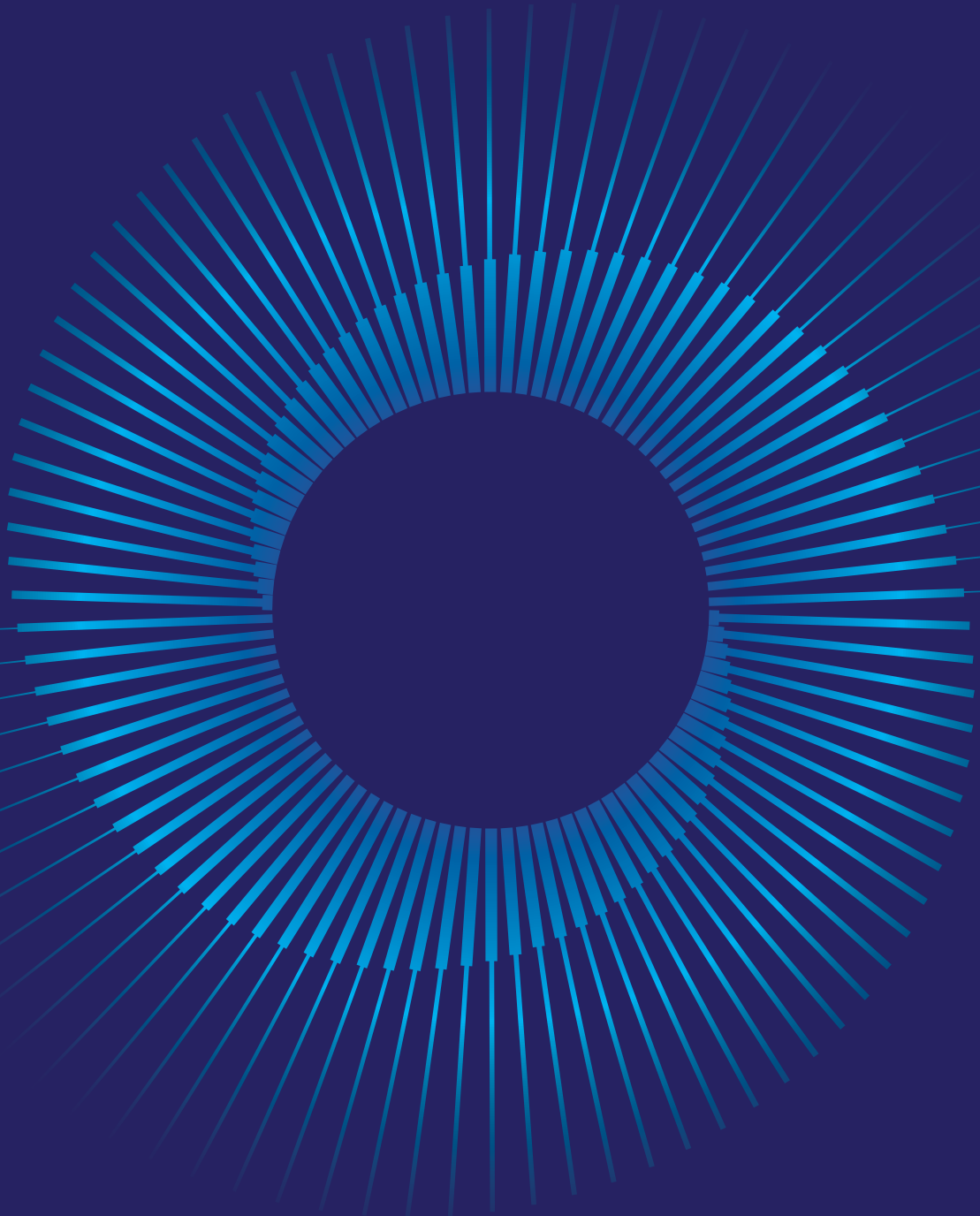


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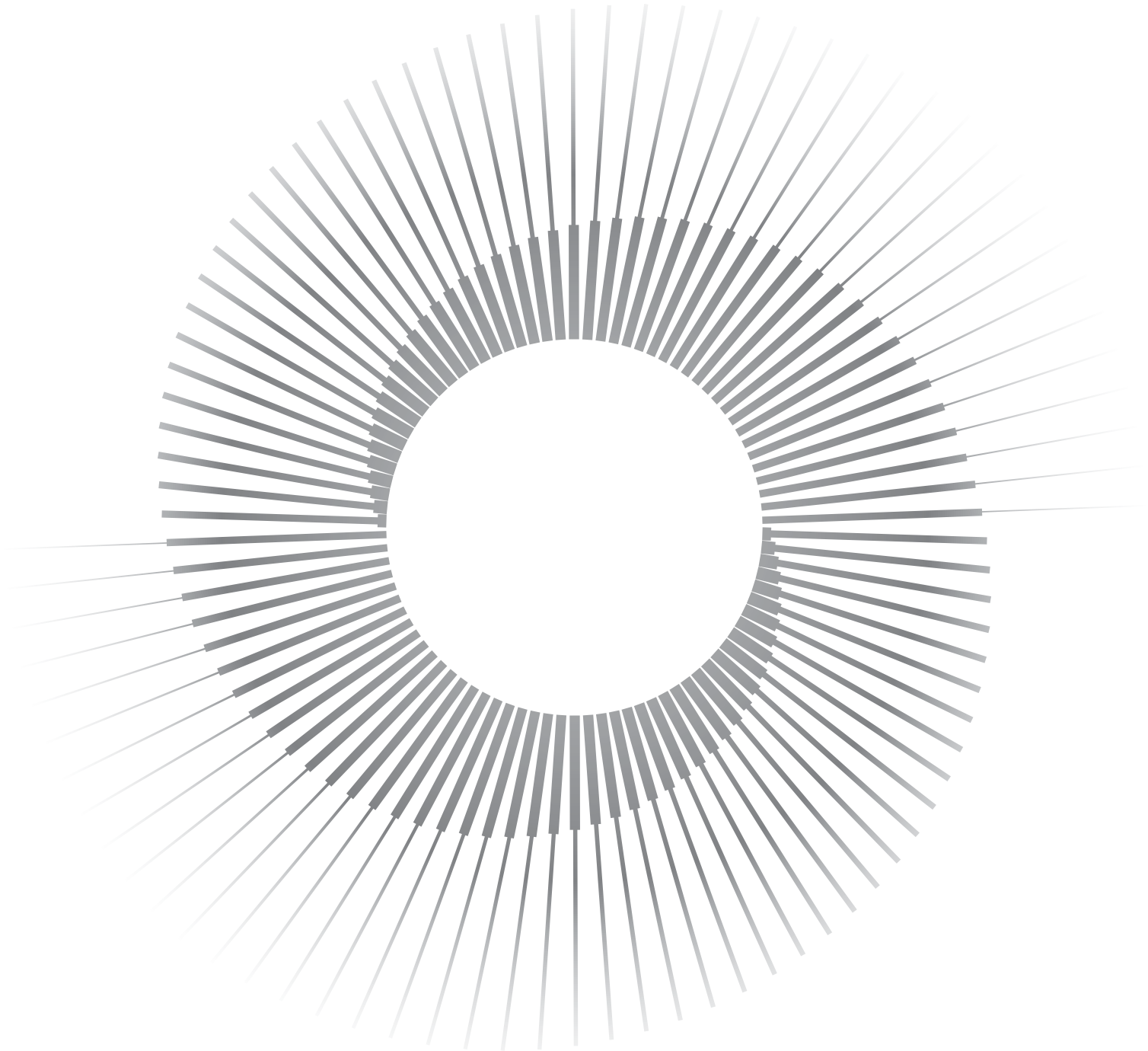
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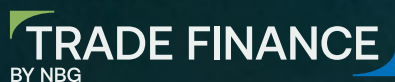
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We thank all the people and companies who have provided material and information for this directory.

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2025 Athens, Greece

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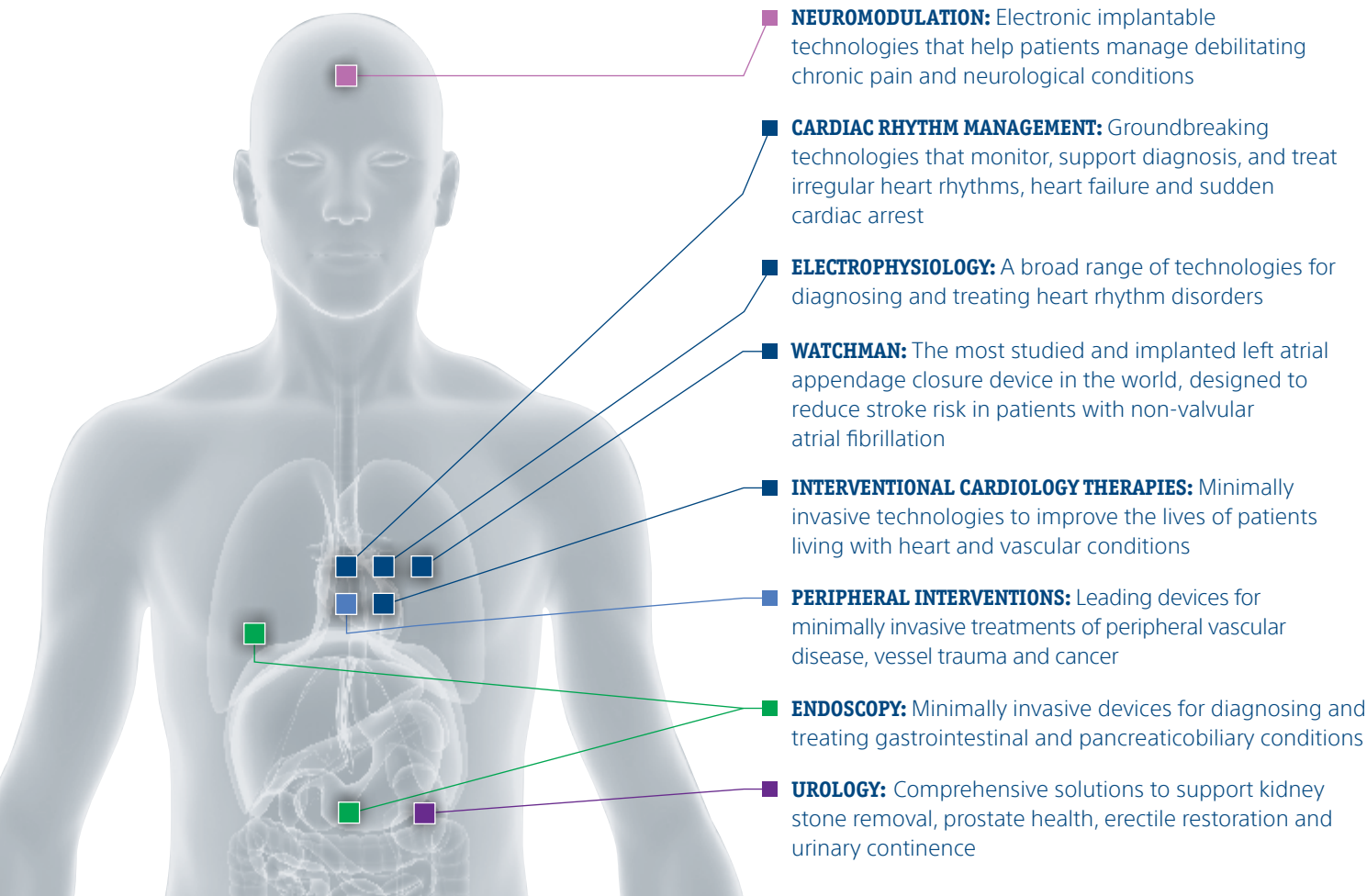
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editorial



I am honored and delighted to welcome you to the latest edition of the Directory of the American-Hellenic Chamber of Commerce.

