 60 representatives from over 35 AmChams gathered in Athens, the ancient cradle of democracy, to foster transatlantic relations and promote cooperation at the AmChams in Europe (ACE) 2023 Best Practice Sharing Conference. Proudly hosted by the American-Hellenic Chamber of Commerce, the outstanding event featured discussions, knowledge sharing, and ample opportunities to cultivate and strengthen valuable connections. The conference was jointly organized by ACE in partnership with AmCham Greece.

Established in 1963, ACE serves as the umbrella organization for 49 American Chambers of Commerce from 47 countries throughout Europe and Eurasia and strives to create partnerships and cooperative relationships and achieve shared prosperity, aiming to lead to a more dynamic and influential future for AmChams across the globe.

### THREE DAYS OF INSIGHT, INNOVATION, AND COLLABORATION

Conference proceedings kicked off on Wednesday, September 27, with the Welcome and Brainstorming Session, which outlined the ACE network's perspective on the future of AmChams and highlighted its united commitment to progress and mutually beneficial growth. Breakout sessions throughout the day hosted engaging discussions on a range of issues of relevance to the AmChams network, from achieving organizational sustainability and what it means to be an accountable business to overcoming economic challenges and ensuring member engagement. Meanwhile, a special session on Greek tourism featured Dimitris Fragakis, Secretary General of the Greek National Tourism Organization (GNTO), who focused on the development of the country's tourism industry, demonstrating

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its resilience and highlighting efforts to diversify and enrich the Greek tourism product. The day ended with an exclusive reception for conference delegates at Jefferson House, the United States Ambassador's Residence in Athens. Hosted by US Ambassador to Greece George J. Tsunis, the reception underlined AmChams' contribution to promoting cooperation and stronger ties between the United States and Europe.

Day two, Thursday, September 28, began with talks focused on the reform of the European Union's pharmaceutical legislation, also known as the EU Pharma Package, inviting industry experts to discuss how this affects the European pharmaceutical industry, reflect on the challenges and opportunities ahead, and share their insights. Shifting the focus to regeneration and development, the conference agenda then featured an exclusive tour of The Ellinikon Experience Center, where through a series of interactive multimedia installations and presentations, delegates had the opportunity to learn about the ambitious sustainability-focused urban development project taking place at the site of the city's former airport, in the area often referred to as the Athens Riviera. Meanwhile, AmCham Presidents were invited to participate in an insightful roundtable discussion with senior government officials: Minister of Economy and Finance Kostas Hatzidakis, Minister of Development Kostas Skrekas, and Deputy Minister of Foreign Affairs Kostas Fragogiannis.

The evening of September 28 also featured a special gala event commemorating AmChams in Europe's 60th anniversary. The event took place at the award-winning Acropolis Museum and included a private tour of the exhibits, an elegant dinner under the illuminated Parthenon, and live music from a string trio, as well as inspiring addresses and a fireside chat between Susan Danger, Chair of AmChams in Europe and CEO of AmCham EU, and Dr. Albert Bourla, Chair and CEO of Pfizer. Striking a perfect balance of festive atmosphere, networking opportunities and reflection on AmCham collaborations, the event was an excellent celebration of ACE's six decades of operations and accomplishments.

The conference's third day, Friday, September 29, opened with a breakfast briefing for ACE presidents and CEOs, who met with local industry and investment leaders to examine promising opportunities for the future. Leading up to the Creative Network Awards ceremony later in the

day, delegates then enjoyed presentations of the top creative efforts and projects from various AmChams worldwide, which showcased innovative ideas and initiatives focused on advancing economies, improving corporate governance, fostering digital education, and strengthening resilience. At the ceremony itself, AmCham Ukraine was declared the winner of the 2023 Creative Network Awards for its "Continuity amid Crisis: How to Steer AmCham through Country's Hardship" project, displaying its fierce commitment to innovation and recovery in such uncertain times. The conference concluded with a dinner hosted by Athens Mayor Kostas Bakoyannis at Athens City Hall.

In addition to the conference's main agenda and program of events, delegates also had the opportunity to enjoy a selection of informative and cultural activities—experiences that allowed them to better understand and appreciate Greece, its heritage and hospitality. These included a presentation by Enterprise Greece and Boston Consulting Group that outlined the country's incredible economic recovery and its path to emerging today as a foremost regional hub and powerhouse, a visit to the Acropolis and Parthenon, opportunities to explore the capital's wealth of antiquities, traditional dance demonstrations, encounters with the country's world-famous gastronomy, as well as a post-conference day cruise to the Saronic islands of Hydra, Poros and Aegina.

## A RESOUNDING SUCCESS

Without a doubt, the ACE 2023 Best Practice Sharing Conference was a resounding success. Over three days of fruitful networking, learning, and collaborating, the conference sparked inspiration, offered insights, and provided motivation to participants from across the ACE community to continue strengthening transatlantic relations and promoting innovation within the business environment.

The American-Hellenic Chamber of Commerce extends sincere appreciation for their dedication and contribution to ACE Chair Susan Danger, ACE Vice-Chair Ajša Vodnik, and the ACE Secretariat team for their support and trust. We extend our heartfelt gratitude to all our AmCham colleagues, participants, distinguished speakers, and generous sponsors for making this conference a transformative and unforgettable event. Let us carry the spirit of unity and resilience forward, as we continue to collectively strive for a better and more prosperous future for our members, the global business community, and the world.



American-Hellenic  
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# 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: 10.49 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.:  
 (vacant); Chargé d'Affaires Theodoros Bizakis  
 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 (2023 EST.)**

10,497,595

**AGE STRUCTURE**

0-14 years: 14.02% (male 758,311/female 713,794)  
 15-64 years: 62.66% (male 3,285,484/female 3,292,524)  
 65 years and over: 23.31% (male 1,086,188/female 1,361,294)

**MEDIAN AGE**

Total: 46.2 years  
 Female: 47.9 years  
 Male: 44.3 years

**DEMOGRAPHIC TRENDS**

Population growth rate: -0.35%  
 Birth rate: 7.5 births/1,000 population  
 Death rate: 12 deaths/1,000 population  
 Net migration rate: 1 migrant(s)/1,000 population

**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.

**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**

(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, Bio-diversity, 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 June 26, 2023; second term)

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 and single-seat constituencies and 15 members—including three seats for Greek diaspora—in a single nationwide constituency directly elected by open party-list proportional representation 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 June 25, 2023 (next to be held in 2027)

Election results:

Percentage of vote by party: ND 40.6%, SYRIZA-PS 17.8%, PASOK-KINAL 11.9%, KKE 7.7%, Spartans 4.6%, Greek Solution 4.4%, NIKI 3.7%, Course of Freedom 3.2%, other 6.1%  
 Seats by party: ND 158, SYRIZA-PS 48, PASOK-KINAL 32, KKE 20, Spartans 12, Greek Solution 12, NIKI 10, Course of Freedom 8

## 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 (vacant); Chargé d'Affaires Theodoros Bizakis (since September 22, 2023)

## 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.*

# Unlocking Potential.

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# 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.

Since 2022, having overcome its historic economic crisis and the impact of the global pandemic, Greece has managed to successfully rebound, seeing significant developments in key sectors including energy, logistics and tech. Throughout 2023, Greece continued to attract key investments from global heavyweights, 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 strategic 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)**

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

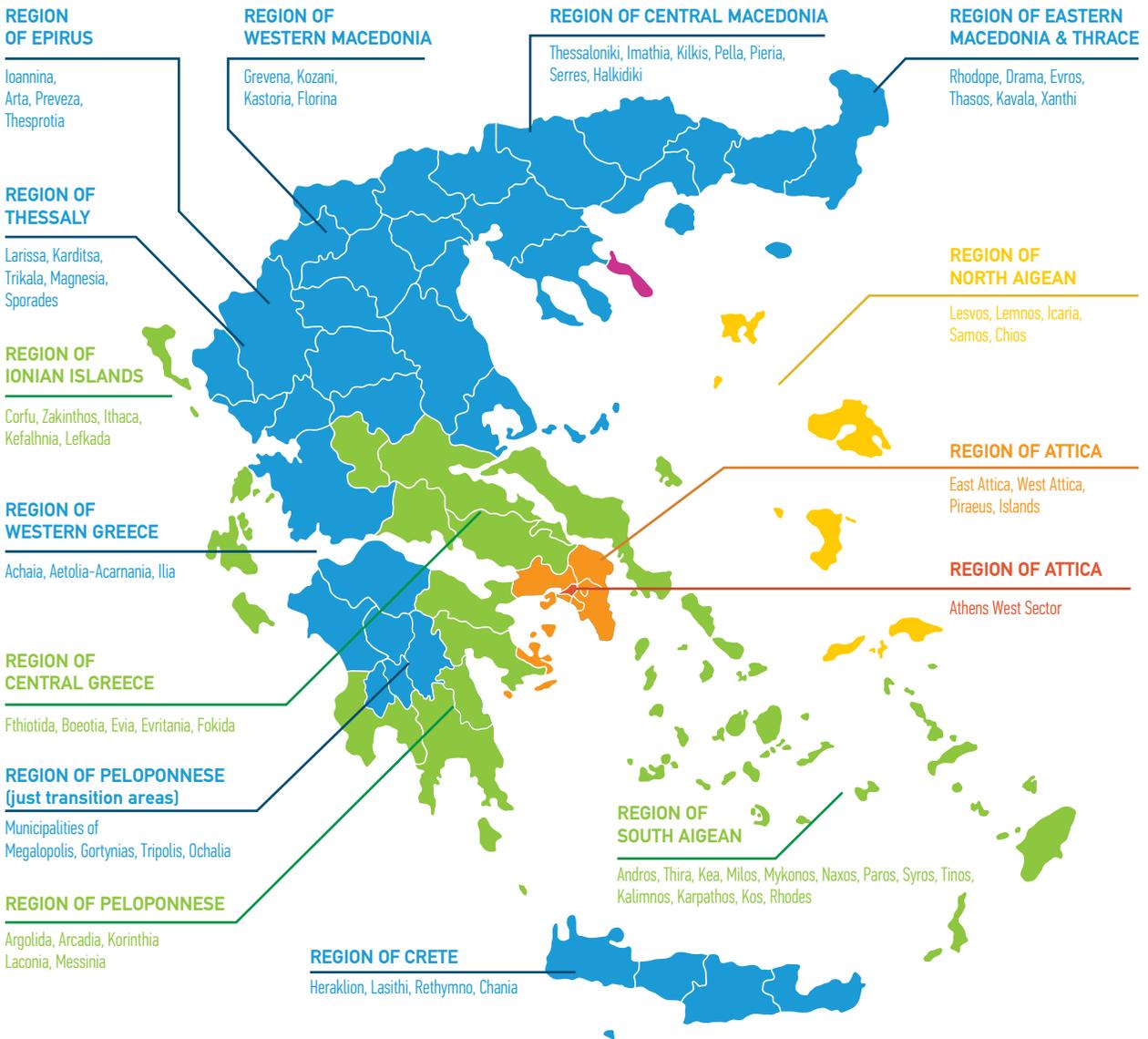
by the type of each expense.

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, 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, as long as they have a common interconnection point with the National Electricity Transition System [This subcategory solely receives the incentive of fast track licensing.]
- 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% for small enterprises and to 1% for medium and large enterprises, 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:

- 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>

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).

### **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**

<b>13 REGIONAL PROGRAMS</b> <b>€ 8.1 B</b>	<b>COMPETITIVENESS</b> € 3.9 b	<b>HUMAN RESOURCES &amp; SOCIAL COHESION</b> € 4.2 b	<b>DIGITAL TRANSFORMATION</b> € 0.9 b
	<b>ENVIRONMENTAL &amp; CLIMATE CHANGE</b> € 3.6 b	<b>TRANSPORTATION</b> € 2.2 b	<b>CIVIL PROTECTION</b> € 0.7 b
	<b>TECHNICAL ASSISTANCE &amp; BENEFICIARY SUPPORT</b> € 0.5 b	<b>JUST TRANSITION DEVELOPMENT</b> € 1.6 b	<b>FISHERIES, AQUACULTURE &amp; THE SEA</b> € 0.5 b



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- Ανάκληση αιτήματος • Στατιστικά καταναλώσεων • Ρυθμίσεις ειδοποιήσεων
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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 MANTOUDIYOU - 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 15,000 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

**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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Greece and abroad

- 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 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) is suspended until December 31, 2024.

### VAT SUSPENSION FOR TRANSFER OF NEW BUILDINGS

The imposition of VAT on the transfer of new buildings was suspended until December 31, 2024, 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 ARE SUBJECT TO A SUPER-REDUCED VAT 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

Individuals are exempt from income tax on 50% of their employment income/income from individual business activity earned in Greece during the tax year. This is valid for seven 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 stamp duty and income tax on capital gains arising from business restructurings, etc.



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## 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 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 of any legal form and stage of operation (even newly established ones)

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

A company may submit more than one request for different investment projects, provided that the sum of the company's approved loans in the TEPIX II subprograms does not exceed the amount of €1.5 million and subject to the conditions of application of the de minimis rule

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/ependytika-daneia-tepich-ii/>

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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>

### InvestEU FUND

The InvestEU Fund combines the European Fund for Strategic Investments (EFSI) and 13 other, formerly independently managed, EU financial instruments and is expected to stimulate more than €372 billion of public and private investment. An EU budget guarantee of €26.2 billion backs the investment of the EIB Group and other financial partners. The EIB Group will have access to 75% of this guarantee and will act as the main implementing partner for the fund.

Source: <https://www.eib.org/en/products/mandates-partnerships/investeu/index.htm>

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

As of July 2023, the EBRD was financing 104 projects with €6.9 billion, 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 €1.3 billion (as of 2023), provided €11 million for microfinance and social entrepreneurship, €887.7 million for guarantees, securitization and funded instruments, and €418.8 million for equity, and supported 11,500 Greek SMEs.

Source: [https://www.eif.org/news\\_centre/publications/EIF\\_Greece.pdf](https://www.eif.org/news_centre/publications/EIF_Greece.pdf)

## INTERNATIONAL FINANCE CORPORATION (IFC – WBG)

The IFC's engagement in Greece ceased at the end of 2020. As of FY22, the IFC's longterm committed portfolio with Greek sponsors in emerging markets amounted to over \$12 million, while its portfolio in Greece stood at \$147 million.

Source: <https://www.ifc.org/content/dam/ifc/doc/mgrt/ifc-and-greece-fy22>

## BLACK SEA TRADE AND DEVELOPMENT BANK (BSTDB)

The BSTDB has approved 32 projects in Greece (as of 31 October 2023) with a total investment of €897 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.

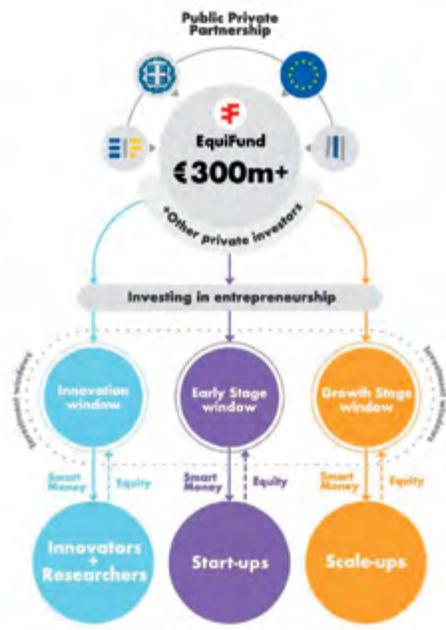


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## ELEVATE GREECE

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.

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:*



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# Greek Government and Public Agencies

## PRESIDENCY OF THE HELLENIC REPUBLIC

2 Vassileos Georgiou B' Str.  
100 28 Athens  
T: +30 210 728 3111  
E: info@presidency.gr  
www.presidency.gr

## PRIME MINISTER

Megaro Maximou  
19 Irodou Attikou Str.  
106 74 Athens  
T: +30 210 671 1000  
E: primeminister@primeminister.gr  
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  
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  
www.hellenicparliament.gr

## GOVERNMENT SPOKESPERSON

11 Fragkoudi Str. and Alexandrou Pantou Str.  
101 63 Kallithea  
T: +30 210 909 8000  
E: information@minpress.gr  
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  
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  
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 (GR only)

### MINISTRY OF DIGITAL GOVERNANCE

11 Fragkoudi Str. and Alexandrou Pantou Str.  
101 63 Kallithea  
T: +30 210 909 8000  
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 (GR only)

### MINISTRY OF ENVIRONMENT AND ENERGY

119 Mesogeion Ave.  
115 26 Athens  
T: +30 213 151 3000  
E: info@ypen.gov.gr  
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  
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

**MINISTRY OF HEALTH**

17 Aristotelous Str.  
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  
T: +30 210 650 8000  
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.  
105 59 Athens  
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  
www.minagric.gr

**MINISTRY OF TOURISM**

12 Vasilissis Amalias Ave.  
105 57 Athens  
T: +30 210 373 6001  
E: mailbox@mintour.gr  
www.mintour.gov.gr

**INDEPENDENT AUTHORITIES (SELECT)****THE GREEK OMBUDSMAN**

17 Halkokondyli Str.  
104 32 Athens  
T: +30 213 130 6600  
E: press@synigoros.gr  
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

**CUSTOMS (SELECT)****GREEK CUSTOMS SERVICE**

www.aade.gr/en/customs

**CUSTOMS SERVICE – ATHENS**

T: +30 213 210 9724  
E: tel.athinon@aade.gr

**CUSTOMS SERVICE – ATHENS INTERNATIONAL AIRPORT**

T: +30 210 354 2144  
E: tel.el-venizelos@aade.gr

**CUSTOMS SERVICE – PIRAEUS A**

T: +30 210 461 3660  
E: tel.a-peiraia@aade.gr

## CUSTOMS SERVICE – PIRAEUS B

T: +30 213 211 1308  
E: tel.b-peiraia@aade.gr

## CUSTOMS SERVICE – PIRAEUS C

T: +30 213 211 1131  
E: tel.c-peiraia@aade.gr

## CUSTOMS SERVICE – PIRAEUS D

T: +30 213 211 1524  
E: tel.d-peiraia@aade.gr

## CUSTOMS SERVICE – PORT OF THESSALONIKI

T: +30 2313 334 323  
E: tel.a-thessalonikis@aade.gr

## CUSTOMS SERVICE – THESSALONIKI AIRPORT

T: +30 2313 334 700  
E: 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 (GNTO)

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



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# 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@sbtsse.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 Viomihanas 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  
T: +30 210 321 7165  
E: info@sete.gr  
www.sete.gr

**HELLENIC FEDERATION OF ENTERPRISES (SEV)**

5 Xenofontos Str.  
105 57 Athens  
T: +30 211 500 6000  
E: info@sev.org.gr  
www.sev.org.gr

**MARKETING GREECE**

20 Voukourestiou Str.  
106 71 Athens  
T: +30 210 364 9080  
E: admin@marketinggreece.com  
www.marketinggreece.com

**PANHELLENIC EXPORTERS ASSOCIATION**

11 Kratinou Str.  
105 52 Athens  
T: +30 210 522 8925  
F: +30 210 524 2568  
E: pse@otenet.gr  
www.pse.gr

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

154 Egnatias Str.  
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)**

E: info@sydise.gr  
www.sydise.gr

**PANHELLENIC ASSOCIATION OF TRANSLATORS (PEM)**

17 Kominon Str.  
546 24 Thessaloniki  
T: +30 2310 266 308  
E: info@pem.gr  
www.pem.gr

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

11 Amerikis Str.  
106 72 Athens  
T: +30 210 367 6400  
F: +30 210 361 1136  
E: kepe@kepe.gr  
www.kepe.gr

**FOUNDATION FOR ECONOMIC AND INDUSTRIAL  
RESEARCH (IOBE)**

11 Tsami Karatasou Str.  
117 42 Athens  
T: +30 210 921 1200  
F: +30 210 922 8130  
E: info@iobe.gr  
www.iobe.gr

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

110 Athinon Ave.  
104 42 Athens  
T: +30 210 336 6800  
F: +30 210 336 6101  
E: protocol@athexgroup.gr  
www.athexgroup.gr

**PIRAEUS PORT AUTHORITY (PPA)**

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185 38 Piraeus  
T: +30 210 455 0102  
F: +30 210 455 0310  
E: olp@olp.gr  
www.olp.gr

**REPRESENTATION OF THE EUROPEAN COMMISSION  
IN GREECE**

2 Vasilissis Sofias Ave.  
106 74 Athens  
T: +30 210 727 2130  
F: +30 210 724 4620  
E: comm-rep-athens@ec.europa.eu  
www.ec.europa.eu/greece/

# Chambers of Commerce in Greece

## GREEK CHAMBERS

### ATHENS CHAMBER OF COMMERCE AND INDUSTRY

7 Akadimias Str.  
106 71 Athens  
T: +30 210 360 4815  
E: info@acci.gr  
www.acci.gr

### ATHENS CHAMBER OF SMALL AND MEDIUM INDUSTRIES

18 Akadimias Str.  
106 71 Athens  
T: +30 210 368 0700  
F: +30 210 361 4726  
E: info@acsmi.gr  
www.acsmi.gov.gr (GR only)

### ATHENS CHAMBER OF TRADESMEN

Eleftheriou Venizelou Str. and Harilaou Trikoupi Str.  
106 79 Athens  
T: +30 210 338 0201  
Fax: +30 210 338 0219  
E: eea@eea.gr  
www.eea.gr

### ECONOMIC CHAMBER OF GREECE

12-14 Mitropoleos Str.  
105 63 Athens  
T: +30 213 214 1800  
F: +30 213 214 1874  
E: oee@oe-e.gr  
www.oe-e.gr

### HELLENIC CHAMBER OF HOTELS

24 Stadiou Str.  
105 64 Athens  
T: +30 213 216 9900  
F: +30 210 322 5449  
E: info@grhotels.gr  
www.grhotels.gr

### HELLENIC CHAMBER OF SHIPPING

65 Akti Miaouli  
185 36 Piraeus  
T: +30 210 429 3827  
F: +30 210 429 3831  
E: nee@nee.gr  
www.nee.gr

### INTERNATIONAL CHAMBER OF COMMERCE (ICC) HELLAS

27 Kanningos Str.  
106 82 Athens  
T: +30 210 381 0879  
F: +30 210 383 1189  
E: iccgr@otenet.gr  
www.iccwbo.gr (GR only)

### PIRAEUS CHAMBER OF COMMERCE AND INDUSTRY

1 Loudovikou Str.  
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 Karaiskou Str.  
185 32 Piraeus  
T: +30 210 411 0443  
F: +30 210 417 9495  
E: info@bep.gr  
www.bep.gr (GR only)

### PROFESSIONAL CHAMBER OF PIRAEUS

3 Agiou Konstantinou Str.  
185 31 Piraeus  
T: +30 210 412 1503  
F: +30 210 412 2790  
www.eep.gov.gr (GR only)

### TECHNICAL CHAMBER OF GREECE

4 Nikis Str.  
105 63 Athens  
T: +30 210 329 1613  
F: +30 210 329 1614  
E: tee@central.tee.gr  
www.tee.gr

### THESSALONIKI CHAMBER OF COMMERCE AND INDUSTRY

29 Tsimiski Str.  
54 624 Thessaloniki  
T: +30 2310 370 100  
E: root@ebeth.gr  
www.ebeth.gr

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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.



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# 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**



*Quality is never an accident.  
It is always the result  
of intelligent effort.*

John Ruskin

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# 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 (individuals or companies) 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.

By virtue of a new Greek law, Directive (EU) 2021/2101 regarding the public reporting of income tax information by certain enterprises that belong to multinational groups or by certain standalone enterprises and branches was incorporated into Greek legislation (Public CbCR).

#### 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. However, a new bill of the Ministry of National Economy and Finance (currently under public consultation) provides for a 50% reduction of the said transaction tax, i.e., to 1%. 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. resi-

dents are also exempted from capital gains tax for the sale of listed and non-listed shares.

As per recent amendment of the Income Tax Code (applicable as of February 24, 2023), a deferral on capital gains tax is provided where an individual contributes Greek or foreign securities to cover or increase the capital of Greek or non-Greek legal entities in exchange for securities of the recipient entity (under conditions).

#### *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 government 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. 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, 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 county of establishment/registration.

### 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. Based on recent draft bill set to public consultation, the said 0.5% capital concentration tax rate is expected to be reduced to 0.2%.

## 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 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.

From 2024 on, UREOT is reduced by 10% for residences of individuals insured by an insurance company registered in the Insurance Companies Registry, which is maintained by the Private Insurance Supervision Directorate of the Bank of Greece, against damages from earthquake, fire and flood, provided that respective insurance covers the entire value of the relevant property and at least a three-month period (the 10% reduction is decreased proportionally in case the underlying insurance period is less than one year).

#### **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.

##### **DIGITAL PLATFORM OPERATORS: DUE DILIGENCE AND REPORTING REQUIREMENTS UNDER THE DAC7**

Greece has implemented into national legislation the Council Directive (EU) 2021/514, known as DAC7, which introduces due diligence and reporting obligations for both EU and non-EU digital platform operators. The digital platform operators are required to collect and report to the tax authorities several details and the income generated by the sellers on their platforms in relation to relevant activities, i.e. the rental of immovable property, the provision of personal services, the sale of goods, and the rental of any

mode of transport. The reported information is automatically exchanged between the tax authorities of the EU member states. The DAC7 requirements may apply, among others, to Greek platform operators that facilitate U.S. sellers to rent real estate located in Greece through the platform. The rules may also impact U.S. platform operators that facilitate EU sellers to carry out any relevant activities through the platform in Greece, or non-EU sellers to rent real estate located in Greece. Several exceptions are provided by the law.

*This article was written on November 20, 2023, 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, newsflashes or other KPMG publications or of electronic updates of this Directory.*

*For more information, please contact  
Effe Adamidou  
Partner, Head of Tax and Legal Services, KPMG in Greece*

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# Always



# >> Forward



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# Doing Business in Greece

## Setting Up a Business

### GENERAL

Greek law provides for a variety of legal forms for the carrying out of business. In addition to establishing a Greek company 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 despite the fact that 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. The AE company'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 the 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 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 AE. Short timelines 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 and shares (number and nature), board of directors and shareholders (or electronic execution of the articles of

association through the e-YMS platform);

- payment of various registration duties;
- registration of the corporation with the registry maintained with the General Commercial Registry;
- issuance of establishment approval by the Ministry of Regional Development and Competitiveness (only for specific corporations such as banks, insurance companies, etc.) (not carried out by the notary public);
- publication of the establishment of the AE in the General Commercial Registry's website.

The AE's establishment for corporate law purposes is considered to have been completed upon the registration of the AE with the General Commercial Registry. The AE's tax registration is also carried out by the One Stop Authority.

The articles of association of an AE can be signed by one or more founding shareholders, either individuals or legal entities. However, if upon establishment or at any time thereafter, the entire capital of the AE is concentrated in the hands of one shareholder, the company's name must include the words "Single Member SA."

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 in shares, which can only be registered. Shares can be incorporated in share certificates (each one incorporating one or more shares).

The administration of an AE 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 as 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.

The 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 the company's articles of association permit so).

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 company'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 EPE is a hybrid of an Anonymos Eteria and a partnership and is similar to the French Sarl 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. The EPE company'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-size operations or operations which provide services to other group entities where the higher status of an AE is not considered necessary.

Similarly 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 depending on the form of the articles of association). An EPE is formed by executing the articles of association before the One Stop Authority, payment of various duties and then filing of the articles with the General Commercial Registry, with the establishment also being published in the General Commercial Registry's website. The EPE's tax registration is also carried out by the One Stop Authority. EPE companies can also be established electronically (through the e-YMΣ 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 for a definite or indefinite period of time. The EPE company'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. Certain documents must be filed, including the incorporation act and articles of association of the foreign company as at the time of filing of the branch establishment application (including any amendments to the articles of association as of the foreign company's establishment), 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 appointing its legal representative.

Following registration with the General Commercial Registry and publication in the General Commercial Registry's website, the branch must be registered with the competent tax authorities (the tax registration is not carried by the General Commercial Registry 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)

A 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. The OE company'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 (unless real estate (or other assets which can only be transferred by a notary deed in accordance with Greek legislation) are to be contributed to the company) and may take the form of a private agreement. General partnerships are established through One Stop Authorities (General Commercial Registry, the e-YMΣ platform etc.) and their articles of association (partnership agreement) are filed with the General Commercial Registry.

The establishment requires at least two founding partners (legal entities or individuals).

There is no minimum capital requirement. The capital may be contributed in cash or in 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, a 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. The EE company'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)

A 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). The IKE company's establishment and operation are regulated by Law 4072/2012 as in force.

IKE companies are only established electronically through the e-ΥΜΣ platform, unless real estate (or other assets which can only be transferred by a notary deed in accordance with Greek legislation) are to be contributed to the company, in which case the establishment is carried out by a notary public acting as One Stop Authority and also carrying out the company's tax registration.

An IKE can be established by one or more persons (founders – legal entities or individuals) or become a Single Member IKE following establishment. However, if upon establishment or at any time thereafter, the company becomes a single member company, its name must include the words "Single Member PC."

Partners' contributions can be in cash, assets that can be evaluated in cash, provision of personal services and guarantees (i.e. assumption of liability for the corporate debts up to a certain amount). The minimum capital is €1.

The affairs of the company are administered by one or more administrators.