As we present this year's directory, we do so with a profound sense of pride and gratitude. The past year has been a period of significant growth and achievement for our chamber, underscoring our pivotal role in shaping a dynamic business environment. Among the most notable milestones is with no doubt the opening of our new office in the United States—an important step in strengthening the ties between the U.S. and Greece. This new chapter marks the beginning of an even more robust presence for our chamber, offering enhanced opportunities for collaboration, innovation, and the expansion of our network across borders.

Building bridges between the U.S. and Greece has never been more crucial. Our mission to promote trade, investment, and advocacy remains steadfast, and the addition of this office reinforces our commitment to facilitating new partnerships and driving economic progress for both countries.

This year also saw the continuation of our efforts to empower businesses, foster thought leadership, and advocate for sustainable economic development. Through impactful initiatives and networking opportunities, we strive to ensure that our members are equipped to navigate the challenges and seize the opportunities of an ever-changing global landscape.

Despite the hurdles we face, our optimism for the future remains unshaken. We are confident in the resilience of the Greek economy and the strength of our vibrant community. Each page of this directory reflects the dedication and contributions of our members, whose collective efforts are transforming the business landscape in Greece and beyond.

This directory is more than just a catalog—it is a symbol of the ongoing collaboration and commitment that define the American-Hellenic Chamber of Commerce. Thank you for your continued support, and for being a part of this journey toward building a brighter, more connected future.

Here's to continuing our shared mission of growth, innovation, and progress, with a firm belief in the strength of our partnerships and the potential of what lies ahead.

ELIAS SPIRTOUNIAS

Executive Director

American-Hellenic Chamber of Commerce

supermarket



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Message from the President



As I reflect on the challenges and transformations of the past year, it is clear that we are navigating a world where long-standing balances—economic, geopolitical, and societal—are shifting at an unprecedented pace. In this evolving landscape, we must reaffirm our dedication to human rights, reasoned dialogue, and sustainable progress. These are not abstract ideals; they are the foundation upon which resilient societies and thriving economies are built. As businesses, we do not operate in isolation—we are part of a broader social fabric, and our long-term success is inextricably linked to the well-being of the communities we serve. Upholding ethical business practices, advocating for policies that promote stability and inclusivity, and investing in sustainability initiatives are imperatives for shaping a future that benefits all.

The inauguration of a new administration in the United States has ushered in a period of strategic recalibration, with policy shifts and announcements that may appear challenging yet also present significant opportunities. As Greece continues to be one of the most reliable allies of the U.S. in the region, we are well-positioned to strengthen our partnership, expand economic and trade cooperation, and play an even more active role in regional stability.

At the same time, these developments offer Europe a critical opportunity to reassess its strategic direction, reinforcing unity and cohesion among its members. By standing firm on shared values—democracy, economic resilience, and collective security—Europe can navigate this changing landscape with greater strength and purpose. Now more than ever, cooperation and foresight will determine our ability to turn uncertainty into progress.

Greece has continued its upward trajectory in recent years, demonstrating resilience and growth across key economic sectors. With strong indicators pointing to further improvement, the path forward hinges on bold reforms and sustained effort. By embracing innovation, fostering a competitive business environment, and strengthening institutional frameworks, we can unlock even greater potential. The numbers speak volumes—not just as statistics but as a testament to the hard work, vision, and determination driving our nation toward long-term prosperity.

As my tenure at the helm of the Chamber draws to a close, I am optimistic about the future. The Chamber remains committed to its founding mandate of enhancing bilateral relations, advocating for trade, and supporting initiatives that benefit our members and the broader community. Looking ahead, let us embrace the challenges and opportunities before us with the same spirit of determination and unity that defines our Chamber. Together, we can shape a future defined not only by economic success but by our shared commitment to a better world.

NIKOLAOS BAKATSELOS

*President
American-Hellenic Chamber of Commerce*



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Hellenic Republic

Ministry of Economy and Finance



Greece's Rapid Transformation into an Investment-Friendly Destination

Greece and the United States share a longstanding relationship. Our two nations are united by shared geopolitical and economic interests and common values. The strong presence of the Greek-American community in the United States further strengthens these enduring ties.

On the defense and security front, Greece has established itself as a dependable partner of the United States in the southeastern Mediterranean region. Economically, our relationship is stronger than ever. Greece is attracting significant US investments across diverse sectors, and at the same time, the US is Greece's largest non-EU trading partner.

It will be to the benefit of both nations to preserve and enhance these bonds, creating more opportunities for collaboration. In that regard, Greece is actively creating an economy that presents significant investment opportunities. We have fostered a business-friendly environment, introduced modernizing labor market reforms, and are placing particular emphasis on digitalization. We are committed to continuing on this path, with an emphasis on five key policy priorities:

Fiscal responsibility – maintaining balanced budgets and a steady reduction of our public debt to ensure trust and fiscal stability.

A business-friendly environment – continuing to introduce reforms to accelerate the administration of justice, further digitalize the State, and contribute to the fight against tax evasion and avoidance, thus creating the fiscal space for further tax and social security reductions.

A strong banking sector – continuing to foster a robust banking system capable of supporting economic activity and investments.

Strategic investments – placing particular emphasis on sectors in which Greece maintains a competitive advantage—such as shipping, logistics, pharmaceuticals, energy, and agrifood—while expediting strategic investments through the use of fast-track procedures.

Optimal utilization of public investment – leveraging national and European funding and establishing a National Investment Fund to channel resources in key sectors such as energy grids and transportation.

For investors seeking growth opportunities, Greece has emerged as an unparalleled investment destination. Together, Greeks and Americans, we can unlock the full potential of this remarkable transformation, driving a future from which both our nations can benefit.

KOSTIS HATZIDAKIS
*Minister of Economy and Finance
of Greece*



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Hellenic Republic

Ministry of Development



Greece has set as a strategic priority the productive transformation of the Greek economy and its sound financial management, with a view to balanced and sustainable development throughout the country, particularly in border areas. This is a national goal and a necessity, and it is also essential for national security, prosperity, self-sufficiency, and resilience in light of an ever-changing and turbulent geopolitical environment.

Since 2019, when New Democracy was voted into government, Greece has successfully regained its lost prestige and credibility. Our country has once again become economically and politically secure and has emerged as an attractive destination for investing one's money.

We have achieved high growth rates of over 2%. Unemployment has fallen from 17.55% to 9%, taxes and social security contributions have been reduced, and the minimum wage has increased by 28%. At the same time, the entire state is in the process of an impressive digital transformation, with digitalization drastically streamlining bureaucratic procedures.

Greece is enjoying a period of stability but not stagnation. The Ministry of Development has a structured and coherent plan for promoting more productive private investment and for increasing exports. We are pursuing extroversion at all levels. A total of €3.3 billion will be channeled to the market over the next three years toward the implementation of the country's new productive model, which was presented on October 21, 2024. Basic priorities are outlined in the Draghi report, especially the need to adopt a new model for productive investments, with an emphasis on manufacturing, innovation, and cutting-edge technology.

The United States plays a critical and leading role in this. It has historically been Greece's largest strategic partner, and the two countries share a common vision and values. We are utterly convinced that this will continue under the new Trump leadership.

Cooperation across all sectors with the United States is a strategic choice for Greece, particularly in the area of business and investments. There is potential for further development of investments by major US companies in Greece. The American-Hellenic Chamber of Commerce has played a leading role in this direction, and we will continue our close cooperation.

The first months of the current year will see the announcement of development legislation, with support for large investments of over €10 million, border regions, and manufacturing. We also continue our support for Emblematic Investments—including those in the areas of circular economy, shipbuilding, critical raw materials, and our homeland's blue economy—beyond the end of the RRF.

At the same time, the "Smart Manufacturing" and "I Research—I Innovate" initiatives, the upgrading of business park infrastructure, and our overall investments in research are ongoing, with amounts that total up to €800 million.

Greece has evolved into a key, attractive investment destination. Building on its strategic geographical position at the crossroads of three continents, Greece combines a pro-investment government that's firmly committed to fiscal stability with a reform agenda. 2025 is set to be a landmark year, and our homeland should be at the core of international political and trade developments and play a major role in the global economy.

PANAGIOTIS (TAKIS) THEODORIKAKOS
Minister of Development



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U.S. Embassy In Greece



A Farewell Message from George J. Tsunis, US Ambassador to the Hellenic Republic

As my time as United States Ambassador to Greece comes to an end, I want to express my deep gratitude and fondness for this extraordinary country and its people. Throughout my tenure, I have been privileged to engage with remarkable Greek leaders across government, civil society, and the private sector, and I am profoundly optimistic about Greece's future. The strong partnerships we have built together are a testament to the enduring bonds between our nations and serve as the true measure of our collective success.

Serving here during this pivotal time in Greece's journey has been an honor, and I am grateful to have had the opportunity to witness this chapter of renewal and growth. Greece has also risen to become one of the top ten global destinations for US students studying abroad, a testament to our growing educational ties. Additionally, our close collaboration with Greek partners has strengthened regional security and bolstered NATO interoperability, reflecting the depth of our alliance.

As one of the largest sources of foreign direct investment in Greece over the last decade, it is clear the United States recognizes the immense opportunity in Greece. Major US companies including Applied Materials, Amazon Web Services, Chubb, Cisco, Deloitte, Digital Realty, Google, J.P. Morgan, Meta, Microsoft, and Pfizer have made transformative investments in Greece, projected to have an economic impact worth billions of dollars over the next years. Meanwhile, Greek companies such as Hellenic Cables, Sunlight Group, and Matrix Pack have made notable investments in the US, deepening connections between our business communities and fostering innovation and resilience in both of our economies.

With these successes comes the awareness that there is still much work to be done. We must support European energy security by diversifying natural gas routes into SE Europe, including through Greece's role in the Vertical Corridor. As we move forward, we must remain steadfast in our shared responsibility to build economies that are vibrant and inclusive, ensuring that every individual has the opportunity to climb the ladders of success and contribute to a more prosperous, equitable future for all.

Looking ahead, I see tremendous opportunities to further enhance US-Greece trade and investment, particularly in the energy, technology and innovation, and maritime sectors. I want to extend my sincere thanks to the American-Hellenic Chamber of Commerce for your role in shaping the strong bilateral relationship we enjoy today, as well as to the Greek and American business communities for your invaluable contributions that deepen the ties between our nations.

Thank you, Greece, for your friendship and for embracing me and my family with such warmth and generosity. I will always be deeply grateful for the kindness and love we have experienced here. While I may be leaving my post as ambassador, as a proud Greek-American, I will carry my love for this incredible country and its people with me always.

With gratitude,

AMBASSADOR GEORGE J. TSUNIS



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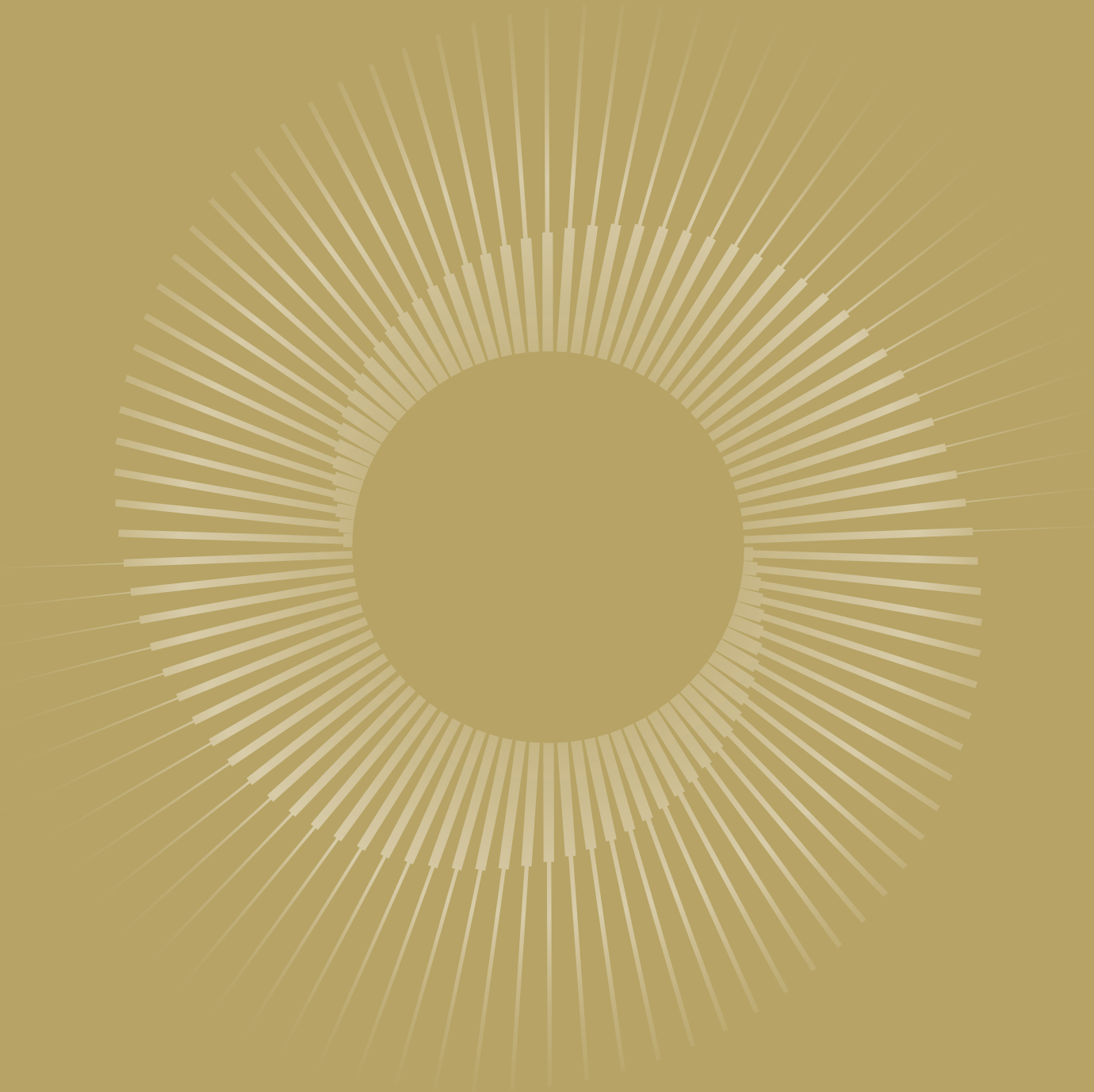
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CHAMBER PAGES



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 50 American Chambers of Commerce from 48 countries throughout Europe and Eurasia.

MISSION STATEMENT

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

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

THE CHAMBER'S WORK

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

AMCHAM GREECE CONNECTS

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

AMCHAM GREECE SUPPORTS

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

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

AMCHAM GREECE LIAISES

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

AMCHAM GREECE LEVERAGES

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

AMCHAM GREECE ADVOCATES

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

AMCHAM GREECE ORGANIZES

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

These include:

- Prestigious national and international conferences featuring the participation of renowned experts and prominent speakers, including heads of state and senior government officials, Greek and foreign dignitaries, policy specialists and think tank analysts, industry leaders and senior business executives, experienced as well as young entrepreneurs, and other thought leaders;
- Hellenic Pavilions at major international events and exhibitions, expertly designed and implemented to showcase Greek entrepreneurship and the significant potential of the country's business community;
- US Pavilions at major international exhibitions and trade fairs in Greece, including the annual TIF;
- Business delegations to and from the United States, as well as in countries in the broader region of South-east 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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Public Group

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 en-

hance 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 Kremlis

Committee coordinators: Sofia Chaidogiannou, Frosso Paneta

CORPORATE GOVERNANCE COMMITTEE

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

Committee Chair: Maria Theodoulidou

Committee coordinator: Daphne Constantinidou

CORPORATE RESPONSIBILITY COMMITTEE

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

Committee Chair: Pakis Papademetriou

Committee coordinator: Angela Boyatzis

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CRETE COMMITTEE

The Crete Committee is committed to promoting economic growth, fostering innovation, and enhancing bilateral business opportunities between Crete and the United States. Through strategic partnerships, advocacy, and networking initiatives, we collaborate closely with local enterprises to encourage investment and elevate the region's global competitiveness. Our mission is to bolster U.S.-Greek business relations, fostering sustainable development and innovation across Crete's key industries.

Committee Chair: Lefteris Avgenakis

Committee coordinator: George Belidis

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 Mamalia

INSURANCE, SOCIAL SECURITY AND LABOR AFFAIRS COMMITTEE

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

Committee Chair: Konstantinos Kremalis

Committee coordinator: Voula Tseritzoglou

INTELLECTUAL PROPERTY RIGHTS (IPR) COMMITTEE

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

Committee Chair: Yannis Mastrocostas

Committee coordinator: Daphne Constantinidou



LEADERSHIP COMMITTEE

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

Committee Chair: Artemis Miropoulos

Committee coordinator: Ritana Xidou

LEGISLATIVE REFORMS COMMITTEE

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

Committee Chair: John Kyriakides

Committee coordinator: Daphne Constantinidou

MEDICAL DEVICES AND DIAGNOSTICS COMMITTEE

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

Committee Chair: Spyridon Gkikas-Panousis

Committee Vice Chair: Panos Pitsillides

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 concerning 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: Myladié Stoumbou

Committee coordinator: Angela Boyatzis

Helping the World Work Better!



Events and Initiatives

US AND GREEK PARTICIPATIONS IN INTERNATIONAL EVENTS

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

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

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

TRADE AND INVESTMENT MISSIONS TO THE US AND OTHER COUNTRIES

Trade Missions

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

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

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

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

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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 busi-

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

Public Affairs, Closed Meetings

Working breakfasts and closed luncheons or dinners that bring together select business representatives with senior government officials and ministers, 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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MEDICHROM S.A. INTERNATIONAL

PHARMACEUTICAL CHEMICAL INDUSTRIES

GROUP OF COMPANIES

THE PHARMACEUTICAL INNOVATIVE INDUSTRY IN GREECE

WHICH IS MEDICHROM

The pharmaceutical industry MEDICHROM has been active in the medicine market for more than 50 years (1974), with constant and successful presence of its pharmaceutical patent medicines on the Greek and the foreign market. The Departments of Production, Finance, Legal Affairs, Commerce and Storage are accommodated in the company owned building of 8,000 m² in a site of 20,000 m².

WHAT GIVES THE COMPANY ITS ADVANTAGE?

The National Organization of Medicines in Greece has provided MEDICHROM with a license of manufacturing pharmaceutical products with original compositions, patented and with clinical trials demonstrating safety in use and excellent results for human use.

Products of the highest quality are manufactured and packaged, in the production units of the Pharmaceutical Industry MEDICHROM, according to the international standards of Good Manufacturing Practice (GMP). The National Organization of Medicines regularly checks all the Production units, Quality Control Department and storage units according to the EMEA requirements.

MEDICHROM S.A. is a Greek Pharmaceutical Research and Development Industry. Our goal is to create innovative products in the field of Pharmaceutical Cosmetic - Herbal products along with Food Supplements.

R & D Department of the company is working on the development of new generic pharmaceuticals, in order to produce new products and Facon in accordance with our clients' demands in Greece and in abroad.

WHICH IS THE BUSINESS ACTIVITY

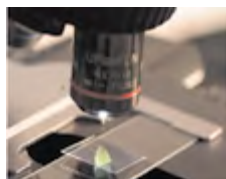
The basic sector of MEDICHROM business activity is manufacturing Pharmaceutical Patent Medicines, in various forms (solid dosage forms as tablets and capsules, liquid dosage forms as syrups and oral solutions, powder for liquid formulations, gels, creams and ointments), distinguished in their categories, (antibiotics, anti-fungal, anti-inflammatory, analgesic, antipyretic, anxiolytic, antibacterial, anti-viral, bronchodilator, ant lipidic, aantitussive, cholinesterase inhibitors, treatment of psoriasis, acne, sun damaged skin etc.).

WHAT IS THE KEY TO KEEPING UP WITH MARKET TRENDS AND ALWAYS STAYING ONE STEP AHEAD?

The company got ahead by adopting a new business model. It is always an asset to have a flexible approach.