Only individuals can be appointed as administrators of an IKE company 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 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 (JV) is not recognized by law as a company with legal personality. If the JV carries out commercial activities, it must be registered with the General Commercial Registry and the provisions regulating General Partnerships apply to it. In such a case it acquires legal and bankruptcy capacity, qualifying as a union of persons. Furthermore, if the JV is not required to register with the General Commercial Registry, 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 foreign affiliates (other group companies not established in Greece) certain supporting services (including indicatively 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, call center and support services via computer systems). Law 89 entities' personnel, must consist of at least four persons (out of which one can be of part time employment) 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 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) of registered tonnage exceeding 500 tons and the representation of foreign ship owning entities or of other foreign shipping entities engaged in similar activities. The office's/branch's annual operating expenses must amount to at least \$50,000 to be covered via bank remittances. A bank guarantee not less than \$5,000 (currently set to \$10,000) shall be issued on the basis of a special template and deposited to the Directorate of Foreign Direct Investments as a guarantee for the office's/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 commencing 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.

## HIGHLIGHTS OF BRANCH, AE, EPE

Below is a table highlighting the current main features of the most common forms of establishment/entities used by foreign entities in Greece (the branch, AE, EPE and IKE).

	BRANCH	AE	EPE	IKE
<b>FORMATION/FOUNDERS</b>				
Minimum number of founders	-	1	1	1
Residence requirements	n/a	No	No	No
<b>ARTICLES</b>				
	No	Yes/Before One Stop Authority	Yes/Before One Stop Authority	Yes/Before One Stop Authority
<b>REGISTRATION</b>				
	Yes/General Commercial Registry	Yes/General Commercial Registry	Yes/General Commercial Registry	Yes/General Commercial Registry
<b>PUBLICATION OF ESTABLISHMENT IN THE GENERAL COMMERCIAL REGISTRY'S WEBSITE</b>				
	Yes	Yes	Yes	Yes
<b>SHAREHOLDERS</b>				
Minimum number	n/a	1	1	1
Residence requirements	n/a	No	No	No
Minimum meetings	n/a	Annual until the 10th day of the 9th month from the year end	Annual until the 10th day of the 9th month from the year end	Annual until the 10th day of the 9th month from the year end
<b>BOARD OF DIRECTORS/ADMINISTRATOR(S)</b>				
Minimum number	1	3* <i>*(or 1 for small size enterprises)</i>	1	1
Maximum number	n/a	15	n/a	n/a
Residence requirements	Under conditions, local residence permit would be required for legal representatives	Under conditions, local residence permit would be required for Board members/individual shareholders	Under conditions, local residence permit would be required for administrators/individual partners	Under conditions, local residence permit would be required for administrators/individual partners
Minimum meetings	-	Annual <i>(at least 20 days before the Annual Shareholders' Meeting)</i>	-	-
<b>CAPITAL</b>				
Minimum	None	€25,000	€1 <i>(for single member EPEs)</i>	€1
<b>SHARES/UNITS</b>				
Minimum value	-	€0.04	€1	€1
Maximum value	-	€100	n/a	n/a

*This article was written in November 2023 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.*

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(tel.: 210 60 62 460)*

# Education

## The Fulbright Foundation in Greece

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The Fulbright Foundation in Greece is an independent, not-for-profit, non-political educational organization, established in 1948 through a binational treaty between the United States and Greece.

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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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www.acs.gr  
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www.agapeland.gr  
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www.afs.edu.gr  
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F: +30 2310 327 500  
E: info@anatolia.edu.gr  
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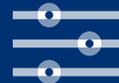
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Legend		
US curriculum based	UK curriculum based	GR curriculum
PK – nursery	N – nursery	PST – <i>paidikos stathmos</i> (Pre-K)
K – kindergarten	R – reception	NIP – <i>nipiagogeio</i> (K)
ES – elementary school	PS – primary school	D – <i>dimotiko</i> (ES)
MS – middle school	SS – secondary school	G – <i>gimnasio</i> (MS)
HS – high school	IGCSE – international GCSEs	L – <i>likeio</i> (HS)
AP – advanced placement	AL – A-levels	EL – <i>epagelmatiko likeio</i>
IBDP – International Baccalaureate diploma program		



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# U.S. Pages

# The United States Government in Greece

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**Maria Olson**, *Deputy Chief of Mission*

**James Morris**, *Counselor for Political Affairs*

**Kristin Roberts**, *Counselor for Public Affairs*

**Erik Holmgren**, *Counselor for Economic Affairs*

**Yuri Arthur**, *Counselor for Commercial Affairs*

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**Benjamin Ousley Naseman**, *Consul General*

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Plateia Commercial Center  
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## U.S. Embassy Athens

AS THE EXPORT PROMOTION AGENCY OF THE U.S. DEPARTMENT OF COMMERCE, THE U.S. COMMERCIAL SERVICE PROMOTES U.S. BUSINESS INTERESTS AND HELPS U.S. FIRMS INCREASE SALES AROUND THE WORLD. THE U.S. COMMERCIAL SERVICE IN ATHENS PROVIDES RESOURCES TO HELP U.S. FIRMS REALIZE THEIR MARKET POTENTIAL.

### **BUSINESS COUNSELING**

We have a staff of experienced industry specialists to provide expert advice on best prospects for U.S. firms in Greece, including information and communications technology, aerospace and defense, healthcare, energy, infrastructure, tourism services and more. Our team can advise you on opportunities, upcoming projects and the regulatory landscape to help you assess market potential.

### **MATCHMAKING**

Maximize your time in the market. Let us identify, vet and arrange meetings for you with potential partners for face-to-face or virtual meetings. Our team can schedule appointments for you with pre-screened contacts, accompany you to meetings, provide logistical support and assist with follow-up.

### **INTERNATIONAL PARTNER SEARCH**

If you are not ready to travel to Greece, our team can identify, and vet potential local partners interested in working with you to help you assess the market. We will outreach to local companies, promote your product or service, and prepare a detailed report with feedback and contact information to help you determine the best market entry strategy.

### **SINGLE COMPANY PROMOTION**

Our team can help you bring together key public and private sector stakeholders to elevate your profile or position your firm in the market. Conduct a seminar, introduce a new distributor, demonstrate your product, or host a reception for contacts. We will provide the support you need to have the most impact in the market.

### **INTERNATIONAL COMPANY PROFILE**

Pursue your international business relationships with confidence. We provide background reports on international companies to help determine suitability as a potential business partner. Researched and prepared by our team, these reports include an assessment of the firm, market information and financial data.

### **MARKET RESEARCH**

International market research is a key part of export planning. Our country and industry reports will enable you to evaluate Greece as a market for your products and services and pursue effective selling and distribution strategies. Visit [www.trade.gov/greece](http://www.trade.gov/greece) for up-to-date market research and our latest Country Commercial Guide for tips on doing business in Greece.

#### **FOR MORE INFORMATION, PLEASE CONTACT:**

**The U.S. Commercial Service**  
**U.S. Embassy to Greece**  
**91 Vasilissis Sofias Ave.**  
**101 60 Athens, Greece**  
**T: +30 210 693 4817**  
**E: [office.athens@trade.gov](mailto:office.athens@trade.gov)**  
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## CONGRESS

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Washington DC 20510  
T: +1 202 224 3121  
[www.senate.gov](http://www.senate.gov)  
[www.visitthecapitol.gov](http://www.visitthecapitol.gov)

### UNITED STATES HOUSE OF REPRESENTATIVES

Washington DC 20515  
T: +1 202 224 3121  
[www.house.gov](http://www.house.gov)

## EXECUTIVE OFFICE OF THE PRESIDENT (SELECT)

### OFFICE OF THE UNITED STATES TRADE REPRESENTATIVE

600 17th Str. NW  
Washington DC 20508  
T: +1 202 395 3230 (press inquiries only)  
F: +1 202 395 6121  
[www.ustr.gov](http://www.ustr.gov)

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Washington DC 20250  
T: +1 202 720 2791  
[www.usda.gov](http://www.usda.gov)

### DEPARTMENT OF COMMERCE

1401 Constitution Ave. NW  
Washington DC 20230  
T: +1 202 482 2000  
[www.commerce.gov](http://www.commerce.gov)

### DEPARTMENT OF DEFENSE

The Pentagon  
1400 Defense Pentagon  
Washington DC 20301-1400  
[www.defense.gov](http://www.defense.gov)

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T: +1 202 586 5000  
[www.energy.gov](http://www.energy.gov)

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[www.state.gov](http://www.state.gov)

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**DEPARTMENT OF VETERAN AFFAIRS**

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[www.imf.org](http://www.imf.org)

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“ACE is a network of outstanding individuals committed to cultivating robust interpersonal connections, fostering ties between countries and continents. We advocate for trade, investments, peace, prosperity, and Transatlantic friendship. In my heart, ACE is a large family, with members spanning 47 countries.”

– Ajša Vodnik, M.Sc., Chair AmChams in Europe, CEO AmCham Slovenia

Established in 1963, AmChams in Europe serves as the umbrella organization for 49 American Chambers of Commerce from 47 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.

The year 2023 marked AmChams in Europe’s 60th anniversary of developing and supporting a network of AmChams across the wider European area, providing a fo-

rum for discussion and representation on issues relevant to the European and transatlantic business environment, promoting the importance of the transatlantic economy in both Europe and the United States; and representing the interests of US investors in Europe and European companies investing in the US.

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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

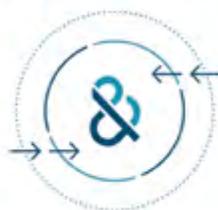
Region: Midwest  
Capital: Madison  
State Governor: Tony Evers  
Principal Cities: Milwaukee, Green Bay, Kenosha, Eau Claire, La Crosse  
Key Industries:  
aerospace and aviation  
biohealth  
energy  
food and beverage  
forestry and forest products  
information technology  
manufacturing  
water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



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# Special Export Section

# U.S. Consumer Trends 2023

## INTRODUCTION

The landscape of consumer behavior in the United States in 2023 reflected a significant transformation marked by changes that will affect all industries in the long term. These changes signify a broader societal evolution, affecting diverse age groups and income levels. The dynamism observed in consumer trends demonstrates a shift from conventional patterns, highlighting a consumer base that is increasingly discerning, values-driven, and technologically adapt.

In this exploration of US Consumer Trends in 2023, we present the new changes, noting that they are not transient fads but essential components reshaping the American society and its interaction with the marketplace. In addition, we dissect the nuanced influence of age groups and income levels, showcasing that these demographic factors play crucial roles in shaping the contours of contemporary consumer preferences and behaviors.

## MARKETING TRENDS

### Email marketing trends in 2023

- 23.8% of Millennials (1981-1996) opted for daily marketing emails.
- Email marketing is the primary channel of communication, with a preference for a weekly communication cadence.

### TikTok brand engagement

- Experienced a 10% rise in consumer interaction.
- Gen X (1965-1980) and Millennials (1981-1996) were the most active users with brands on the platform.
- Became the fastest-growing platform for brand-consumer interaction.

### Virtual reality (VR) marketing opportunities

- Ownership of VR headsets on the rise.
- Millennials (1981-1996) adopted VR technology.

- Advertisements within virtual worlds showed potential, even for businesses unfamiliar with the metaverse.

#### Metaverse platform awareness:

- Noticeable uptick in consumer awareness.
- Platforms like Meta Horizon Worlds and Roblox gained popularity, especially among Millennials (1981-1996).
- These platforms offer innovative methods for brands to engage with younger generations.
- Signaling unprecedented opportunities for outreach in uncharted territories

## FOOD TRENDS

#### Prioritization on plant-based eating

- Consumers increasingly integrating plant-based foods into diets.
- Strong swift for meat alternatives and dairy-free products driven by health and environmental concerns.

#### Prioritization on health and wellness:

- Consumers favoring healthy foods and superfoods.
- Consumers choose products offering added health benefits.
- Convenience meals essential for all lifestyles, favoring “meal kits” and “prepared meals”.

#### Global and ethnic cuisines on the rise

- Consumers are experimenting with diverse international recipes and ingredients.

#### Consumers value clean label and transparency

- They prefer products with recognizable and natural ingredients and value transparency from manufacturers.

#### Minimizing sugar and opting for healthier snacking options

- Growing demand for products with functional ingredients.

#### Convenience of food delivery and online shopping shaping choices

- Expected to continue influencing consumer meal decisions in the upcoming years.

#### Allergen-free and dietary-specific options widely available

- Catering to multiple dietary requirements.

#### Mindful eating practices adopted

- Swift on savoring food, minimizing food waste, and practicing portion control.

#### Growth in functional beverages

- Herbal teas and health-infused drinks gaining popularity.

## TOURISM TRENDS

#### Post-Pandemic Travel Surge:

- The US tourism industry experienced a significant recovery.
- There is an unprecedented peak in traveler numbers, especially among those aged 45 and above.

#### Domestic Dominance

- 92% of Americans chose domestic travel destinations. This signifies a preference for familiar places and a deliberate effort to support local economies.

#### Alternative Trip Objectives

- 60% of travelers combined business trips into leisure activities demonstrating a blend of professional and recreational pursuits.

#### Extended Trip Durations

- Resurgence in trip durations, nearly reaching pre-pandemic levels (average of 6 nights last year). There is also an increase in travel expenses.

#### Supplier Sites' Ascendance

- Supplier sites gained prominence as crucial platforms amid rising travel costs.

#### Shift in Information Sources

- Travelers diversified online sources for meticulous trip research.
- Social media, especially Facebook and Instagram, continued to influence decision-making.

#### A Look Ahead to 2024

- Anticipate robust domestic travel trends to persist.
- Expect a return to pre-pandemic trip durations.
- Supplier platforms to maintain significance.
- Travelers will use diverse online sources for travel research.

#### Sources:

- Phocuswright's U.S. Consumer Travel Report 2023
- Attest- <https://www.askattest.com/our-research/2023-us-consumer-trends-report>
- Future of Commerce
- US consumers send mixed signals in an uncertain economy- <https://www.mckinsey.com/capabilities/growth-marketing-and-sales/our-insights/us-consumers-send-mixed-signals-in-an-uncertain-economy>
- Top Customer Experience Trends In 2023- <https://www.forbes.com/advisor/business/customer-experience-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 60 and 78, 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 44 and 59, 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 28 and 43, 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 12 and 27 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.

### GENERATION A (2010–2024)

This generation which spans from early 2010s as starting birth dates to mid-2020s as ending birth dates is cohort deeply dependent on digital technologies and the use of the internet on a daily basis. From their earliest days, they have experienced an interconnected landscape which shapes their preferences, characteristics, and prospects.

#### Internet Preferences:

Generation A thrives on all social media platforms serving as their virtual playgrounds. Streaming services such as Netflix and YouTube are their favorite sources of entertainment, offering on-demand content crafted to their tastes. E-commerce is their only method of shopping.

#### Characteristics:

Although it is still early to navigate analytically into their characteristics, research shows that this generation embraces digital tools and platforms, leveraging them for communication, education, and entertainment. Their point of views is shaped by inclusivity, environmental consciousness, and a creative entrepreneurial spirit. Diversity and equality are highly valued, driving forward movements for social justice and sustainability. They seek innovative solutions to global challenges.