The last 15 years, MEDICHROM S.A. began to enter into the field of Nutritional supplements and Botanical Products with the aim of creating organic products, which strengthen and enhance the human body, distinguished in the following categories:

- FARMELLAS ENTERPRISES LTD CYPRUS
- MEDICHROM S.A. INTERNATIONAL
- MEDICHROM S.A.
- FARMACHROM S.A.
- RALDEX ENTERPRISES LTD CYPRUS
- MTF HOLDINGS LTD CYPRUS
- ASSOSFARMA CYPRUS
- FARMIN BUSINESS MON. IKE
- GEFA BROKERS CORPORATION MON. IKE
- FORMOZA DEVELOPMENT MON. IKE



INNOVATION

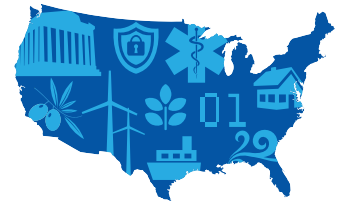


HIGH QUALITY PHARMACEUTICAL PRODUCTS



IMPROVING LIFE WITH THE POWER OF NATURE

TRADE USA
Exploring Opportunities™



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



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Publications

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

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

BUSINESS PARTNERS

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

READERSHIP

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

DISTRIBUTION

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

REACHING DECISION MAKERS

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

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BUSINESS Partners



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ΕΛΛΗΝΟ-ΑΜΕΡΙΚΑΝΙΚΟ
ΕΜΠΟΡΙΚΟ ΕΠΙΜΕΛΗΤΗΡΙΟ

QUALITY INTERNSHIP GUIDE

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



STARTUP TOOLKIT

For the past decade, the American-Hellenic Chamber of Commerce, through its Education-Innovation and Entrepreneurship (EIE) Committee, has been at the forefront of promoting entrepreneurship and developing business skills in Greece. A cornerstone of this effort has been the Startup Toolkit, a practical guide designed to support aspiring entrepreneurs by providing essential knowledge, strategies, and insights into the country's business landscape and startup ecosystem.

As global production undergoes rapid transformation, with digitalization and globalization creating new opportunities, fostering innovation, creativity, and sustainable entrepreneurship—particularly among young people—has become more critical than ever. The Startup Toolkit, developed and continuously updated by experts from the EIE Committee, plays a key role in this endeavor, equipping entrepreneurs with the tools they need to navigate challenges, test the viability of business ideas, and align their ventures with real economic demands.

Now marking its 10th anniversary, the Startup Toolkit continues to evolve, reinforcing the Chamber's commitment to cultivating a dynamic, forward-looking entrepreneurial ecosystem in Greece.

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 2024

JANUARY 24	Closed luncheon with George Floridis Legislative Reforms Committee NJV Plaza Hotel	APRIL 4	Health Talks v.1 Pharmaceutical Committee Videocast - Athens
JANUARY 26	New Year's Reception Thessaloniki – The MET	APRIL 5-6	Participation in Tech Fuse EIE Committee Ioannina
JANUARY 26-27	Innovation Greece 5.0: Co-organized with NBG Seeds EIE Committee National Centre for Scientific Research 'Demokritos'	APRIL 15	Closed luncheon with Kostas Skrekas Northern Greece Committee Thessaloniki
JANUARY 30	Closed breakfast with Adonis Georgiadis Pharmaceutical Companies Committee Athens, NJV Plaza Hotel	APRIL 16	Doing Business with the US Sector - seminar Athens, LAED
JANUARY 31	New Year's Reception Athens, Megaron, Athens Concert Hall	APRIL 25-28	Innovation Greece 7.0: Co-organized with NBG Seeds EIE Committee Thessaloniki
FEBRUARY 2	Closed meeting, with Panos Tsakoglou Insurance, Social Security and Labor Affairs Committee Athens, Virtual Meeting	MAY 15	UNHCR Event -Refugee Integration – How can refugees help your Business grow Athens, The American College of Athens
FEBRUARY 6	Prime Minister Kyriakos Mitsotakis dinner Athens, Megaron, Athens Concert Hall	MAY 16	IPR as an instrument for the protection and development of IT Companies HDB +EIE Committee Webinar
FEBRUARY 15	Closed meeting Oglia Kefalogianni Tourism Committee Virtual Closed Meeting	MAY 22	Joint closed event on education and skills EIE & Employment Committees Athens
FEBRUARY 23	12th Agrotechnology Conference Agrotechnology Committee Thessaloniki, Porto Palace Hotel	MAY 27	Thessaloniki Tax Forum Tax Committee Thessaloniki
MARCH 13	Luncheon with Kostis Hatzidakis Public Affairs Committee Athens, Hotel Grande Bretagne	MAY 29	Targeted discussion regarding the corporate governance adoption in non-listed companies Corporate Governance Committee Digital event
MARCH 13	MoU with Study in Greece Athens, AmCham Greece Premises	MAY 30-JUNE 2	Innovation Greece 8.0: Co-organized with NBG Seeds EIE Committee Patras
MARCH 27	Event for the non-listed companies Corporate Governance Committee Virtual Event	JUNE 5	WIB Forum WIB Committee Athens, Ellinikon Experience Center
MARCH 28-29	Innovation Greece 6.0: Co-organized with NBG Seeds EIE Committee Heraklion		

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 **NORSE**

JUNE 5	Business Transformation Stories EIE Committee Alexandroupoli	OCTOBER 8	Luncheon with Spyros Theodoropoulos Public Affairs Committee Athens, Grande Bretagne
JUNE 6	Trading in U.S. Waters Seminar and Shark Tank event In cooperation with NAMEPA and U.S. Embassy Posidonia Exhibition	OCTOBER 11	AmCham Greece hosts a U.S. Congress Associate Member Delegation Athens, AmCham Greece Premises
JUNE 12	Microsoft Workshops on AI Athens	OCTOBER 13-18	State International Development Organizations (SIDO) Delegation with the participation of Eric Holcomb, Governor of Indiana State visit Athens -Thessaloniki
JUNE 24-28	Business Mission from US to Greece led by Drake Behrakis Thessaloniki - Athens	OCTOBER 14-16	AUSA Annual Meeting & Exposition – 11th Hellenic Pavilion Washington DC, Walter Washington Convention Center
JUNE 26	The Rule of Law: Pillar of Development and Prosperity Legislative Reforms Committee Athens, Hotel Grande Bretagne	OCTOBER 21	US Elections Digital Event Athens
JUNE 27	Annual General Assembly Meeting Athens, Hotel Grande Bretagne	OCTOBER 22	Corporate Responsibility Conference CR Committee Athens, Stavros Niarchos Foundation Cultural Center
JULY 1	Meeting of EIE Committee members and business sector representatives with Purdue University EIE Committee HPE Premises	OCTOBER 24	Meeting with Dr. Allison Schwier and Linda Johnson Athens, AmCham Greece Premises
JULY 16	Health Talks v.2 Pharmaceutical Committee Videocast - Athens	OCTOBER 24-25	Eurasian Economic Summit Istanbul
JULY 17	Luncheon with Christos Staikouras Public Affairs Committee Athens, Grande Bretagne	OCTOBER 31	Athens Tax Forum Taxation Committee Athens, Megaron, The Athens Concert Hall
SEPTEMBER 6	Southeast Europe Energy Forum Energy Committee Thessaloniki, THE MET	NOVEMBER 1	Luncheon with Konstantinos Tsiaras Thessaloniki, THE MET Hotel
SEPTEMBER 7	AmchamGR Executive Committee meets representatives from the 13 regions of Greece Thessaloniki, THE MET	NOVEMBER 5	Round Table event about the Skills Mismatch in the labor market Employment +EIE Committees Athens
SEPTEMBER 7	ESG2.0: Challenges and Opportunities Co-organized with NBG Seeds EIE Committee Thessaloniki , TIF 2024	NOVEMBER 7	Presentation of AmCham Greece to the Cretan business community Heraklion
SEPTEMBER 14	Women and Leadership 3.0 Co-organized with NBG Seeds EIE Committee Thessaloniki, TIF 2024	NOVEMBER 22	TFTD: Urban Resilience for Future-Ready Cities Northern Greece Committee Thessaloniki
SEPTEMBER 12	Health Talks v.3 Pharmaceutical Committee Videocast - Athens	NOVEMBER 26	Thanksgiving Dinner The International Propeller Club, Port of Piraeus Athens
SEPTEMBER 17	Round Table discussion in US Investments in the Greek Tourism and Real Estate Development Industries RE&D & Tourism Committee Athens, King George	NOVEMBER 27	CSRD Event Corporate Governance Committee Athens
SEPTEMBER 23-24	HealthWorld Conference Pharma and MD & D Committees Athens, Athenaeum InterContinental	DECEMBER 2-3	Greek Economic Summit Athens, Athenaeum InterContinental Hotel
		DECEMBER 5	Event with SAP Hellas Leadership Committee Athens, Athens Concert Hall



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AMCHAMGR

MEMBERS BENEFITS

Broadening Business Horizons

Creating New Business Partnerships

Taking advantage of trade and investment opportunities

Being part of the American Chambers global network

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20
COMMITTEES

60+
ACTIVITIES PER YEAR

700
MEMBERS

25k
PARTICIPANTS

450
BUSINESS LEADERS

90+
YEARS

200+
SPONSORS

10+
PUBLICATIONS

Advocating on key issues for the development and competitiveness of the Greek economy

Organized throughout Greece, the United States, Southeastern Europe and the East Mediterranean

Including leading Greek and multi-national companies

C-Suite executives, entrepreneurs, academics, governmental officials engaging in AmChamGR activities

Analyzing, disseminating and formulating policy proposals via participating at AmChamGR Committees and task forces

As an institutional leader in promoting and fostering economic and business relations between the U.S. and Greece

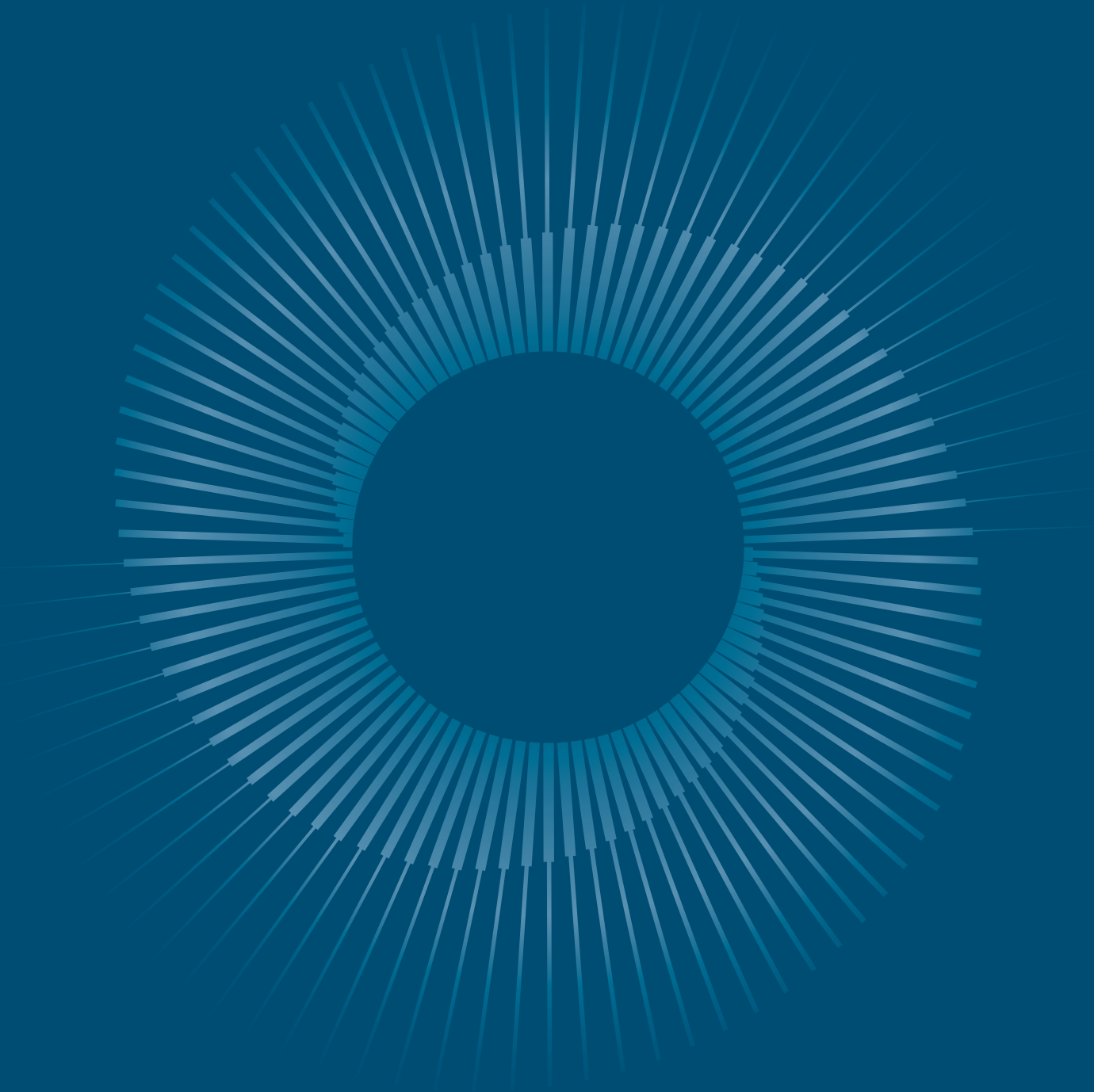
Supporting yearly initiatives and projects

Briefing the business community on key business, trade, investment and policy developments

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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: 10.46 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): Konstantinos Tasoulas
 Prime Minister: Kyriakos Mitsotakis
 Greek Chief of Mission in the U.S.:
 Ambassador Ekaterini Nassika
 U.S. Chief of Mission in Greece:
 Chargé d'Affaires Maria Olson

NATIONAL HOLIDAYS

January 1 – New Year's Day
 January 6 – Epiphany
moveable – Clean Monday
 March 25 – Independence Day (1821)
moveable – Good 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: 1,310 sq 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 (2022 EST.)

Agricultural land: 44.3%
 Arable land: 14.1%
 Permanent crops: 8%
 Permanent pasture: 22.3%
 Forest: 30.3%
 Other: 25.4%

IRRIGATED LAND

12,191 sq km (2021)

NATURAL HAZARDS

Severe earthquakes

PEOPLE AND SOCIETY**POPULATION (2024 EST.)**

10,461,091

AGE STRUCTURE

0–14 years: 13.8% (male 742,131 / female 699,079)
 15–64 years: 62.6% (male 3,278,906 / female 3,267,140)
 65 years and over: 23.6% (male 1,096,825 / female 1,377,010)

MEDIAN AGE

Total: 46.5 years
 Female: 44.6 years
 Male: 48.3 years

DEMOGRAPHIC TRENDS

Population growth rate: -0.35%
 Birth rate: 7.4 births/1,000 population
 Death rate: 12 deaths/1,000 population
 Net migration rate: 1.1 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, Biodiversity, Climate Change, Climate Change-Kyoto Protocol, Climate Change-Paris Agreement, Comprehensive Nuclear Test Ban, Desertification, Endangered Species, Environmental Modification, Hazardous Wastes, Law of the Sea, Marine Dumping-London Convention, Nuclear Test Ban, Ozone Layer Protection, Ship Pollution, Tropical Timber 2006, Wetlands
 Signed, but not ratified: Air Pollution-Heavy Metals, Air Pollution-Multi-effect Protocol, Air Pollution-Persistent Organic Pollutants, Air Pollution-Volatile Organic Compounds

GOVERNMENT**COUNTRY NAME**

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

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

GOVERNMENT TYPE

Parliamentary Republic

CAPITAL

Athens

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

ADMINISTRATIVE DIVISIONS

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

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

INDEPENDENCE

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

CONSTITUTION

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

LEGAL SYSTEM AND INTERNATIONAL LAW

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

EXECUTIVE BRANCH

Head of State: President

Incumbent: President Konstantinos Tasoulas (since March 13, 2025)

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); the president appoints as prime minister the leader of the majority party or coalition in the Hellenic Parliament

LEGISLATIVE BRANCH

Legislature name: Hellenic Parliament (Vouli ton Ellinon)

Legislative structure: unicameral

Number of seats: 300 (all directly elected)

Electoral system: proportional representation

Scope of elections: full renewal

Term in office: 4 years

Most recent election date: June 25, 2023

Parties elected and seats per party: New Democracy (ND), 158; Coalition of the Radical Left (SYRIZA), 47; Panhellenic Socialist Movement - Movement for Change (PASOK-KINAL), 32; Communist Party (KKE), 21; Other, 42

Percentage of women in chamber: 23.3%

Expected date of next election: June 2027

Note: Only parties surpassing a 3% vote 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.

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, ITS, 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 Ekaterini Nassika (since February 27, 2024)

DIPLOMATIC REPRESENTATION FROM THE U.S.

Chief of Mission: Chargé d'Affaires Maria Olson (since January 20, 2025)

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

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ECONOMY

OVERVIEW

High-income EU and eurozone economy; growth above euro average, supported by private consumption and EU fund investments; structural reforms strengthening public finances and enhancing resilience within banking system; declining unemployment but low labor productivity and skill shortages.

REAL GDP (PURCHASING POWER PARITY, IN 2021 \$)

2023 est.: \$384.023 billion

2022 est.: \$375.271 billion

2021 est.: \$354.888 billion

REAL GDP GROWTH RATE

2023 est.: 2.33%

2022 est.: 5.74%

2021 est.: 8.38%

REAL GDP PER CAPITA (IN 2021 DOLLARS)

2023 est.: \$36,900

2022 est.: \$36,000

2021 est.: \$33,600

GDP (OFFICIAL EXCHANGE RATE)

\$243.498 billion (2023 est.)

GDP COMPOSITION (2023 EST.)

By sector of origin:

Agriculture: 3.3%

Industry: 15.3%

Services: 68.6%

By end use:

Household consumption: 66.9%

Government consumption: 19.3%

Investment in fixed capital: 15.2%

Investment in inventories: 1.6%

Exports of goods and services: 43.7%

Imports of goods and services: -48.4%

AGRICULTURAL PRODUCTS

Maize, wheat, sheep milk, oranges, tomatoes, milk, peaches/nectarines, grapes, watermelons, barley (2023)

INDUSTRIES

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

INDUSTRIAL PRODUCTION GROWTH RATE

4.74% (2023 est.)

LABOR FORCE

4.666 million (2023 est.)

UNEMPLOYMENT RATE

2023 est.: 11%

2022 est.: 12.43%

2021 est.: 14.66%

YOUTH UNEMPLOYMENT RATE (15-24) (2023 EST.)

Total: 26.6%

Female: 29.5%

Male: 24.3%

EXPORTS (IN CURRENT \$)

2023 est.: \$107.218 billion

2022 est.: \$106.189 billion

2021 est.: \$87.521 billion

EXPORTS PARTNERS

Italy 12%, Germany 6%, Cyprus 6%, Bulgaria 4%, USA 4% (2023)

EXPORTS COMMODITIES

Refined petroleum, packaged medicine, aluminum, olive oil, tobacco (2023)

IMPORTS (IN CURRENT \$)

2023 est.: \$119.234 billion

2022 est.: \$127.82 billion

2021 est.: \$103.532 billion

IMPORTS PARTNERS

Germany 10%, China 10%, Italy 8%, Iraq 7%, Netherlands 6% (2023)

IMPORTS COMMODITIES

Crude petroleum, refined petroleum, natural gas, cars, packaged medicine (2023)

NATURAL RESOURCES

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

ENERGY

ELECTRICITY (2023 EST.)

Installed generating capacity: 24.169 million kW

Consumption: 46.929 billion kWh

Exports: 3.24 billion kWh

Imports: 8.152 billion kWh

Transmission/distribution losses: 5.346 billion kWh

ELECTRICITY GENERATION SOURCES (2023 EST.)

Fossil fuels: 48.9% of total installed capacity

Wind: 23.3% of total installed capacity

Solar: 17.5% of total installed capacity

Hydroelectricity: 9.8% of total installed capacity

Biomass and waste: 0.6% of total installed capacity

COAL (2023 EST.)

Production: 10.469 million metric tons

Consumption: 10.091 million metric tons

Exports: 5 metric tons

Imports: 49,000 metric tons

Proven reserves: 2.876 billion metric tons

PETROLEUM

Total petroleum production: 5,000 bbl/day (2023 est.)

Refined petroleum consumption: 308,000 bbl/day (2024 est.)

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

Αναδιάρθρωση Επιχειρήσεων



Οι ειδικοί εν τοις πράγμασι!

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NATURAL GAS

Production: 1.323 million cubic meters (2023 est.)
 Consumption: 3.344 billion cubic meters (2023 est.)
 Exports: 8.362 billion cubic meters (2023 est.)
 Imports: 11.619 billion cubic meters (2023 est.)
 Proven reserves: 991.09 million cubic meters (2021 est.)

ENERGY CONSUMPTION PER CAPITA

92.693 million Btu/person (2023 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.

Domestic: 47 per 100 subscribers for fixed-line and 110 per 100 for mobile-cellular (2021)

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 (2023 EST.)

Total users: 85% of population
 Total broadband fixed subscriptions: 4.48 million
 Broadband subscriptions per 100 inhabitants: 44

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 (2025)

Total: 77

HELIPORTS (2025)

59

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 (2023)

Total: 1,215

By type:

Bulk carriers: 132
 Container ships: 4
 General cargo: 79
 Oil tankers: 299
 Other: 701

PORTS AND TERMINALS (2024)

Total ports: 57 (2024)

Ports with oil terminals: 13

Key ports: Alexandroupoli, Iraklion, Kerkira, Ormos Aliveriou, Piraeus, Soudha, Thessaloniki, Volos

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

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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.