#### Future Aspects:

As Generation A matures, they emerge as catalysts for social change, driving innovation and shaping the trajectory of society. Future economic growth and disruption will be led by their entrepreneurial aspirations. Embracing their global citizenship, they will collaborate across borders to handle pressing issues, from climate change to geopolitical hurdles.

#### Sources:

- 5 Key Characteristics & Data of US Generation Alpha - GWI
- Gen Alpha: What We Know About the 'Mini-Millennial' Generation (businessinsider.com)

# Greece-U.S. Bilateral Trade

Greece and the United States enjoy a mature economic relationship and there is fertile ground to expand their economic collaboration. The trade volume between the two countries has remarkably increased over the last decade, with trade data growing at an outstanding speed. This dynamic trade partnership not only illustrates their shared values and strong historical bonds but also underpins the outstanding growth prospects that lies ahead for both countries.

The bilateral trade between Greece-U.S. is characterized by robust economic interests, collaborative political collaboration, and flourishing cultural exchanges. As the world is currently on a state of “perma-crisis”, both nations have seized the opportunity to strengthen their economic

ties, fostering prosperity, stability and underlining their commitment to bolster international ties.

Examining the latest data on Greece-US bilateral trade since 2020 underpins a remarkable expansion in Greek exports, particularly in key sectors such as Primary Metals Manufacturers, Electrical Equipment and Chemicals among others. This growth signals significant potential for further development and collaboration. The data presented in the charts below show a promising roadmap for future collaboration.

Greece and the U.S. are working towards a prosperous, resilient, and mutually beneficial future. This dynamic economic landscape not only signifies the bond between the two nations but also positions them as key players in building global economic stability and growth.

## U.S TRADE WITH GREECE TOP 5 EXPORT PRODUCTS IN 2020-2022

PRODUCT	2022	2021	2020	PERCENTAGE CHANGE
0- All Merchandise	\$2382 Million	\$1556 Million	\$1403 Million	69,86%
211-Oil and Gas	\$994 Million	\$344 Million	\$438 Million	126,79%
334-Computer and Electronic Products	\$288 Million	\$217 Million	\$165 Million	74,67%
910-Waste and Scrap	\$252 Million	\$255 Million	\$150 Million	68,17%
325-Chemicals	\$165 Million	\$141 Million	\$139 Million	18,70%
324-Petroleum and Coal Products	\$119 Million	\$43 Million	\$54 Million	120,50%

Source: International Trade Center (2023)

## U.S TRADE WITH GREECE TOP 5 IMPORT PRODUCTS IN 2020-2022

PRODUCT	2022	2021	2020	PERCENTAGE CHANGE
0- All Merchandise	\$2280 Million	\$1677 Million	\$1301 Million	75,10%
311-Processed Foods	\$587 Million	\$486 Million	\$414 Million	41,89%
324-Petroleum and Coal Products	\$300 Million	\$114 Million	\$92 Million	226%
331-Primary Metal Manufacturers	\$278 Million	\$176 Million	\$112 Million	148,21%
327-Nonmetallic Mineral Products	\$189 Million	\$134 Million	\$97 Million	94,72%
332-Fabricated Metal Products	\$158 Million	\$163 Million	\$135 Million	17,09%
335-Electrical Equipment	\$100 million	\$92 Million	\$37 Million	170,71%
325-Chemicals	\$95 million	\$71 Million	\$40 Million	137,77%

Source: International Trade Center (2023)

## FOREIGN DIRECT INVESTMENT (FDI) 2021

FDI Inward Position	\$1525 Million
FDI Outward Position	\$303 Million

Source: International Trade Center (2023)

## NUMBER OF U.S. FIRMS EXPORTING IN 2020

All Exporters	3.137
SME	2.653
Non-SME	574

Source: International Trade Center (2023)

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# Eurobank Exportgate: A Decade's Journey

This year marks the 10th anniversary of Eurobank's Exportgate, the award-winning online portal for international trade.

Exportgate.gr is Eurobank's electronic gateway for international trade, catering to all Greek businesses, and was established in collaboration with the country's main export organizations (Panhellenic Exporters Association, SEVE Exporters' Association, Crete Exporters' Association, and the Hellenic Federation of Enterprises).

Enterprise Greece also serves as a strategic partner to Exportgate, aiming to boost exports and attract investments to Greece.

Exportgate's presence in Cyprus is being developed with the Cyprus Employers & Industrialists Federation (OEB) and the Cyprus Chamber of Commerce and Industry (KEBE).

10 years now, Eurobank's Exportgate has become a symbol of excellence and connection for thousands of Greek businesses. It has attracted over 1 million visitors from 110 countries, while it has more than 5,500 members - Greek businesses, covering all the dynamic export sectors of the country.

Exportgate has been awarded international distinctions such as the "Gold Effie" in 2014, and Eurobank is the only Greek bank that has won the "Innovators 2015" award from the internationally renowned magazine Global Finance.

Through the international trade library of Exportgate, which is continuously updated, Greek export and import businesses have the ability to:

- Access commercial information for over 180 countries worldwide regarding market trends and consumer behavior by country, useful tools for the volume and value of imports-exports by product from and to the country of interest, macroeconomic issues, and statistical data for sectors and products.

- Find information on over 1 million partners in more than 200 countries.
- Access 1 million calls for interest from a multitude of countries worldwide available on the Exportgate electronic platform.

**For 10 years, through a path of continuous evolution, Eurobank and Exportgate have been networking Greek and Cypriot businesses with reliable partners and new opportunities from around the world.**

Eurobank, in strategic collaboration with Banco Santander, is one of the founding members of the Trade Club Alliance. The inclusion of Exportgate is the 1st global electronic business network supported by Banks.

**Eurobank and Exportgate are strategic partners of the Trade Club Alliance, the first electronic network for connecting businesses with the support of banking groups.**

The Trade Club Alliance covers over 40 countries through 11 Banking Groups, counting more than 22,900 members.

Thus, Exportgate leverages the most modern technologies in international trade, investing also in AI. Companies can easily and quickly find commercial partners in a reliable environment through advanced digital tools based on artificial intelligence technologies.

Today, thanks to Exportgate, every business member has their own profile and creates or searches for member ads from all over the world.

**For 10 years now, we have been supporting the sector of International Trade and the country's export businesses to move forward.**



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# Favored Business Partners

## AB VASSILOPOULOS SINGLE MEMBER S.A.

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E-mail: info@openline.gr

Website: www.ab.gr

Contact Person: Alexia Machera, Sustainable Retail & Corporate Communication Manager



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**BUSINESS SECTOR** FOOD RETAIL

### COMPANY PROFILE

AB Vassilopoulos has rightfully won a place on the table of every Greek household, through its quality products, services, and unique variety. Following its purpose, that the "good" is for everyone, it is always next to its 2.2 million customers with courage, integrity, teamwork, care, and humor. An AB store is situated in every neighborhood, with an extensive network of more than 570 stores all over Greece.

AB people are ready to serve their customers with joy and passion, offering at the same time a unique shopping experience to everyone. Every day, our more than 13,600 associates provide curated and inspiring choices of great quality products and healthy solutions in affordable prices to all customers who care about good food. Because, here, "Good" is for everyone!

## ABBVIE PHARMACEUTICALS S.A.

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Website: www.abbvie.gr

abbvie

**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 ar-

reas: Immunology, Oncology/Hematology, Neuroscience, Eye Care and Medical Aesthetics. More than 52,000 AbbVie employees around the world work daily to develop therapeutic options for patients worldwide. In Greece, AbbVie, contributes €45 million to the GPA and employs 146 highly specialized scientists who are conducting more than 45 clinical studies.

## ACCOUNTING SOLUTIONS

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E-mail: [info@accountingsolutions.gr](mailto:info@accountingsolutions.gr)  
Website: [www.accountingsolutions.gr](http://www.accountingsolutions.gr)  
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 companies in Greece in the field of financial, accounting, payroll, tax and advisory services, with extensive clientele and know-how. For more than 20 years we offer services that cover a wide range of business activities in the most effective way, substantially contributing to the further development of our clients. Our team consists of more than 120 experienced accountants, lawyers and tax consultants with excellent know-how and vast experience in their fields. Our state-of-the-art infrastructure meets all required safety standards and has all the relevant international certifications. As such,

we are trusted by more than 400 important Greek and multinational companies operating in Greece as well by several small and medium-sized businesses and in addition by individuals for their business, investment and tax planning. Since 2023 we are the sole partner in Greece for WTS Global, a global network of reputable companies providing top-notch tax and tax advisory services. This partnership enables us to offer our clients unparalleled expertise and support, ensuring tax compliance and maximizing opportunities for growth. For more details, please explore our website or contact one of our partners to identify the right solution for your business.

## ACS ATHENS (AMERICAN COMMUNITY SCHOOLS)

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Fax: +30 210 639 0051  
E-mail: [acs@acs.gr](mailto:acs@acs.gr)  
Website: [www.acs.gr](http://www.acs.gr)  
Contact Person: John Papadakis



**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.

36-38 Petrou Ralli St., 12241 Egaleo, Attica  
Telephone: +30 210 819 0202  
Fax: +30 210 819 0261  
E-mail: iosifidou@acscourier.gr  
Website: www.acscourier.gr  
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 3,700 skilled employees, and has developed the most advanced organization and know-how in its field. While offering over 43 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 SOUTH EASTERN EUROPE AIR CONDITIONING SINGLE MEMBER S.A.

18 Kifisou Ave., 10442 Athens, Attica  
Telephone: +30 210 679 6300  
Fax: +30 210 6796 390  
E-mail: grinfo@ahi-carrier.eu  
Website: www.ahi-carrier.gr  
Contact Person: Katerina Dimas, Managing Director



**BUSINESS SECTOR** AIR CONDITIONING COMPANY

### COMPANY PROFILE

#### TURN TO THE EXPERTS

AHI Carrier SEE represents the commercial activities of AHI Carrier FZC in Southeastern Europe, based in Greece. With offices in Athens, Thessaloniki, Bulgaria, and Romania, the company ensures immediate and effective customer service in the nine countries under its responsibility. AHI Carrier SEE offers a wide range of heating, air conditioning, and refrigeration solutions under Carrier and Toshiba brands. With specialization and experience in the field, it provides tailored proposals for residential, commercial, and industrial applications. The advanced solutions offered by the company aim for optimal energy efficiency throughout the building's lifecycle.

AHI Carrier SEE has a dedicated team of trained professionals who provide high-quality after-sales support, ensuring maximum customer satisfaction and safety. The company offers a comprehensive range of customized services to address various needs, including repairs, maintenance, and technical support. Through the Totaline store, AHI Carrier SEE caters to all industry professionals by offering basic tools to specialized equipment for advanced applications. The catalog includes spare parts for Carrier & Toshiba products, equipment, and tools for residential, commercial, and industrial applications.

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

27 Ag. Thoma St., 15124 Marousi, Attica  
Telephone: +30 210 687 8300  
Fax: +30 210 681 0348  
E-mail: katerina.moustaka@alcon.com  
Website: www.alcon.com  
Contact Person: Katerina Moustaka



**BUSINESS SECTOR** EYE CARE DEVICE COMPANY

### COMPANY PROFILE

Alcon is the global leader in eye care, with complementary businesses in surgical and vision care, dedicated to helping people see brilliantly. Our over 75-year history of success rests on a foundation of industry expertise, leading brands and winning mindset.

Our dedicated and energized workforce is committed to serving customers, expanding access and fulfilling our mission to help people around the world see brilliantly.

We are an innovation leader with 1600 dedicated Research & Development (R&D) associates, more than 100 projects in our development pipeline, and one of the largest R&D commitments in the market.

We are committed to serving the evolving needs of eye sur-

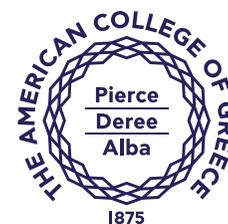
geons with our equipment ecosystem, which includes our best in class equipment platforms for cataract, refractive and vitreoretinal surgery and the leading IOLs. In order to increase customer experience we offer surgeons world class training, education and service with global scale and reach.

Alcon has a leading position in vision care, helping address the growing consumer need for improved vision, comfort, ocular health and convenience, with a differentiated portfolio of leading brands. Ocular health comprises our dry eye business and contact lens care.

Alcon aspires to lead a world in innovating life-changing vision products because when people see brilliantly, the live brilliantly.

## THE AMERICAN COLLEGE OF GREECE (ACG)

6 Grivas St., 15342 Agia Paraskevi, Attica  
Telephone: +30 210 600 9800  
Website: www.acg.edu



**BUSINESS SECTOR** EDUCATION

### COMPANY PROFILE

Located in Athens, and originally founded in 1875 in Smyrna, The American College of Greece is the oldest American-accredited college in Europe and the largest private college in Greece. ACG is an independent, not for profit, non-sectarian, co-educational academic institution. It consists of

three schools: Pierce (from Pre-K to C Lyceum or IB), Deree (undergraduate & graduate) and Alba Graduate Business School. The schools operate out of three campuses around Athens (Aghia Paraskevi, Spata, Athens downtown). You can find out more at [www.acg.edu](http://www.acg.edu)

## ANATOLIA COLLEGE

60 John Kennedy Ave., 55535 Pylea, Thessaloniki  
Telephone: +30 2310 398 200  
E-mail: info@anatolia.edu.gr  
Website: anatolia.edu.gr  
Contact Person: Dr. Panos Vlachos, President of Anatolia College



### 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 1924, Anatolia College is a private, non-profit, international learning community imbued with the best ideals of Greek and American education. As one of the leading few institutions that offer quality education from pre-K all the way to graduate studies, Anatolia prepares eager learners from all over the world for the challenges of professional life and beyond, through its various academic divisions.

Today, Anatolia College comprises:

- Anatolia Elementary School
- Anatolia High School
- Pinewood American International School
- ACT, its US-NECHE accredited and EU validated tertiary division
- CTY Greece

As an integrated academic community, we are committed to developing students' talents through innovative educational approaches and open inquiry within a culture of academic excellence. We instill a heightened sense of social responsibility, in an environment that nurtures ethical, creative and physical development.

## BAUSCH & LOMB GREECE

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Fax: +30 210 810 8480  
E-mail: teresa.deluca@bausch.com  
Website: www.bausch.gr  
Contact Person: Teresa De Luca, Pharma Marketing Manager

**BAUSCH + LOMB**  
See better. Live better.

### BUSINESS SECTOR PHARMACEUTICAL COMPANY

#### COMPANY PROFILE

Bausch + Lomb is a multinational pharmaceutical company that manufactures and markets a wide range of renowned prescription and over-the-counter medicines, nutritional supplements, and medical technology products in the fields of Eye and General Health, in more than 100 countries. Globally, the company is a leader in eye health, innovating since 1853. More than 80% of the world's population has access to Bausch & Lomb's high-awareness products.