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HP Poly is transforming hybrid work with its advanced solutions, designed to optimize device management and collaboration. At the heart of this offering is Poly Lens, a cloud-based platform that allows IT administrators to remotely monitor, manage, and troubleshoot Poly devices across the organization.

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Why Choose Infinitum?

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The Greek Economy

Investing in Greece

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

LOCATION DRIVERS

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

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

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



INVESTMENT AND DEVELOPMENT LEGISLATION

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

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

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

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

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

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

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

CONDITIONS AND REQUIREMENTS

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

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

MINIMUM INVESTMENT AMOUNT (IN EUR)

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

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

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

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

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

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

EVALUATION AND APPROVAL

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

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

ELIGIBLE EXPENSES

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

Eligible expenses for regional state aid include:

A. Investment expenses for tangible assets

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

B. Investment expenses for intangible assets

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

Or alternatively to A and B above:

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

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

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

LEVEL OF AID PROVIDED

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

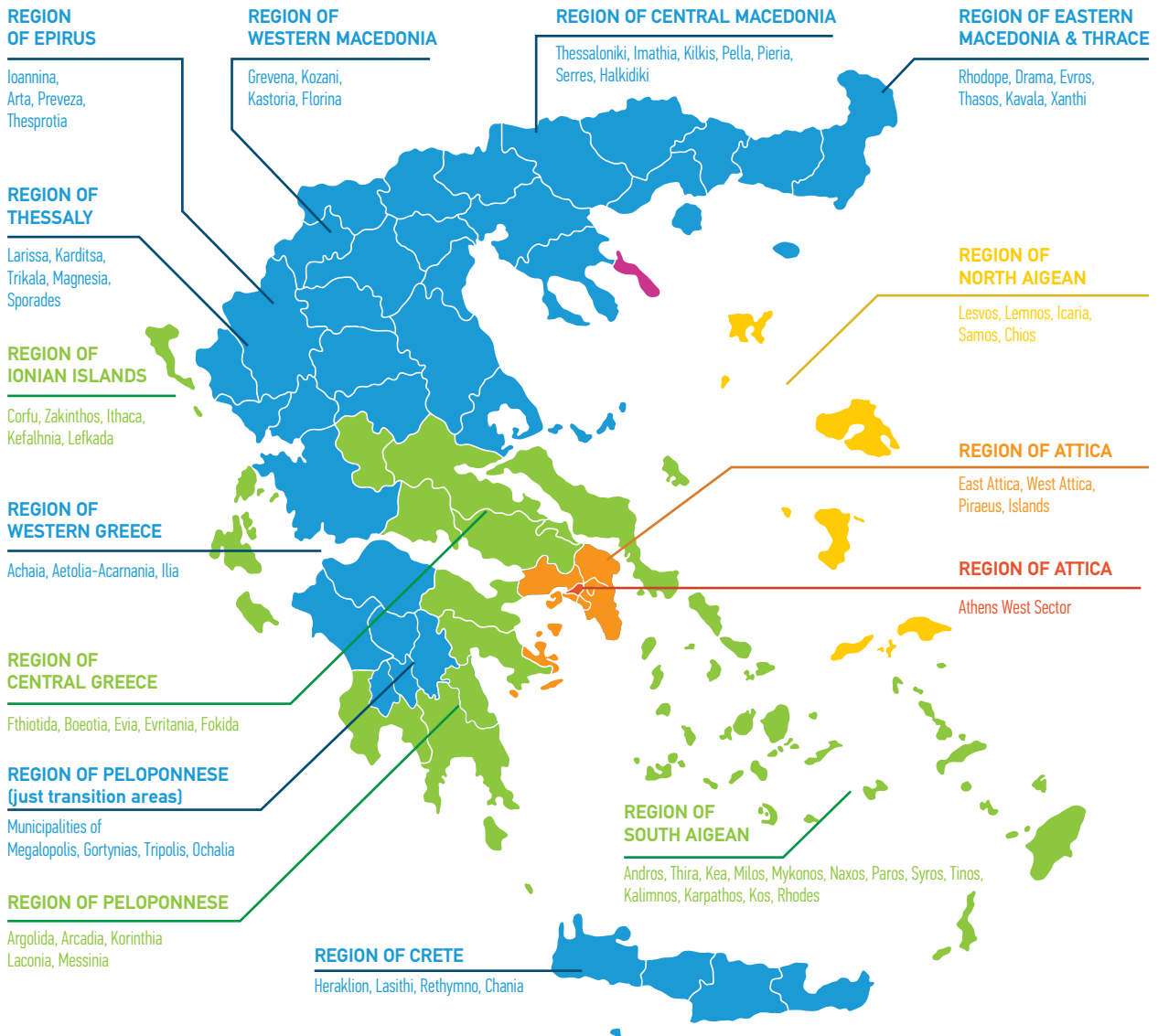
by the type of each expense.

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

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

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

REGIONAL AID MAP



01.01.2022 - 31.12.2027

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

● LE: 60%	● ME: 70%	● SE: 80%
● LE: 50%	● ME: 60%	● SE: 70%
● LE: 40%	● ME: 50%	● SE: 60%
● LE: 25%	● ME: 35%	● SE: 45%
● LE: 15%	● ME: 25%	● SE: 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	
D. FAST TRACK STRATEGIC INVESTMENTS	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
E. AUTOMATICALLY INCLUDED STRATEGIC INVESTMENTS	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 (SOLELY OR JOINTLY)

- 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, investments for production, recovery, extraction, separation, refining and processing or recycling of critical raw materials of strategic significance as defined in Annexes I & II of EE2024/1252, investments that promote the circular economy, the development of the shipbuilding industry 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 max-

15
A CENTURY
AND A HALF



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imum 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.

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 CO₂ storage facility in Greece. The carbon capture and storage (CCS) facility is designed to provide longterm storage for CO₂ 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

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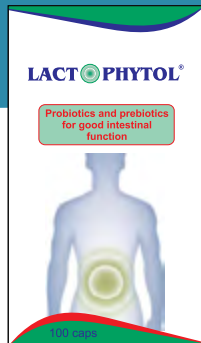
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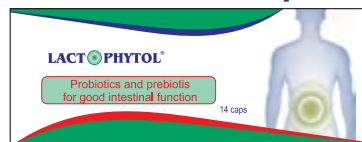
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plants and interested parties outside Greece with an interest to store CO₂

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

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



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PUBLIC EMPLOYMENT SERVICE GRANTS

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

PRE-EMPLOYMENT PROGRAMME FOR YOUNG PEOPLE AGED UP TO 29 YEARS OLD.

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

The new employees must be unemployed people aged 18-29, registered with the Public Employment Service.

The duration of the program is 7 months, and the Public Employment Service will pay monthly compensation equal to the minimum monthly salary (full social contributions) and a proportion of Christmas, Easter, and holiday allowance.

INTEGRATED TRAINING AND EMPLOYMENT PROGRAMME FOR UNEMPLOYED PEOPLE AGED BETWEEN 25-45.

Beneficiaries: All companies, prioritizing those operating in the sector of green economy.

The new employees must be unemployed people aged 25-45, registered with the Public Employment Service.

The duration of the program is 6 months. Companies will receive a grant of up to 100% of the total cost (salary, full social contributions and allowances).

EMPLOYMENT PROGRAMME FOR 10,000 LONG-TERM UNEMPLOYED PEOPLE AGED 45+ IN AREAS WITH HIGH UNEMPLOYMENT.

Beneficiaries: All companies engaged in regular economic activity in the Regions of West Macedonia, West Greece, Eastern Macedonia and Thrace, Thessaly, Central Greece, Central Macedonia and Epirus.

The new employees must be long-term unemployed people aged 45+ and registered with the Public Employment Service.

The duration of the program is up to 18 months. The program will finance up to 80% of the total cost (salary, full social contributions and allowances).

Source: <https://www.dypa.gov.gr/active-employment-policies>

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%. Moreover, R&D costs paid to startups or research centers or universi-

ties or research institutes are deducted increased by 150%.

When R&D costs are incurred by micro, small and medium-sized enterprises (MSMEs), they are increased by 200% or even by 215%, if certain conditions are fulfilled.

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 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 con-

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secutively 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 or in Closed Ended Funds (AKES) in Greece, individuals have the right to deduct from their taxable income an amount equal to 50% of their contribution, which cannot exceed EUR 900 000 per tax year, and can be allocated to a maximum of three (3) different startups or Funds and up to the EUR 300 000 per startup.

PATENT INCENTIVE

The profits of a company arising from the exploitation of an internationally recognized patent in its name and developed by itself are exempt from income tax for up to 3 consecutive years, starting from the year in which these profits were realized for the first time. Following this three-year period of full tax exemption, there is also a 10% income tax exemption for the company's profits for 7 consecutive years. The exemption is granted on the condition that there is a connection with the R&D expenses incurred by the company for the development of the patent.

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, 2026.

VAT SUSPENSION FOR TRANSFER OF NEW BUILDINGS

The imposition of VAT on the transfer of new buildings

was suspended until December 31, 2025, 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).

NEW TYPE OF NATIONAL VISA (B6) FOR INVESTORS IN STARTUPS

A new type of national visa (B6) is introduced providing the right of an up to 12 months residency in Greece, to non-EU nationals who invest an amount of minimum EUR 250 000 in startups registered with Elevate Greece.

TAX INCENTIVES FOR COLLABORATIONS AND CORPORATE RESTRUCTURINGS

Greek legislation provides for a tax neutral regime for corporate transformations (mergers, spin-offs, contributions of businesses or business sectors, share exchanges and changes in the legal form of companies), incorporating as well the tax provisions of the EU Merger Tax Directives.

Moreover, other tax-related measures apply for business restructurings involving SMEs and collaborations, such as:(a) 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, (b) tax exemption of capital gains arising from the transfer of fixed assets to third parties, (c) 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 III

The Business Financing Action of the Entrepreneurship Fund III (TEPIX III), 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 III 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 III Subprograms does not exceed the maximum amount imposed depending on EU State Aid Regime (De Minimis, General Block Exemption Regulation 651/2014)



*Do not follow
where the path may lead.
Go instead where there is no path
and leave a trail.*

Ralph Waldo Emerson



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WHAT IS FUNDED	FINANCING AMOUNT	DURATION	INTEREST SUBSIDY	GUARANTEE PROVISION
Investment plans	€10,000 - €10,000,000	5-12 years with a grace period up to 2 years	2-3% for 2 years	70% - 80%
Working capital	€10,000 - €500,000	<ul style="list-style-type: none"> • 2-5 years with a grace period up to 1 year • Up to 3 years for revolving credit 		

Source: <https://hdb.gr/en/>

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.

HELLENIC DEVELOPMENT BANK OF INVESTMENTS (HDBI)

Hellenic Development Bank of Investments S.A. (HDBI ex TANEQ) is a "fund of funds", investing in the creation of venture capital funds which will in turn invest in SMEs registered in Greece that, preferably, are at the start-up stage or in first stages of their development and are active in sectors of the "new economy".

HDBI participates exclusively in funds which they are managed by private sector bodies operating in accordance with private economic criteria. Its contribution may reach up to 70% depending on the Fund. Maximum investment period is 5 years whereas the duration of the investment scheme is 10 to 15 years.

Depending on the investment targets, the following programs are available:

INNOVATENOW FUNDS

Available resources: € 100 million

Deadline for submission: 31/12/2024

Investment targets

Start-ups operating in fast-growing sectors such as:

- Information technology
- Biotechnology
- Microelectronics
- Artificial Intelligence, etc

Q-EQUITY FUNDS

Available resources: € 400 million

Deadline for submission: 31/12/2024

Investment targets

Enterprises that maintain an establishment in the Greek territory at the time of investment.

ACCELERATE TT FUNDS

Available resources: € 60 million

Deadline for submission: Until the exhaustion of the available resources.

Investment targets

Innovative start-ups that support Technology Transfer, with extrovert characteristics and prospects of significant growth potential (scalability).

CO-INVESTMENT FUNDS

Available resources: € 100 million

Deadline for submission: Until the exhaustion of the available resources.

Investment targets

Co-investment in SMEs or mid-caps in order to primarily finance the development of its business, expand its activities or generate added value.

GREEK GREEN FUNDS

Available resources: € 400 million

Deadline for submission: Until the exhaustion of the available resources.

Investment targets

SMEs involved in providing services for energy and natural resource conservation or the circular economy or the production of energy from renewable sources.

RESTRUCTURING / EP-ANODOS FUND

Available resources: € 50 million

Deadline for submission: Until the exhaustion of the available resources.

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Investment targets

Enterprises engaging in manufacturing and processing operations which are in need of restructuring / reorganization.

MADE IN GREECE FUND

Available resources: € 150 million

Deadline for submission: Until the exhaustion of the available resources.

Investment targets

Enterprises engaging in the production and promotion of brand-name products "Made in Greece".

4IR FUND

Available resources: € 50 million

Deadline for submission: Until the exhaustion of the available resources.

Investment targets

R&D companies engaging in 4IR technologies.

Source: <https://hdbi.gr/en/tenders/cfp>

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 2024, the EBRD was financing 114 projects with €7.8 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)

- Over €4.9 billion of EIF financing.
- €333 million of Equity investments since inception.
- €4.6 billion of Guarantees support since inception.
- €10.7 billion made available for 42,804 Greek businesses.

Source: <https://engage.eif.org/eif-in-my-country/eif-in-greece#Key-figures>

INTERNATIONAL FINANCE CORPORATION (IFC – WBG)

The IFC's engagement in Greece ceased at the end of 2020. As of FY23, the IFC's longterm committed portfolio with Greek sponsors in emerging markets amounted to over \$53 million, while its portfolio in Greece stood at \$147 million.

Source: <https://www.ifc.org/content/dam/ifc/doc/2023/ifc-and-greece.pdf>

BLACK SEA TRADE AND DEVELOPMENT BANK (BSTDB)

The BSTDB has approved 33 projects in Greece (as of 30 Sep 2024) with a total investment of €895 million (industrial, energy, utilities, telecom, IT).

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

INVESTMENT INCENTIVES FOR TECHNOLOGY DRIVEN SMES EQUIFUND II

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.

The EquiFund II initiative is the successor of the EquiFund equity mandate signed in 2016. EquiFund II is implemented through the Programme "Competitiveness" 2021-2027 and is co-financed by the European Regional Development Fund (ERDF).

Through EquiFund II, with an initial budget of €200 million, Greek startups, SMEs and mid-cap enterprises in Life Sciences, Healthcare and Sustainability and Social Impact will be supported.

In particular, the Fund aims to improve the market conditions for investments in companies with the provision of venture capital and private equity funds along with the co-investment of selected intermediary financial institutions and private investors.

It will target investments in all asset classes, ranging from pre-seed, seed and early-stage investments to growth investments. As a result, it will support the whole investment spectrum of the venture capital and private equity ecosystem, depending on market needs.

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 at-

tract 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 in-

dustry 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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106 74 Athens
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www.primeminister.gr

DEPUTY PRIME MINISTER

Megaro Maximou
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E: vicepresident@primeminister.gr
www.vicepresident.gov.gr (GR only)

PARLIAMENT

Parliament Mansion (Megaro Voulis)
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F: +30 210 370 7814
E: infopar@parliament.gr
www.hellenicparliament.gr

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11 Fragkoudi Str. and Alexandrou Pantou Str.
176 71 Kallithea
T: +30 210 909 8000
E: info.media@media.gov.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

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.
176 71 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
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F: +30 210 333 2608
E: ministeroffice@minfin.gr
www.minfin.gr

MINISTRY OF FOREIGN AFFAIRS

5 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.
156 69 Papagou
T: +30 210 650 8000
E: [yme@yme.gov.gr](mailto:yime@yme.gov.gr)
www.yme.gov.gr

MINISTRY OF THE 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: +30 213 212 8400
www.migration.gov.gr

MINISTRY OF NATIONAL DEFENSE

227-231 Mesogeion Ave.
154 51 Holargos, Athens
T: +30 210 659 8100
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 Ierou Lohou 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@hli.gov.gr
www.hli.gov.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: +30 213 211 0652
E: tel.a-peiraia@aade.gr

CUSTOMS SERVICE – PIRAEUS B

T: +30 213 211 1323
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 1503
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 (GR only)

ENTERPRISE GREECE

www.enterprisegreece.gov.gr

GOV.GR – YOUR GUIDE TO GREECE

www.gov.gr/en/sdg

GREEK PUBLIC EMPLOYMENT SERVICE

www.dypa.gov.gr

NATIONAL DOCUMENTATION CENTER

www.ekt.gr

NATIONAL TOURISM ORGANIZATION (GNT0)

www.gnto.gov.gr (GR only)



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ASSOCIATION OF COOPERATIVE BANKS OF GREECE

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106 72 Athens
T: +30 210 363 6311
E: secretary@este.gr
www.este.gr

BANK OF GREECE

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

HELLENIC BANK ASSOCIATION

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

INDUSTRY AND TRADE ASSOCIATIONS

ASSOCIATION OF ENTERPRISES IN ATTICA AND IN PIRAEUS

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

ASSOCIATION OF INDUSTRIES IN THESSALY AND IN CENTRAL GREECE

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

ASSOCIATION OF INDUSTRIES OF CENTRAL GREECE

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

ASSOCIATION OF THESSALIAN ENTERPRISES AND INDUSTRIES

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

FEDERATION OF ENTERPRISES AND INDUSTRIES OF THE PELOPONNESE AND WESTERN GREECE

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

FEDERATION OF INDUSTRIES OF GREECE (SBE)

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

GREEK EXPORTERS ASSOCIATION (SEVE)

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

GREEK TOURISM CONFEDERATION (SETE)

34 Vasilissis Amalias Ave.
105 58 Athens
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**

154 Egnatias Str.
546 36 Thessaloniki
T: +30 2310 291 111
E: hello@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 Komninon 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
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)

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104 42 Athens
T: +30 210 336 6800
F: +30 210 336 6101
E: info@athexgroup.gr
www.athexgroup.gr

PIRAEUS PORT AUTHORITY (PPA)

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185 38 Piraeus
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F: +30 210 455 0101
E: olp@olp.gr
www.olp.gr

REPRESENTATION OF THE EUROPEAN COMMISSION IN GREECE

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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
E: info@acsmi.gr
www.acsmi.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 Georgiou Kasimati Str., Plateia Odissou
185 31 Piraeus
T: +30 210 417 7241
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
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
www.eep.gov.gr (GR only)

TECHNICAL CHAMBER OF GREECE

4 Nikis Str.
105 63 Athens
T: +30 210 329 1200
F: +30 210 329 1614
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

THESSALONIKI CHAMBER OF SMALL AND MEDIUM INDUSTRIES

27 Aristotelous Str.
546 24 Thessaloniki
T: +30 2310 241 668
F: +30 2310 232 667
E: info@veth.gov.gr
www.veth.gov.gr

UNION OF HELLENIC CHAMBERS OF COMMERCE

6 Akadimias Str.
106 71 Athens
T: +30 210 338 7104
E: keeuhecci@uhc.gr
www.uhc.gr

FOREIGN CHAMBERS

ARAB-HELLENIC CHAMBER OF COMMERCE AND DEVELOPMENT

180-182 Kifisias Ave.
154 51 Neo Psychiko
T: +30 210 671 1210
F: +30 210 674 6577
E: chamber@arabgreekchamber.gr
www.arabhellenicchamber.gr

BRITISH HELLENIC CHAMBER OF COMMERCE

25 Vasilissis Sofias Ave.
106 74 Athens
T: +30 210 721 0361
E: info@bhcc.gr
www.bhcc.gr

FINNISH HELLENIC CHAMBER OF COMMERCE

19 Syngrou Ave.
117 43 Athens
T: +30 210 924 4368
E: info@fhcc.gr
www.fhcc.gr

FRENCH-HELLENIC CHAMBER OF COMMERCE AND INDUSTRY

21 Voulas Str.
106 71 Athens
T: +30 210 362 5516
F: +30 210 363 8106
E: ccifhel@ccifhel.org.gr
www.ccifhel.org.gr

GERMAN-HELLENIC CHAMBER OF COMMERCE AND INDUSTRY

10-12 Dorileou Str.
115 21 Athens
T: +30 210 641 9000
E: ahkathen@ahk.com.gr
www.griechenland.ahk.de

GREEK-ISRAELI CHAMBER OF COMMERCE AND TECHNOLOGY

T: +30 210 674 5619
E: gicct@greekisrael-chamber.gr
www.greekisrael-chamber.gr

GREEK-JAPANESE CHAMBER OF COMMERCE

7 Filellinon Str.
105 57 Athens
T: +30 210 323 2586
F: +30 210 323 2587
E: info@gjcc.gr
www.gjcc.gr

GREEK-RUSSIAN CHAMBER OF COMMERCE

69 Vatatzi Str.
114 73 Athens
T: +30 210 698 1127
F: +30 210 698 1127
E: info@hrcc.gr
www.hrcc.gr

GREEK-TURKISH CHAMBER OF COMMERCE

1 Panagi Mpenaki Str.
114 71 Athens
T: +30 211 013 4909
E: info@etee.gr
www.etee.gr

HELLENIC AFRICAN CHAMBER OF COMMERCE AND DEVELOPMENT

2 Papadiamantopoulou Str.
115 28 Athens
T: +30 210 725 7746
F: +30 210 729 7733
E: info@helafrican-chamber.gr
www.helafrican-chamber.gr