Bausch + Lomb Greece was founded in the Greek market in 2005 and employs 74 employees in total. It has a wide

product portfolio, focusing on eye and general health while some of its best-known products are: Artelac®, OcuVite®, Biotrue®, Renu®, Niflamol®, Counterpain®, Ezixin®, Vidilac®, Yellox® & Dexamytrex®.

Our mission is to help people see better and live better, all over the world. With this vision, we started and for this, we are working with the same passion, until today. With an absolute focus on innovation, quality, and excellence, we continue to pursue our lifelong vision of protecting and enhancing the gift of Health, at every stage of human life.

## **BDO CERTIFIED PUBLIC ACCOUNTANTS S.A.**

449 Mesogion Ave., 15343 Agia Paraskevi, Attica  
Telephone: +30 211 103 2000, +30 210 825 3078  
Fax: +30 210 825 2133  
E-mail: [info@bdo.gr](mailto:info@bdo.gr)  
Website: [www.bdo.gr](http://www.bdo.gr)  
Contact Person: Kleopatra Kalogeropoulou



**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.

## **BOSTON CONSULTING GROUP HELLAS SA**

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Telephone: +30 210 726 0200  
Fax: +30 210 726 0300  
E-mail: [athinfo@bcg.com](mailto:athinfo@bcg.com)  
Website: [www.bcg.com](http://www.bcg.com)  
Contact Person: Katerina Synodinou



**BUSINESS SECTOR** STRATEGIC MANAGEMENT CONSULTING

### **COMPANY PROFILE**

Boston Consulting Group partners with leaders in business and society to tackle their most important challenges and capture their greatest opportunities. BCG was the pioneer in business strategy when it was founded in 1963. Today, we work closely with clients to embrace a transformational approach aimed at benefiting all stakeholders—empowering organizations to grow, build sustainable competitive advantage, and drive positive societal impact.

Our diverse, global teams bring deep industry and functional expertise and a range of perspectives that question the status quo and spark change. BCG delivers solutions through leading-edge management consulting, technology and design, and corporate and digital ventures.

We work in a uniquely collaborative model across the firm and throughout all levels of the client organization, fueled by the goal of helping our clients thrive and enabling them to make the world a better place.

## CELEBRITY INTERNATIONAL MOVERS

102 Kapodistriou Ave., 14235 Nea Ionia, Attica  
Telephone: +30 210 272 0106-9  
Fax: +30 210 272 0105  
E-mail: [contact@celebrity.gr](mailto:contact@celebrity.gr)  
Website: [www.celebrity.gr](http://www.celebrity.gr)  
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.

## CPA LAW

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Telephone: +30 210 606 2325  
Fax: +30 210 606 2111  
E-mail: [info@cpalaw.gr](mailto:info@cpalaw.gr)  
Website: [www.cpalaw.gr](http://www.cpalaw.gr)  
Contact Person: Mrs. Sophia Grigoriadou



**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

21 km National Road Athens-Lamia, 14568 Krioneri, Attica  
Telephone: +30 211 181 3620  
Fax: +30 211 181 3595  
E-mail: [adima@demo.gr](mailto:adima@demo.gr)  
Website: [www.demo.gr](http://www.demo.gr)  
Contact Person: Anna Dima, Senior Media & Communication Officer



### BUSINESS SECTOR PHARMACEUTICAL INDUSTRY

#### COMPANY PROFILE

Demo SA 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 €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)

## EKA HELLAS

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Telephone: +30 211 212 0820  
E-mail: [info@ekahellas.com](mailto:info@ekahellas.com)  
Website: [www.ekahellas.com](http://www.ekahellas.com)  
Contact Person: Pantelis Kouzis



**BUSINESS SECTOR** OFFICE & LOUNGE FURNITURE FOR WORKPLACES, COMMERCIAL SPACES & HIGHER EDUCATION INSTITUTIONS, FLOORING SOLUTIONS – CARPET & VINYL TILES (LVT), WOVEN VINYL, SOUND ABSORBING / ACOUSTIC SOLUTIONS, DECORATIVE SOLUTIONS, ERGONOMIC SOLUTIONS, POWER & DATA SOLUTIONS

#### COMPANY PROFILE

In EKA Hellas we focus on creating workplaces that are destinations for human interaction. Our aim is to provide our customers and their professional consultants research-based integrated office solutions that will help them improve the performance of their physical space and the people within it. Since 2016, we represent in Greece Steelcase Inc, a global design and thought leader in the world of work and we are a 5-time Steelcase Platinum Partner. With Steelcase and our other selected partners, like

Interface and Humanscale, we build connections between workplace design and culture.

By putting human connection first, we have established ourselves in the leading position in Greece's office and commercial space furnishing sector with sustainability and inclusivity for all as a focal point. EKA Hellas, provides top-of-the-range office solutions to some of the most prominent local and blue-chip multinational organizations present in Greece.

## ENTERPRISE GREECE

109 Vasilissis Sophias Ave., 11521 Athens, Attica

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Fax: +30 210 324 2079

E-mail: l.liogaris@eg.gov.gr, v.kyrkou@eg.gov.gr

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

Contact Person: Lina Liogaris, Senior Officer, International & Institutional Affairs Directorate



**BUSINESS SECTOR** THE OFFICIAL INVESTMENT AND TRADE PROMOTION AGENCY OF GREECE

### COMPANY PROFILE

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.

**INVESTMENTS** Enterprise Greece works to attract, welcome, promote, support, and retain investment in Greece. It promotes Greece internationally as an attractive investment destination through marketing, events, and strategic outreach. It accepts applications, evaluates and supports Greece's Strategic Investment (Fast Track) projects. It provides investors with the Investor Ombudsman service and informs them of Greece's institutional, tax, legal, and financial framework, while it also supports investors in accessing funds. Furthermore, Enterprise Greece partners

with relevant organizations, domestic and international, to promote Greece as an investment destination.

**TRADE** Enterprise Greece promotes the export of Greek products and services internationally through marketing, events, and trade centers, and it supports Greek producers and service providers with guidance, assistance, information and resources to better reach international markets. It connects Greek exporters and entrepreneurs with potential partners around the world and organizes the presence of Greek companies at conferences, forums, exhibitions, and trade shows in global markets. It also hosts foreign delegations and visitors to Greece, briefs foreign buyers on the Greek market and Greece's export potential, and partners with relevant organizations, domestic and international, to promote Greece's export market.

## EUROBANK

8 Othonos St., 10557 Athens, Attica

Telephone: +30 210 855 000

E-mail: [info@eurobank.gr](mailto:info@eurobank.gr)

Website: [www.eurobank.gr](http://www.eurobank.gr)



**BUSINESS SECTOR** BANKING

### COMPANY PROFILE

The Eurobank Group, consisting of Eurobank S.A. (Eurobank) and its subsidiaries, is a strong banking group that offers a comprehensive range of financial products and services to its retail and corporate customers. Eurobank Ergasias Services and Holdings S.A. (Eurobank Holdings) is the parent company of Eurobank Group.

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, Cyprus, Luxembourg and the 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

10 Omirou & 7 Stratigi St., 15451 Neo Psychico, Attica  
Telephone: +30 210 672 8610  
E-mail: [info@efagroup.eu](mailto:info@efagroup.eu)  
Website: [www.efagroup.eu](http://www.efagroup.eu)  
Contact Person: Elli Michou



**BUSINESS SECTOR** AEROSPACE, SECURITY, DEFENSE, HIGH TECHNOLOGY

### COMPANY PROFILE

EFA Group consists of companies in the fields of Aerospace, Security, Defense and Industrial Cooperation with a solid international presence.

EFA Group currently employs 170 people in total, the majority of them being engineers and experts in their field.

The Group has established offices across four international regions: Greece, Switzerland, UAE, and Singapore to serve its customers in more than 20 countries worldwide.

EFA Group includes EFA Ventures (supply chain management and integrated services), Aerospace Ventures (advisory for industrial and technology cooperation), Scytalys (systems integration and software), ES Systems (sensors design and electronics), Epicos (global defense B2B information platform), Ucandrone (unmanned systems), and Aether Aeronautics (target drones).

[www.efagroup.eu](http://www.efagroup.eu)

## FEDEX EXPRESS GREECE SINGLE MEMBER LLC

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Telephone: +30 210 890 5800  
Fax: +30 210 890 5980  
E-mail: [greece@fedex.com](mailto:greece@fedex.com)  
Website: [www.fedex.com](http://www.fedex.com)  
Contact Person: Aspasia Mangana



**BUSINESS SECTOR** LOGISTICS AND TRANSPORTATION

### COMPANY PROFILE

FedEx Corp. (NYSE: FDX) provides customers and businesses worldwide with a broad portfolio of transportation, e-commerce and business services. With annual revenue of \$88 billion, the company offers integrated business solutions through operating companies competing collectively, operating collaboratively and innovating digitally as one FedEx. Consistently ranked among the world's most admired and trusted employers, FedEx inspires its more than 500,000 employees 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 responsibly 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.

## FULBRIGHT FOUNDATION

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Fax: +30 210 722 6510  
E-mail: [info@fulbright.gr](mailto:info@fulbright.gr)  
Website: [www.fulbright.gr](http://www.fulbright.gr)  
Contact Person: Artemis A. Zenetou, Executive Director



**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. Fulbright Greece awards scholarships to Greek and U.S. students, scholars, teachers, artists and professionals of all backgrounds to study, teach and conduct research helping to build mutual understanding and find solutions to critical international concerns. It also serves as the official center of information about studying in the United States and provides information on studies in Greece. Since its inception in 1948,

Fulbright Greece has awarded more than 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

8-10 Sorou St., 15125 Maroussi, Attica  
Telephone: +30 210 893 0600  
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Contact form: [www.gehealthcare.gr/about/contact-us](http://www.gehealthcare.gr/about/contact-us)  
Website: [www.gehealthcare.gr](http://www.gehealthcare.gr)  
Contact Person: Aggeliki Vrontou



**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 Zodl, VP & Chief Financial Officer

## GENESIS PHARMA

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Fax: +30 210 689 6906  
E-mail: info@genesishpharma.gr  
Website: www.genesishpharma.com  
Contact Person: Kyriakos Berberian General Manager Greece, Cyprus & Malta;  
Zefi Vostitsanou Director Value & Access /RA & PhV



### BUSINESS SECTOR PHARMACEUTICAL INDUSTRY

#### COMPANY PROFILE

The Greek pharmaceutical company that invests in global innovation for almost three 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 pharma-

ceutical 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. Its portfolio also includes products in the therapeutic areas of rheumatology, dermatology, nephrology, gastroenterology, and cardiology.

Genesis Pharma is one of the most awarded companies in the country for its commitment to sustainable development and good working environment.

## GILEAD SCIENCES HELLAS

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Telephone: +30 210 893 0100  
Fax: +30 210 961 8260  
E-mail: greece\_info@gilead.com  
Website: www.gilead.gr  
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 delivers innovative therapeutics for people with life-threatening diseases.

At Gilead, we set and achieve bold ambitions in our fight against the world's most devastating diseases. We are driven by our purpose of making the world a healthier place for all people. That means delivering innovative therapies that offer new hope for patients.

Our ambitions have led us to a cure for Hepatitis C and to transforming the treatment and prevention of HIV. Our innovation is helping people with diseases and conditions that include cancer, viral hepatitis, HIV and COVID-19.

By investing in world-class science, driving access to our medicines, addressing societal barriers to care, and building a culture where our employees can make a real impact, we will continue to confront the biggest public health challenges of our day for the benefit of generations to come.

Gilead is a global company of over 18,000 employees with 28 currently marketed therapies. Gilead entered the Greek market in 2001, currently delivering innovative medicines to treat HIV, Hepatitis B, D and C, hematology/oncology, COVID-19, and invasive systemic fungal infections as well as cystic fibrosis. Today, Gilead Sciences Hellas occupies 52 people focusing on medical, regulatory, and commercial activities.

## GRAND HYATT ATHENS

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Telephone: +30 214 402 1234  
E-mail: margarita.machaira@hyatt.com  
Website: www.hyatt.com/grand-hyatt/athgh-grand-hyatt-athens  
Contact Person: Margarita Machaira



**BUSINESS SECTOR** HOSPITALITY

### COMPANY PROFILE

With its spectacular views of the Acropolis and the Saronic Gulf and a multitude of deluxe comforts and services, the Grand Hyatt Athens is the optimal 5-star hotel in Athens, Greece near the Acropolis for both business and cosmopolitan travelers spending time in Greece's capital city. Well

located on the prominent Syngrou Avenue, in the beginning of the Athenian Riviera, Grand Hyatt Athens is easily accessible to the city's vibrant historical center and all its top attractions. It's also walking distance to many of the area's trendy new shops and cafes.

## HELLENIC ELECTRICITY DISTRIBUTION NETWORK OPERATOR (HEDNO) S.A.

20 Perraiou & 5 Kallirrois St., 11743 Athens, Attica  
Telephone: 800 400 4000  
E-mail: infodeddied@deddie.gr  
Website: www.deddie.gr  
Contact Person: Marina Louzidou



**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. Today, 51% of the Company's share capital is owned by PPC S.A. and 49% by Macquarie Asset Management.

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 circumference - 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 development 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.

## HOTEL GRANDE BRETAGNE

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 Fax: +30 210 322 8034  
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ALWAYS  
GRAND

### BUSINESS SECTOR HOTEL

#### COMPANY PROFILE

Since its inception in 1874, Hotel Grande Bretagne, a Luxury Collection Hotel, has been a proud ambassador of Greek hospitality. As one of the few hotels worldwide with 150 years of uninterrupted service, it has earned a venerable position in city society, while its reputation as the genial host to heads of state, royalty and world-renowned figures remains unchanged over time.

Located in the heart of Athens the hotel enjoys the ideal location in the city center. Approximately 16 miles from the airport and within walking distance from national treasures such as the landmark of Acropolis, as well as exclusive shopping areas and museums, the hotel is the ultimate choice for refined

business meetings and lavish social events.

Elegantly appointed and entirely individual, Hotel Grande Bretagne with 259 guestrooms and 61 suites provides distinguished living and captivating views across Acropolis Hill and Syntagma Square.

Featuring over 1,100 m2. of exquisite function space, the hotel offers the Grand Ballroom, Golden Room, Royal Room, Athenian Hall and smaller meeting rooms.

Guests can indulge themselves within the awarded GB Spa and experience the utmost dining service within the GB Roof Garden Restaurant, the Winter Garden, the Alexander's Bar or the Alexander's Cigar Lounge.

## ICAP CRIF S.A.

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 E-mail: pr@icapcrif.com, icapcrif@icapcrif.com  
 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 60 years of successful presence in Greece, Romania, Bulgaria, Cyprus, is the market leader in credit risk and business information solutions in SE Europe. As of December 2021, ICAP CRIF is a wholly owned company of CRIF. It is an important regional hub within CRIF Group and operates as a single entity under one common management team.

It provides innovative solutions which are grouped into five categories: business information and credit risk solutions, credit rating agency services, marketing and sales solutions, technology solutions and advanced analytics and consulting, and analytics and technologies.

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.

**About CRIF** With 6,400+ professionals in 37 countries on four continents and €714 million total revenues, in 2022, CRIF is a global company, specializing in credit and 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, 90,000 businesses, and 1,000,000 consumers.

## JANSSEN-CILAG PHARMACEUTICALS S.A.C.I

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Website: [www.janssen.com/greece](http://www.janssen.com/greece)  
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 and metabolism, immunology, infectious diseases and 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 health-care'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 IN GREECE

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**BUSINESS SECTOR** AUDIT, TAX, ADVISORY & LEGAL SERVICES

### COMPANY PROFILE

#### KPMG in Greece

Operating in Greece for more than 50 years KPMG offers through four 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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 Contact Person: Dimitris Kremalis



**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. Prof em. K. Kremalis is being continuously recognized as local expert in the areas of employment and labor law in Greece.
- Who's Who Legal has highly appraised the expertise of Kremalis in the areas of labor, 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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 Website: [machas-partners.com](http://machas-partners.com)  
 Contact Person: Lydia Desypri, Communications & Marketing Director



**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, IMMIGRATION, PRIVATE CLIENTS

### 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, commer-

cial 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 servicing the needs of HNWIs.

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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Website: [www.mandoulides.edu.gr](http://www.mandoulides.edu.gr)  
Contact Person: Dimitrios Mantoulidis, Vice President



### BUSINESS SECTOR EDUCATION

#### COMPANY PROFILE

The 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 is 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 center 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

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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 the world's leading insurance broker and risk advisor. With over 45,000 colleagues operating in 130 countries, Marsh serves commercial and individual clients with data-driven risk solutions and advisory services. 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. The company's 85,000 colleagues advise clients in more than 130 countries. With annual revenue of \$23 billion, through its market-leading companies Marsh McLennan helps 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 76 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.

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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 has been active in the medicines market for over 35 years (since 1974), with constant and successful presence of its pharmaceutical patent medicines in the Greek and the foreign market. The company's Production, Research and Development, Finance, Legal, Commerce, and Storage departments are accommodated in the company owned building of 8,000 m<sup>2</sup> in a site of 20,000 m<sup>2</sup>.

Over 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.

Greece's National Organization for Medicines has pro-

vided Medichrom with a license for 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 international standards of (GMP). The National Organization for Medicines regularly checks all the production units, the quality control department and storage units according to 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 abroad.

## MOTOR OIL (HELLAS)

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### BUSINESS SECTOR ENERGY

#### COMPANY PROFILE

Motor Oil Group is a leader in the energy sector for more than 50 years - in Greece and in the wider Eastern Mediterranean region. It supports the economy with exports to over 75 countries, thousands of employees, and continuous new investments. The Group's Refinery located in Ag. Theodoroi in Corinth is the largest purely private industrial complex in Greece and is considered one of the most modern refineries in Europe with a complexity index of 12.61 (Nelson Complexity Index). Motor Oil has a significant presence in trade due to the liquid fuel retail networks of its subsidiaries AVIN OIL and Coral (Shell Licensee). In the lubricants sector, the Group is represented by its subsidiary,

LPC S.A. The Group enjoys a presence in the liquefied gas sector through Coral Gas S.A. Additionally, the Group has a presence in the power market through its subsidiary NRG Trading House Energy S.A. The Group continues to invest in E-mobility via incharge, developing strategic partnerships and continuously equipping its gas stations with charging points. The subsidiary MORE is growing dynamically. It is noted that MORE will have a portfolio of projects in various stages of development with a capacity of more than 2.2 GW. In the context of energy transition, Motor Oil Group is constantly investing in circular economy and renewable and alternative fuels.

## MSD

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### BUSINESS SECTOR PHARMACEUTICAL

#### COMPANY PROFILE

##### MSD

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. We foster a diverse and inclusive global workforce and operate responsibly every day to enable a safe, sustainable and healthy future for all people and communities.

##### MSD in Greece

Since 2010, MSD has been steadfastly pursuing its vision in Greece: to save and improve people's lives by offering treatments in the fields of oncology, vaccines, infectious diseases, diabetes, and cardiology that cover the needs across lifespan. At the same time, it ensures that its activity has a positive impact on society, implementing actions that contribute to a sustainable Greece and developing partnerships that invest in the country's productivity and development.

Today, MSD boasts a workforce of over 200 dedicated employees, providing an exceptional work environment that is certified as a Great Place to Work.

## NAVIOS MARITIME PARTNERS L.P.

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Website: 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 176 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 and product tankers with an average age of 9.7 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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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 NE European region. 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, 220.000 of covered logistics facilities, a turnover of more than 140 million euro and planned investments for more logistics facilities within the next 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.

## PRATT & WHITNEY

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**BUSINESS SECTOR** COMMERCIAL ENGINES, MILITARY ENGINES, BUSINESS AVIATION, GENERAL AVIATION, REGIONAL AVIATION, AND HELICOPTER AVIATION

### COMPANY PROFILE

Pratt & Whitney, an RTX 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 Stratofortress, 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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Website: www.pyramisgroup.com  
Contact Person: Elena Mathiou Rose



**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 200,000m<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. Within its plan for growth Pyramis introduced in the newly acquired production facility at Oinofyta in 2022 the manufacturing line of 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 environment. Today, Pyramis delivers to 82 countries around the world products in quality and design, incorporating the highest functionality standards.

## ROCHE HELLAS

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**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 endeavour 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 fifteenth 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.

## HELLENIC HYPERMARKETS SKLAVENITIS S.A.

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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:

- 454 stores in Greece and 18 stores in Cyprus
- 7 distribution centers
- 4 eMarket distribution centers
- 7 production centers (ready meals, bakery and pastry, ice cream, processing and packaging center for nuts, dry fruit and spices)

Additionally, Sklavenitis Group operates:

- 40 Chalkiadakis stores in Crete
  - 13 The Mart wholesale stores in 9 large Greek cities
- Approximately 36,770 Employees serve on average 663,000 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.  
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Website: [www.american-club.com](http://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.

## THEON SENSORS S.A.

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Website: www.theon.com  
Contact Person: Elli Michou



**BUSINESS SECTOR** AEROSPACE, SECURITY, DEFENSE, HIGH TECHNOLOGY

### COMPANY PROFILE

Theon Group develops and manufactures cutting-edge night vision, thermal imaging and electro-optical ISR systems for military and security applications in Europe with a global footprint.

The Group excels in designing and manufacturing cutting-edge devices across both man-portable and platform-based systems. Its solutions allow the visualization of images in low light or obscure conditions and meets the standards of the most demanding armed forces.

Theon Group was founded in 1997 and has since become one of the most prominent players in the market. The

Group has offices in Nicosia, Athens, Kempen, Arlington, Abu Dhabi, Dubai, Zug, Copenhagen and Singapore, coupled with manufacturing facilities in Athens, Wetzlar, and Plymouth.

Theon Group employs more than 300 people globally, whereas its exports extend to 68 countries, 24 of which belong to NATO. As of 2023 the Group has manufactured and sold more than 150.000 systems globally.

The Group has recently been listed on the Euronext Amsterdam market.

www.theon.com

## UNISON FACILITY & HUMAN SOLUTIONS

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Website: www.unison.gr  
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**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 services, hard services and renovations, energy and 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).

With more than 2,200 dedicated employees nationwide, UNISON covers the needs and requirements of each or-

ganization with integrated service systems (integrated facility management), 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 SA

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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, CCTV and 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 banking 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, etc. Zafiroopoulos 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 ELOT, ISO 9001:2015, ISO 27001:2013, ISO 45001: 2018, ISO 14001: 2015, ISO 37001:2016, ISO 22301:2019 standards, as stipulated by the inspection and certification organization TUV HELLAS.

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. Αλλάξαμε 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.



American-Hellenic  
Chamber of Commerce

AmCham.gr

# 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.

### **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.

NEPA ECONOMIC CONSULTING S.A.

PwC

RSM GREECE BUSINESS ADVISORS LTD.

SOL CROWE

THESIS BUSINESS CONSULTANTS S.A.

TMF GROUP HELLAS LTD.

### **ADVERTISING AGENCIES**

JETDROPS P.C.

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-

MITSIOLIDIS S.A.

G. HIGAS S.A.

KATSAROS E. S.A.

KOUMITZIS S.A.

PANTELIS PAPADOPOULOS S.A.

### **AGRICULTURAL PRODUCTS**

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.

METALOUMIN S.A.

### **ARCHITECTS ENGINEERS PROJECT MANAGERS**

A&M ARCHITECTS S.A.

### **ARCHITECTURAL ENGINEERING**

A+E PROKAKI LTD.

ASPROFOS ENGINEERING S.A.

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.

BFF BANK S.P.A. - Greek Branch

CITIBANK EUROPE PLC. - Greece Branch

DEUTSCHE BANK AG

EUROBANK S.A.

HELLENIC DEVELOPMENT BANK S.A. (HDB)

NATIONAL BANK OF GREECE S.A.

PANCRETA BANK S.A.

PIRAEUS BANK S.A.

### **BEVERAGES**

ATLANTA S.A.

COCA-COLA HELLENIC BOTTLING COMPANY S.A.

GREEN COLA HELLAS S.A.

LACONIC GARDENS S.A.

# CLASSIFIED LIST OF MEMBERS BY SECTOR

## BIOINFORMATICS COMPANY

DNASequance SRL HELLAS

## BREWERY

ATHENIAN BREWERY S.A.

MACEDONIAN THRACE BREWERY S.A.  
"VERGINA"

## BUSINESS & TECHNOLOGY SERVICES, SOFTWARE, SYSTEMS HARDWARE

ACCENTURE SINGLE MEMBER S.A.

IBM HELLAS S.A.

IGeTECH - I. PALASKA - G.  
KARAOGLANIDIS G.P.

INDEAVOR

INTELLIGENT AUTOMATION CONTROL  
SYSTEM S.A.

INTRACOM TELECOM (INTRACOM  
SINGLE MEMBER S.A. TELECOM  
SOLUTIONS)

UBER HELLAS

## BUSINESS SERVICES & CONSULTANTS

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.

EFFECTUS

ERNST & YOUNG (HELLAS) CERTIFIED  
AUDITORS S.A.

"ETHOS LAB" CENTRE FOR  
GOVERNANCE AND SUSTAINABILITY  
STUDIES P.C.

EUROPEAN FINANCE & AEROSPACE  
VENTURES S.A.

FORESIGHT Strategy &  
Communications

GARGIULO + PARTNERS, INC.

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.

KPMG CERTIFIED AUDITORS A.E.

LINKAGE GREECE

NEW AGRICULTURE NEW  
GENERATION NON-PROFIT CIVIL LAW  
COMPANY

NM ASSET MANAGEMENT ADVISORS

OGILVY

PARAGON ADVISORS IKE

PEDERSEN & PARTNERS

PITCH S.A

PLUG AND PLAY AUSTRIA GmbH.

PwC

RIDGE GLOBAL EUROPE SARL

RSM GREECE BUSINESS ADVISORS  
LTD.

S & S CONSULTING LTD.

2TmX ADVISORS

THESIS BUSINESS CONSULTANTS S.A.

V+O COMMUNICATIONS

VELTIO GREECE MEPE

VERTICAL SOLUTIONS S.A.

VK PREMIUM BUSINESS GROWTH  
CONSULTANTS

WEBHELP HELLAS MEPE (Part of the  
Concentrix Group of Companies)

YOUR DIRECTORS CLUB IKE

## C

### C4I SYSTEMS

INTRACOM DEFENSE 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.

LINDE HELLAS SP LIMITED

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.

AWAPAI LTD. (Eventora)

CHUBB BUSINESS SERVICES EMEA

CISCO SYSTEMS HELLAS S.A.

DELL COMPUTER S.A.

HELIC ANSYS HELLAS SINGLE  
MEMBER S.A.

INTRACOM TELECOM (INTRACOM  
SINGLE MEMBER S.A. TELECOM  
SOLUTIONS)

INTRALOT S.A. -INTEGRATED LOTTERY  
SYSTEMS AND SERVICES

KYNDRYL HELLAS SINGLE MEMBER  
S.A.

LOGISMOS-INFORMATION SYSTEMS  
S.A.

# CLASSIFIED LIST OF MEMBERS BY SECTOR

MICROSOFT HELLAS S.A.  
NCR (HELLAS) SINGLE MEMBER S.A.  
ONEX S.A.  
OPENBET HELLAS S.A. (SGDIGITAL)  
ORACLE HELLAS SMLLC  
PRINTEC S.A.  
QUEST HOLDINGS S.A.  
SAP HELLAS SINGLE MEMBER S.A.  
SCYTALYS S.A.

## **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) SINGLE MEMBER S.A.  
PAPAKOSMAS DATATECHNIKA LTD.  
PLAISIO COMPUTERS S.A.  
XEROX HELLAS A.E.E.

## **CONSTRUCTION COMPANIES**

GRECOMAR MONOPROSOPI IKE  
JACOBS ENGINEERING GROUP INC.  
NOVA CONSTRUCTIONS S.A.  
ONEX S.A.  
P.A.P. CORP. S.A.  
TERNA S.A.  
TSONTOS M. MICHAEL S.A.  
VITRUVIUS ATHENS REAL ESTATE

## **CONSTRUCTION EQUIPMENT & MATERIALS**

DOUCAKIS A. TH. LTD.  
KLEEMANN HELLAS S.A.  
3M HELLAS MEPE  
PANTELIS PAPADOPOULOS S.A.  
TITAN CEMENT COMPANY S.A.

## **CONSULTING ENGINEERING**

GEORGIOS DIM. PANOPOULOS  
SOCIETE ANONYME - SAFETY  
ENGINEERS AND CONSULTANTS  
SAMARAS & ASSOCIATES S.A. -  
CONSULTING ENGINEERING

## **CONSUMER GOODS**

JOHNSON & JOHNSON CONSUMER  
S.A.  
3M HELLAS MEPE  
NIKE RETAIL BV GREEK BRANCH  
PROCTER & GAMBLE HELLAS M.E.P.E.

## **COSMETICS**

APIVITA S.A.  
ESTEE LAUDER HELLAS S.A.  
INTELLIGENT PHARMACEUTICAL  
SOLUTIONS S.A. - IPHARMA S.A.  
JOHNSON & JOHNSON MEDICAL  
GREECE  
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.  
TIRESIAS BANK INFORMATION  
SYSTEMS S.A.

## **DEFENSE**

AMS AERO (AEROSPACE  
MANAGEMENT AND SUPPORT PCC)  
AVIATION PROCUREMENT SYSTEMS  
BAE SYSTEMS

## **DEFENSE EQUIPMENT**

DOUCAKIS A. TH. LTD.  
DRONE SOLUTIONS S.A.  
INTRACOM DEFENSE S.A.  
MYTILINEOS HOLDINGS S.A.  
ONEX S.A.  
SCYTALYS S.A.  
SIELMAN S.A.  
THEON SENSORS S.A.

## **E**

## **ELECTRICAL & ELECTRONIC APPLICATIONS**

DRONE SOLUTIONS S.A.  
KAVOURAS P. & CO. LTD.

## **ELECTRONICS**

INTRACOM DEFENSE S.A.  
INTRALOT S.A. -INTEGRATED LOTTERY  
SYSTEMS AND SERVICES  
3M HELLAS MEPE  
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.

# CLASSIFIED LIST OF MEMBERS BY SECTOR

ONEX S.A.  
SIREC ENERGY CAPITAL PARTNERS  
S.A.  
SUNLIGHT GROUP ENERGY STORAGE  
SYSTEMS

## **ENERGY SYSTEMS**

DAMCO ENERGY S.A.  
ENERTA COMMERCIAL & SERVICE  
SUPPLY SOCIETE ANONYME  
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.  
PRINCIPIA  
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  
IGeTECH - I. PALASKA - G.  
KARAOGLANIDIS G.P.  
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. CHRYSSEAFIDIS S.A.

MATRIX PACK S.A.

PANTELIS PAPADOPOULOS S.A.

PYRAMIS METALLOURGIA A.E.

VARELAS S.A. CHEMICALS AND  
DIAGNOSTICS

## **F**

## **FINANCIAL ELECTRONIC PAYMENTS**

OKTO

QUEST HOLDINGS S.A.

## **FINANCIAL SERVICES / PAYMENT INSTITUTION**

WESTERN UNION – WORLDBRIDGE  
PAYMENT INSTITUTION S.A.

## **FINANCIAL SERVICES/BANKING ACTIVITIES**

CAPITAL LINK HELLAS LTD.

CEPAL HELLAS FINANCIAL SERVICES  
S.A.

CITIBANK EUROPE PLC. - Greece  
Branch

MASTERCARD EUROPE GREECE  
SINGLE MEMBER S.A.

PwC

VISA EUROPE GREECE LLC

ZEPHYROS PARTNERS S.A.

## **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.

CONDITO S.A.

EURIMAC - EUROPEAN PASTA  
COMPANY S.A.

EUROFOOD QUALITY S.A.

FOODWEALTH LTD.

GENERAL MILLS HELLAS S.A.

HATZISOTIRIOU ATHANASIOS S.A.

HERBALIFE GREECE

INTELLIGENT PHARMACEUTICAL  
SOLUTIONS S.A. - IPHARMA S.A.

ION S.A. COCOA & CHOCOLATE  
MANUFACTURERS

JACOBS DOUWE EGBERTS

KARAGIORGOS N. BROS S.A.

# CLASSIFIED LIST OF MEMBERS BY SECTOR

KARAMOLEGOS BAKERY S.A.  
MEDBEST S.A.  
MELISSA KIKIZAS ABEE  
MONDELEZ HELLAS S.A.  
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.  
VENUS GROWERS

## FOUNDATION

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FULBRIGHT FOUNDATION IN GREECE  
(THE)

## FREIGHT FORWARDERS

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CELEBRITY INTERNATIONAL MOVERS  
S.A.  
GOLDEN CARGO S.A.  
HARLAS INTERNATIONAL  
TRANSPORT S.A.  
ILT LOGISTICS S.A.  
MARINAIR CARGO SERVICES  
INTERNATIONAL TRANSPORTS LTD.  
ORPHEE BEINOGLLOU INTERNATIONAL  
FORWARDERS S.A.  
PHOENIX ECTS LIMITED

## FURNITURE

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VARANGIS FURNITURE & INTERIORS  
A.E.

## G

### GAS SUPPLY COMPANIES

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DEPA COMMERCIAL S.A.

### GENERAL TRADE

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DEAS S.A.  
DOUCAKIS A. TH. LTD.  
EKA HELLAS  
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

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KAVOURAS P. & CO. LTD.  
TERRA SPATIUM S.A.

### GRAPHIC ARTS

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CREATIVE CODE

## H

### HEALTH CARE PRODUCTS & SERVICES

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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

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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

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3M HELLAS MEPE

### HOTELS

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ASTIR PALACE VOULIAGMENIS S.A.  
ATHENAEUM INTERCONTINENTAL  
ATHENS  
BEST WESTERN HOTELS GREECE-  
UNITED INDEPENDENT HOTEL  
SERVICES LTD.  
DTL KASTRI IKE  
ELECTRA HOTELS & RESORTS  
ELOUNDA S.A.  
GRAND HOTEL PALACE O.E.

GRAND HYATT ATHENS  
IONIAN HOTEL ENTERPRISES S.A.  
LAMPASA HELLENIC HOTELS S.A.  
(HOTEL GRANDE BRETAGNE)  
MAKEDONIA PALACE HOTEL  
NEW ERA PC  
NJV ATHENS PLAZA  
ONE&ONLY AESTHESIS  
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  
YHE HOTEL ESTABLISHMENT IKE  
"ACADEMIAS HOTEL"  
ZEUS INTERNATIONAL CITY SEASONS  
HOTELS S.A.

### HOTELS / HOTEL CHAIN

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CHANDRIS HOTELS (HELLAS) SA

### HOUSEHOLD APPLIANCES & HOUSEWARES

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PYRAMIS METALLOURGIA A.E.  
WHIRLPOOL HELLAS S.A.

### HUMAN RESOURCES SOLUTIONS

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ACTION LINE M.E.P.E.  
DELOITTE BUSINESS SOLUTIONS S.A.  
KARIERA S.A.  
N2GROWTH  
PEOPLECERT HELLAS S.A.

### HYBRID ELECTRIC POWER SYSTEMS

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INTRACOM DEFENSE S.A.

### HYBRID SYSTEMS

---

EUNICE WIND S.A.

# CLASSIFIED LIST OF MEMBERS BY SECTOR

## I

### ICT INTEGRATOR

INTRACOM TELECOM (INTRACOM SINGLE MEMBER S.A. TELECOM SOLUTIONS)

### IMPORT FIRMS

DRONE SOLUTIONS S.A.

EUROFOOD QUALITY S.A.

J.T. INTERNATIONAL HELLAS AEBE

M.G. CHRYSSEAFIDIS S.A.

M.S. JACOVIDES HELLAS S.A.

PANTELIS PADOPOULOS S.A.

VARELAS S.A. CHEMICALS AND DIAGNOSTICS

### INDUSTRIAL MACHINERY & TOOLS

AIR INDUSTRIAL

3M HELLAS MEPE

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

### 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

NETCOMPANY-INTRASOFT 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

LAGADIANOS IATRIDIS CATSAMBAS 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

N&A LAW FIRM

PAPAPANAGIOTOU ARCHONTOULA & ASSOCIATES

PAPAPETROS, PAPANGELIS, TATAGIA & PARTNERS LAW FIRM

PAX LAW FIRM (P. TSIGKAS - X. MELIDOU 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.

THIRD PARTY LOGISTICS P.C.

## M

### M&A TRANSACTIONS

BDO CERTIFIED PUBLIC ACCOUNTANTS S.A.

## I-M

# CLASSIFIED LIST OF MEMBERS BY SECTOR

## **MACHINERY AND COMPONENTS**

KOUIMTZIS S.A.

## **MACHINERY, TEXTILES**

PETSIAVAS S.A.

## **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

## **MEDIA**

PAPALIOS MEDIA GROUP IKE - DIRECTION BUSINESS NETWORK

## **MEDICAL SERVICES/HOSPITALS**

ALPHA PROLIPSIS EPE

ATHENS MEDICAL GROUP - G. APOSTOLOPOULOS HOLDINGS S.A.

EUROCLINIC OF ATHENS S.A.

## **MEDICAL TECHNOLOGY**

ALCON LABORATORIES HELLAS- Single Member S.A.C.I.

GKARDIA MEDICAL DEVICES PC

MEDI MARK RESEARCH S.A.

MICREL MEDICAL DEVICES S.A.

## **MEDICAL/SURGICAL EQUIPMENT & SUPPLIES**

ABBOTT LABORATORIES (HELLAS) S.A.

ABBOTT MEDICAL HELLAS LTD.

BECTON DICKINSON HELLAS S.A.

BOSTON SCIENTIFIC HELLAS S.A.

EDWARDS LIFESCIENCES HELLAS LTD.

GE HEALTHCARE

JOHNSON & JOHNSON MEDICAL GREECE

KALTEQ S.A.

KARABINIS MEDICAL S.A.

3M HELLAS MEPE

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. CHEMICALS AND DIAGNOSTICS

## **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.

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**

### **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 (SFEE)

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

# CLASSIFIED LIST OF MEMBERS BY SECTOR

LPC S.A.  
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 SA  
FARAN A.B.E.E.  
FARMELLAS ENTERPRISES LIMITED  
GALENICA S.A.  
GENESIS PHARMA S.A.  
GILEAD SCIENCES HELLAS  
GLAXOSMITHKLINE  
JANSSEN-CILAG PHARMACEUTICAL  
S.A.C.I.  
JOHNSON & JOHNSON CONSUMER  
S.A.  
MEDI MARK RESEARCH S.A.  
MERCK A.E.  
MSD S.A. (MERCK SHARP & DOHME  
PHARMACEUTICAL, INDUSTRIAL &  
COMMERCIAL)  
NOVARTIS HELLAS SACI  
PEIFASYN  
PETSIAVAS S.A.  
PFIZER HELLAS S.A.  
PHARMASERVE-LILLY SACI  
PHARMATHEN S.A.  
PROCTER & GAMBLE HELLAS M.E.P.E.  
PROTASIS PHARMACEUTICAL EPE  
ROCHE HELLAS  
SANOFI - AVENTIS SINGLE MEMBER  
A.E.B.E.  
SYFAK SYN PE

TAKEDA HELLAS S.A.  
UCB S.A.  
VIANEX S.A.  
VIATRIS  
VNET MARKETING LIMITED  
ZOETIS HELLAS S.A.

## **PLASTIC PRODUCTS**

HATZIKOSMAS & SIA O.E.

## **PRINTING SOLUTIONS**

LINO S.A.

## **PROFESSIONAL SERVICES (CONSULTING)**

ACCENTURE SINGLE MEMBER S.A.

## **PUBLICATIONS**

GLOBAL SUSTAIN S.A.  
PAPALIOS MEDIA GROUP IKE -  
DIRECTION BUSINESS NETWORK

## **PUMPS AND PIPES**

CORINTH PIPEWORKS S.A.

## **R**

## **RAW MATERIALS**

DOUCAKIS A. TH. LTD.  
HELTRA S.A. "HELLENIC CHEMICAL  
TRADING S.A."  
PETSIAVAS S.A.

## **READY MADE CLOTHES**

BROOKS BROTHERS - LT APPAREL SA  
PETSIAVAS S.A.

## **REAL ESTATE AGENTS & DEVELOPMENT**

ACROPOLE CHARAGIONIS S.A.  
DIMAND S.A.  
ENGEL & VÖLKERS GREECE  
GRECOMAR MONOPROSOPHI IKE  
GREECE ONE REALTY SINGLE  
MEMBER S.A.

METRO ONE REAL ESTATE GROUP E.E.  
NOVA CONSTRUCTIONS S.A.  
VITRUVIUS ATHENS REAL ESTATE

## **REAL ESTATE INVESTMENT COMPANY**

TRASTOR REIC

## **REFRIGERATION MACHINERY**

AHI-CARRIER S.E.E. AIRCONDITIONING  
SINGLE MEMBER S.A.

## **REPRESENTATIVE FIRMS**

AK AVIATION SUPPORT SERVICES L.P.  
DOUCAKIS A. TH. LTD.  
DRONE SOLUTIONS S.A.  
FORESIGHT Strategy &  
Communications  
PANTELIS PAPADOPOULOS S.A.

## **RESEARCH SERVICES**

GLOBAL SUSTAIN S.A.

## **RESTAURANTS**

KOBATSIARIS BROS S.A.  
SEMINOLE HARD ROCK HELLAS S.A.

## **ROBOTICS & IT TECHNOLOGY**

IKNOWHOW S.A.

## **S**

## **SCHOOLS & EDUCATIONAL SERVICES**

AMERICAN COLLEGE OF GREECE  
(THE)  
AMERICAN COMMUNITY SCHOOLS OF  
ATHENS  
AMERICAN FARM SCHOOL/  
THESSALONICA AGRICULTURAL &  
INDUSTRIAL INSTITUTE  
ANATOLIA COLLEGE  
CYA / DIKEMES  
FULBRIGHT FOUNDATION IN GREECE  
(THE)

# CLASSIFIED LIST OF MEMBERS BY SECTOR

HELLENIC AMERICAN EDUCATION CENTER

HELLENIC AMERICAN UNION

MANDOULIDES SCHOOLS

NEW YORK COLLEGE

PINEWOOD - THE AMERICAN INTERNATIONAL SCHOOL OF THESSALONIKI

WEBSTER UNIVERSITY, ATHENS [WEBSTER ATHENS COLLEGE]

## SECURITY

BAE SYSTEMS

## SECURITY SYSTEMS AND SERVICES

ADAPTIT S.A.

EUROPEAN FINANCE & AEROSPACE VENTURES S.A.

G4S RMS LTD.

ICTS HELLAS SECURITY SOLUTIONS

INTRACOM DEFENSE S.A.

NISOS KAT IKE (NISOS ADVISORS)

ONEX S.A.

PRINTEC S.A.

SPACE HELLAS S.A.

THEON SENSORS S.A.

ZARIFOPOULOS S.A.

## SERVICES

COCA-COLA HELLAS S.A.

GENERATION Y INTERNATIONAL E BUSINESS EXPERTS IKE

GLOBAL SUSTAIN S.A.

INTRALOT S.A. -INTEGRATED LOTTERY SYSTEMS AND SERVICES

OMILOS TRIDENT HELLAS

PwC

REDESTOS EFTHYMIADIS AGROTECHNOLOGY GROUP

TRIDENT TRUST COMPANY (CYPRUS) LIMITED

UNISON Facility & Human Solutions

## SHIPBUILDING

ONEX S.A.

## SHIPPING SERVICES

AMERICAN BUREAU OF SHIPPING

CHARTERWELL MARITIME S.A.

DANAOS SHIPPING CO. LTD

FEDEX EXPRESS GREECE SINGLE MEMBER LLC

FRANMAN LTD.

KATRADIS MARINE ROPES INDUSTRY S.A.

KATRADIS MARINE ROPES USA LLC

NAUTICAL CARRIERS INCORPORATED

PwC

SHIPOWNERS CLAIMS BUREAU HELLAS INC.

VISTA MARITIME AND LOGISTICS S.A.

## SOLAR ENERGY SYSTEMS

3M HELLAS MEPE

## STATIONERY

3M HELLAS MEPE

PLAISIO COMPUTERS S.A.

## STEEL WORKS

HELLENIC HALYVOURGIA

ONEX S.A.

## SUPER MARKETS

AB VASSILOPOULOS S.A.

METRO S.A.

SKLAVENITIS HELLENIC HYPERMARKETS S.A.

## SURVEILLANCE

INTRACOM DEFENSE S.A.

## T

## TACTICAL IP COMMUNICATIONS

INTRACOM DEFENSE S.A.

## TAX CONSULTING SERVICES

ATLAS CONSULTING IKE

BDO CERTIFIED PUBLIC ACCOUNTANTS S.A.

C & J GLOBAL CONSULTANTS LLC

DELOITTE

ERNST & YOUNG (HELLAS) CERTIFIED AUDITORS S.A.

KPMG CERTIFIED AUDITORS A.E.

NEPA ECONOMIC CONSULTING S.A.

PwC

STAVROPOULOS & PARTNERS LAW OFFICE

THESIS BUSINESS CONSULTANTS S.A.

ZEPHYROS PARTNERS S.A.

## TECHNICAL COMPANY

HILL INTERNATIONAL N.V. GREEK BRANCH

## TECHNOLOGY COMPANY

KEYBEE

## TELECOMMUNICATION EQUIPMENT & SERVICES

ADAPTIT S.A.

ADTRAN NETWORKS MEPE

CISCO SYSTEMS HELLAS S.A.

DRONE SOLUTIONS S.A.

INTRACOM TELECOM (INTRACOM SINGLE MEMBER S.A. TELECOM SOLUTIONS)

KAVOURAS P. & CO. LTD.

MORTEK TELECOMMUNICATIONS LTD.

MOTOROLA SOLUTIONS HELLAS S.A.

ONEX S.A.

PRINTEC S.A.

SCYTALYS S.A.

SPACE HELLAS S.A.

VODAFONE PANAFON S.A.

## TELECOMMUNICATION: BUSINESS MESSAGING

APIFON S.A.

## TOBACCO

BRITISH AMERICAN TOBACCO HELLAS S.A.

COOPERATIVE UNION OF THE TOBACCO GROWERS OF GREECE, SEKE S.A.

# CLASSIFIED LIST OF MEMBERS BY SECTOR

J.T. INTERNATIONAL HELLAS AEBE  
PAPASTRATOS CIGARETTES  
MANUFACTURING COMPANY S.A.

## **TOTAL SECURITY SERVICES PROVIDER**

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BRINK'S HELLAS

## **TOURISM SERVICES**

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ACTIVE CARS S.A.  
LET'S BOOK TRAVEL SINGLE MEMBER  
PRIVATE COMPANY  
WELCOME GLOBAL L.P.

## **TOYS**

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MATTEL AEBE

## **TRADING COMPANY**

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KAVOURAS P. & CO. LTD.  
VANOS S.A.

## **TRAINING**

---

WELCOME GLOBAL L.P.

## **TRANSFER PRICING**

---

THISIS BUSINESS CONSULTANTS S.A.

## **TRANSLATION SERVICES & INTERPRETERS**

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LEXICON TRANSLATIONS EE

## **TRANSPORTATION EQUIPMENT/ MOTOR VEHICLES**

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KOSMOCAR S.A.  
SARACAKIS BROTHERS S.A.  
STAR AUTOMOTIVE HELLAS SINGLE  
MEMBER S.A.  
THEOCARAKIS NIC. J. S.A.

## **TRAVEL AGENCIES**

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ANTAEUS TRAVEL & TOURISM LTD.  
KYVERNITIS TRAVEL S.A.  
LET'S BOOK TRAVEL SINGLE MEMBER  
PRIVATE COMPANY  
NAVIGATOR TRAVEL & TOURIST  
SERVICES LTD.

SIVA TRAVEL SERVICES  
SPECIAL TRIP

## **U**

### **UAV PILOT TRAINING CENTER**

---

DRONE SOLUTIONS S.A.

### **UNMANNED SYSTEMS**

---

INTRACOM DEFENSE S.A.

## **V**

### **VETERINARY PRODUCTS**

---

PFIZER HELLAS S.A.

### **VOUCHER SERVICES**

---

EDENRED

## **W**

### **WASTE MANAGEMENT COMPANIES**

---

HELLENIC HYDRO CONSTRUCTION  
S.A. dt HHC  
V GROUP

### **WEB DESIGN - DIGITAL MARKETING**

---

OX DESIGN  
SOUL CREATIVE AGENCY A.E.

### **WEB SERVICES**

---

AMAZON WEB SERVICES EMEA SARL

### **WINES & SPIRITS**

---

ALPHA ESTATE S.A.  
KTIMA GEROVASSILIOU S.A.

### **WOOD PRODUCTS**

---

AKRITAS S.A.

T-W

## 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



# List of Advertisers 2024

## A

AB VASSILOPOULOS S.A.	page 129
ABBVIE PHARMACEUTICALS S.A.	back cover
ACCOUNTING SOLUTIONS	cover gatefold
ACCOUNTING SOLUTIONS	page 49
ACS POSTAL SERVICES S.M.S.A.	page 166
AHI-CARRIER S.E.E. AIRCONDITIONING SINGLE MEMBER S.A.	page 73
ALCON LABORATORIES HELLAS- Single Member S.A.C.I.	page 101
AMERICAN COLLEGE OF GREECE (THE)	inside front cover
AMERICAN COMMUNITY SCHOOLS OF ATHENS (ACS ATHENS)	page 12
ANATOLIA COLLEGE	page 6

## B

BAUSCH & LOMB GREECE	page 79
BDO CERTIFIED PUBLIC ACCOUNTANTS S.A.	page 93
BOSTON CONSULTING GROUP (BCG) HELLAS S.A.	page 57

## C

CELEBRITY INTERNATIONAL MOVERS S.A.	page 82
C. PAPACOSTOPOULOS & ASSOCIATES (CPA LAW)	page 31

## D

DEMO S.A.	page 100
-----------	----------

## E

EKA HELLAS S.A.	page 21
EKA HELLAS S.A.	page 27
ENTERPRISE GREECE	page 178
EUROBANK ERGASIAS S.A.	page 139
EUROPEAN FINANCE & AEROSPACE VENTURES S.A.	page 125

## F

FEDEX EXPRESS GREECE SINGLE MEMBER LLC	page 75
FULBRIGHT FOUNDATION IN GREECE (THE)	page 107

## G

---

GE HEALTHCARE S.A. page 89

---

GENESIS PHARMA S.A. page 45

---

GILEAD SCIENCES HELLAS page 10

---

GRAND HYATT ATHENS page 41

---

## H

---

HELLENIC ELECTRICITY DISTRIBUTION  
NETWORK OPERATOR S.A. (HEDNO) page 69

---

HOTEL GRANDE BRETAGNE page 91

---

## I

---

ICAP CRIF A.E. page 131

---

## J

---

JANSSEN-CILAG PHARMACEUTICAL S.A.C.I. page 33

---

## K

---

KPMG CERTIFIED AUDITORS S.A. page 29

---

KREMALIS - LAW FIRM page 36

---

## M

---

MACHAS AND PARTNERS LAW FIRM page 71

---

MANDOULIDES SCHOOLS inside  
back cover

---

MARSH LLC INSURANCE BROKERS page 109

---

MEDICHROM S.A. page 35

---

MEDICHROM S.A. page 37

---

MEDICHROM S.A. page 38-39

---

MOTOR OIL (HELLAS)  
CORINTH REFINERIES S.A. page 16

---

MSD S.A.  
(MERCK SHARP & DOHME PHARMACEUTICAL,  
INDUSTRIAL & COMMERCIAL) page 14

---

## N

---

NAVIOS MARITIME PARTNERS L.P. page 77

---

## O

---

ORPHEE BEINOGLOU INTERNATIONAL  
FORWARDERS S.A. page 83

---

## P

---

PRATT & WHITNEY page 121

---

PYRAMIS METALLOURGIA S.A. page 19

---

## R

---

ROCHE HELLAS spine

---

ROCHE HELLAS page 4

---

## S

---

SKLAVENTIS HELLENIC HYPERMARKETS S.A. page 8

---

## T

---

THE AMERICAN P&I CLUB  
(SHIPOWNERS CLAIMS BUREAU HELLAS INC.) page 115

---

## U

---

UNISON Facility & Human Solutions SA,  
formerly ISS Facility Services SA page 2

---

## Z

---

ZARIFOPOULOS S.A. page 113

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# Οι αριθμοί μας ανεβάζουν ψηλά στην κορυφή

Τα Εκπαιδευτήρια έχουν τη φήμη του «σχολείου των μεγάλων διακρίσεων» και πράγματι, το όνομα των Εκπαιδευτηρίων συνοδεύει μαθητές/ριες που επάξια κατέκτησαν πανελλήνιες και διεθνείς διακρίσεις σε όλα τα γνωστικά αντικείμενα αλλά και στους τομείς του αθλητισμού και του πολιτισμού.

## ● ΔΙΕΘΝΕΙΣ ΚΑΙ ΠΑΝΕΛΛΗΝΙΕΣ ΔΙΑΚΡΙΣΕΙΣ

**15**

### ΟΛΥΜΠΙΟΝΙΚΕΣ

- 6 Μαθηματικά
- 5 Πληροφορική
- 2 Βιολογία
- 2 Αστρονομία

**6**

### ΟΜΑΔΕΣ ΠΑΓΚΟΣΜΙΩΝ ΠΡΩΤΑΘΛΗΤΩΝ

- 3 Καλαθοσφαίριση
- 1 F1 in Schools
- 1 First Lego League
- 1 Young Naturalists

**40**

### ΒΑΛΚΑΝΙΟΝΙΚΕΣ

- 28 Μαθηματικά
- 11 Πληροφορική
- 1 Φυσική

#### Μαθηματικά

1η Θέση - 2η Θέση - 3η Θέση

1996 - 2023

	Παγκόσμιο επίπεδο	Βαλκανικό επίπεδο	Πανελλήνιο επίπεδο
<b>Εκπαιδευτήρια Ε. Μαντουλίδη</b>	<b>6</b>	<b>28</b>	<b>120</b>
Ιδιωτικά Σχολεία Αθηνών	20	53	330
Ιδιωτικά Σχολεία Θεσσαλονίκης	0	10	60

Πηγή Παγκόσμιο: [www.imo-official.org](http://www.imo-official.org)  
Βαλκανικό: EME, [www.hms.gr](http://www.hms.gr)  
Πανελλήνιο: [www.hms.gr](http://www.hms.gr)

#### Πληροφορική

1η Θέση - 2η Θέση - 3η Θέση

1997 - 2023

	Παγκόσμιο επίπεδο	Βαλκανικό επίπεδο	Πανελλήνιο επίπεδο
<b>Εκπαιδευτήρια Ε. Μαντουλίδη</b>	<b>5</b>	<b>11</b>	<b>24</b>
Ιδιωτικά Σχολεία Αθηνών	6	10	17
Ιδιωτικά Σχολεία Θεσσαλονίκης	0	1	1

Πηγή Παγκόσμιο: <http://stats.ioinformatics.org/results/GRC>  
Βαλκανικό: [www.epy.gr](http://www.epy.gr)  
Πανελλήνιο: [www.pdp.gr](http://www.pdp.gr), [www.epy.gr](http://www.epy.gr)

#### Βιολογία

1η Θέση - 2η Θέση - 3η Θέση

2005 - 2023

	Παγκόσμιο επίπεδο	Πανελλήνιο επίπεδο
<b>Εκπαιδευτήρια Ε. Μαντουλίδη</b>	<b>2</b>	<b>5</b>
Ιδιωτικά Σχολεία Αθηνών	1	12
Ιδιωτικά Σχολεία Θεσσαλονίκης	0	1

Πηγή Παγκόσμιο: [www.ibo-info.org](http://www.ibo-info.org)  
Πανελλήνιο: [www.pdbio.pex.gr](http://www.pdbio.pex.gr)

#### Αστρονομία

1η Θέση - 2η Θέση - 3η Θέση

2012 - 2023

	Παγκόσμιο επίπεδο	Πανελλήνιο επίπεδο
<b>Εκπαιδευτήρια Ε. Μαντουλίδη</b>	<b>2</b>	<b>11</b>
Ιδιωτικά Σχολεία Αθηνών	2	5
Ιδιωτικά Σχολεία Θεσσαλονίκης	3	4

Πηγή Παγκόσμιο: [www.astronomos.gr](http://www.astronomos.gr)  
Πανελλήνιο: [www.astronomos.gr](http://www.astronomos.gr)

#### Καλαθοσφαίριση

1η Θέση - 2η Θέση - 3η Θέση

1996 - 2023

	Παγκόσμιο επίπεδο	Πανελλήνιο επίπεδο
<b>Εκπαιδευτήρια Ε. Μαντουλίδη</b>	<b>3</b>	<b>14</b>
Ιδιωτικά Σχολεία Αθηνών	1	11
Ιδιωτικά Σχολεία Θεσσαλονίκης	0	9

Πηγή Παγκόσμιο: [www.isfsports.org](http://www.isfsports.org)  
Πανελλήνιο: ΥΠΑΙΘ, Δ/ση Φυσικής Αγωγής

#### F1 in Schools

1η Θέση - 2η Θέση - 3η Θέση

2012 - 2023

	Παγκόσμιο επίπεδο	Πανελλήνιο επίπεδο
<b>Εκπαιδευτήρια Ε. Μαντουλίδη</b>	<b>1</b>	<b>2</b>
Ιδιωτικά Σχολεία Αθηνών	0	22
Ιδιωτικά Σχολεία Θεσσαλονίκης	0	7

Πηγή Παγκόσμιο: [www.f1inschools.com](http://www.f1inschools.com)  
Πανελλήνιο: [www.f1inschools.gr](http://www.f1inschools.gr)

Διακρίσεις μαθητών όλων των ιδιωτικών σχολείων Αθήνας και Θεσσαλονίκης κερδοσκοπικού ή μη χαρακτήρα, ξενόγλωσσων και ελληνικών.





# Ξεχωρίζουμε για τη δύναμη και το πάθος μας, για τη ζωή κάθε ανθρώπου.

Είμαστε η AbbVie, μία παγκόσμια βιοφαρμακευτική εταιρεία. Πιστεύουμε σε κάθε άνθρωπο, στις δυνάμεις, στα όνειρα, στο πάθος του να ζει αληθινά. Κάθε άνθρωπος αποτελεί για εμάς μία μοναδική, αληθινή ιστορία ζωής που μας εμπνέει να καταβάλουμε κάθε προσπάθεια, να υπερβαίνουμε τον εαυτό μας, να κάνουμε επιστημονικά άλματα για να ανακαλύπτουμε ασφαλείς και καινοτόμες θεραπευτικές λύσεις στην Ανοσολογία, στην Αιματολογία, στη Νευρολογία, στην Οφθαλμολογία, στην Αισθητική Ιατρική. Η αξία της ζωής είναι ο λόγος που αγωνιζόμαστε κάθε λεπτό για να συμβάλουμε ώστε να γίνουν πραγματικότητα τα όνειρα των ανθρώπων!