HELLENIC CHINESE CHAMBER OF COMMERCE, INDUSTRY, TOURISM AND SHIPPING

10 Amerikis Str.
106 71 Athens
T: +30 210 362 9445
F: +30 210 362 9052
E: info@chinese-chamber.gr
www.chinese-chamber.gr

HELLENIC-SERBIAN UNION OF COMMERCE AND INDUSTRY

15 Voulas Str.
105 63 Athens
T: +30 211 401 0703
F: +30 211 401 0703
E: office@eseve.gr
www.esve.gr

HELLENIC SPANISH CHAMBER OF COMMERCE

61 Tsiller Str.
111 44 Athens
T: +30 211 234 5864
E: info@hellenicspanishchamber.gr
www.hellenicspanishchamber.gr

HELLENIC-SWEDISH CHAMBER OF COMMERCE

71 Athinon Ave.
101 73 Athens
E: info@hellenic-swedishcc.gr
www.hellenic-swedishcc.gr

ITALIAN-HELLENIC CHAMBER OF COMMERCE

102 Solonos Str.
106 80 Athens
T: +30 210 721 3209
F: +30 210 721 3212
E: italia@italia.gr
www.italia.gr

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EMBASSY OF GREECE IN WASHINGTON DC

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Washington DC 20008
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F: +1 202 939 1324
E: gremb.was@mfa.gr
www.mfa.gr/usa/en/the-embassy

GREEK EMBASSY – CONSULAR OFFICE

T: +1 202 939 1300
F: +1 202 939 1324
E: grcon.was@mfa.gr

GREEK EMBASSY – CULTURAL AFFAIRS

E: gremb.was@mfa.gr

GREEK EMBASSY – DEFENSE ATTACHÉ OFFICE

2228 Massachusetts Ave. NW
Washington DC 20008
T: +1 202 234 5695
E: defattache.us@army.gr

GREEK EMBASSY – ECONOMIC AND COMMERCIAL AFFAIRS

T: +1 202 939 1300
F: +1 202 939 1324
E: ecocom-washington@mfa.gr

GREEK EMBASSY – PUBLIC DIPLOMACY OFFICE

T: +1 202 939 1300
E: pdo.was@mfa.gr

GREEK CONSULATE GENERAL IN ATLANTA, GA

Tower Place 100, Suite 1670
3340 Peachtree Rd. NE
Atlanta, GA 30326
T: +1 404 261 3313
F: +1 404 262 2798
E: grcon.atl@mfa.gr
www.mfa.gr/usa/en/consulate-in-atlanta

GREEK CONSULATE GENERAL IN BOSTON, MA

[CONSULAR DISTRICT: MA, ME, NH, RI, VT]
 86 Beacon Str.
 Boston, MA 02108
 T: +1 617 523 0100
 F: +1 617 523 0511
 E: grgencon.bos@mfa.gr
 www.mfa.gr/usa/en/consulate-general-in-boston

GREEK CONSULATE GENERAL IN CHICAGO, IL

[CONSULAR DISTRICT: IA, IL, IN, KS, MI, MN, MO, ND, NE, OH, SD, WI]
 650 North St. Clair Str.
 Chicago, IL 60611
 T: +1 312 335 3915
 F: +1 312 335 3958
 E: grgencon.cic@mfa.gr
 www.mfa.gr/usa/en/consulate-general-in-chicago

GREEK CONSULATE IN CHICAGO – ECONOMIC AND COMMERCIAL AFFAIRS

[STATES OF JURISDICTION: AR, IO, IL, IN, KS, LA, MI, MN, MO, ND, NE, OH, OK, PR, SD, TX, VI, WI]
 T: +1 312 867 0464
 F: +1 312 335 3958
 E: ecocom-chicago@mfa.gr

GREEK CONSULATE GENERAL IN HOUSTON, TX

CONSULAR DISTRICT: AR, LA, OK, PR, TX, VI]
 2401 Fountain View Drive
 Suite 850
 Houston, TX 77057
 T: +1 713 840 7522
 F: +1 713 840 0614
 E: grcon.hou@mfa.gr
 www.mfa.gr/usa/en/consulate-in-houston

GREEK CONSULATE GENERAL IN LOS ANGELES, CA

[CONSULAR DISTRICT: AZ, CA (90001-93199), CO, HI, NM, south NV]
 12424 Wilshire Blvd.
 Suite 1170
 Los Angeles, CA 90025
 T: +1 310 826 5555
 F: +1 310 826 8670
 E: grgencon.la@mfa.gr
 www.mfa.gr/usa/en/consulate-general-in-los-angeles

GREEK CONSULATE IN LOS ANGELES – PUBLIC DIPLOMACY OFFICE

T: +1 310 826 6032
 E: pdo.la@mfa.gr

GREEK CONSULATE GENERAL IN NEW YORK, NY

[CONSULAR DISTRICT: CT, NJ, NY, PA]
 69 East 79th Str.
 New York, NY 10075
 T: +1 212 988 5500
 F: +1 212 734 8492
 E: grgencon.ny@mfa.gr
 www.mfa.gr/usa/en/consulate-general-in-new-york

GREEK CONSULATE IN NEW YORK – CULTURAL AFFAIRS

T: +1 212 988 5500
 E: grgencon.ny@mfa.gr

GREEK CONSULATE IN NEW YORK – ECONOMIC AND COMMERCIAL AFFAIRS

[STATES OF JURISDICTION: AL, CT, FL, MS, NH, NJ, NY, PA, RI, VT]
 866 2nd Avenue (11th floor)
 New York, NY 10017
 T: +1 212 751 2404
 F: +1 212 593 2278
 E: ecocom-newyork@mfa.gr

GREEK CONSULATE IN NEW YORK – EDUCATIONAL AFFAIRS

[STATES OF JURISDICTION: CT, KY, MA, ME, NH, NJ, NY, OH, PA, RI, TN, WV]
 T: +1 212 988 5500
 E: edu.nyc@mfa.gr
 www.gr-edu.org

GREEK CONSULATE IN NEW YORK – PRESS OFFICE

[STATES OF JURISDICTION: CT, NJ, NY, PA, United Nations]
 T: +1 212 988 5500
 F: +1 212 734 8492
 E: pdo.newyork@mfa.gr

GREEK CONSULATE GENERAL IN SAN FRANCISCO, CA

[STATES OF JURISDICTION: AK, CA (93000 and up), ID, MT, north NV, OR, UT, WA, WY]
 2441 Gough Str.
 San Francisco, CA 94123
 T: +1 415 775 2102
 F: +1 415 776 6815
 E: grgencon.sf@mfa.gr
 www.mfa.gr/usa/en/consulate-general-in-san-francisco

GREEK CONSULATE IN SAN FRANCISCO – ECONOMIC AND COMMERCIAL AFFAIRS

E: ecocom-sanfrancisco@mfa.gr

GREEK CONSULATE GENERAL IN TAMPA, FL

[STATES OF JURISDICTION: AL, FL, MS]
 400 North Tampa Str.
 Suite 1160
 Tampa, FL 33602
 T: +1 813 865 0200
 F: +1 813 865 0206
 E: grgencon.tam@mfa.gr
 www.mfa.gr/usa/en/consulate-general-in-tampa

PERMANENT MISSION OF GREECE TO THE UNITED NATIONS

866 Second Ave. (13th floor)
 New York, NY 10017
 T: +1 212 888 6900
 F: +1 212 888 4440
 E: grdel.un@mfa.gr
 www.mfa.gr/un

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

SHORT COMPANY PROFILE

Enterprise Greece is the official investment and trade promotion agency of the Greek state, operating under the auspices of the Ministry of Foreign Affairs. We are your gateway to the opportunities Greece offers.

Our mission is two-fold: We provide foreign investors with a one-stop shop for information, consulting, and assistance through every phase of their investment project, and we promote Greek products and services in international markets.

OUR MANDATE

To help your business grow & thrive.

OUR SERVICES

INVESTING IN GREECE

We provide comprehensive investment facilitation services in a one-stop shop format. Our sector-specialized advisors, following international best practices, offer:

- /// In-depth guidance on tax, labor laws, land use, licensing, and financial incentives.
- /// Support with site location, personnel sourcing, and matchmaking to local businesses.
- /// Tailored investment proposals and strategic investments evaluation for inclusion in the special Fast Track process.
- /// Project consultations to help investors achieve their goals.

TRADING WITH GREECE

We support Greek exporters in maximizing their export potential and promoting Greek products globally.

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- /// Organization of trade missions abroad and unique promotional programs.
- /// Provision of local market insights and industry intelligence.
- /// Hosting foreign buyers and arranging B2B meetings with Greek businesses for sustainable growth.

For further information, please visit our website at:
www.enterprisegreece.gov.gr or get in touch:

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Email: info@eg.gov.gr

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 to date. A tax rate of 29% applies to business income of credit institutions that have opted for special provisions regarding deferred tax credit.

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.

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%. As from tax year 2025, an increased deductibility by 150% of R&D expenses paid for the provision of services to companies registered in the Greek National Startup Registry ("Elevate Greece") or research centers, etc. Expenses for scientific and technological research (R&D), including the depreciation of equipment and instruments used for such purposes by very small, small and medium enterprises are deducted from the gross income of such companies increased by 200% if such expenses constitute more than 20% of the total expenses incurred during a tax year.

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 1% is imposed on the sales of shares listed on a regulated market or multilateral trading facility operating in Greece. The sales tax burdens the seller, irrespective of their nationality, residence, domicile, or place of establishment, and is imposed regardless of whether the relevant transactions are conducted within or outside the trading venue. The tax is also imposed on sales of shares listed on foreign stock exchanges or other internationally recognized stock exchange institutions, in those cases where the sellers are companies or individuals who are residents of Greece or foreign companies with a permanent establishment in Greece.

CAPITAL GAINS

Capital gains arising from the transfer of shares (either listed or non-listed) and realized by Greek companies or foreign companies with permanent establishment in Greece are treated as business income subject to 22% corporate income tax. 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 Part A and is a tax resident in an EU member state, subject to one of the taxes listed in the Annex I Part B without eligibility for option or exemption, and
- the company transferring the shares maintains at least 10% equity holding or voting rights 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%.

As from tax year 2025, an exemption from CIT on any capital gain arising for a Greek company from the sale of its participation in a non-EU company, e.g. a US company, is also applicable provided that the non-EU / US company is a capital company, not established in a non-cooperative state, and subject to CIT or similar tax without eligibility for option or exemption, and the Greek company transferring the shares maintains at least 10% equity holding or voting rights in the non-EU / US company for at least 24 months.

TAX EXEMPTIONS

Individual income

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

- Capital gains arising from the sale of listed shares that were acquired before January 1, 2009;
- Capital gains arising from the sale of listed shares that were acquired after January 1, 2009, when the seller owns less

than 0.5% of the share capital of the company whose shares are being sold; and

- Capital gains arising from the exchange of Greek government or Greek state-guaranteed bonds with other securities in the context of the restructuring of the Greek debt.

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

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). For the application of such rule, a minimum retention period of two (2) years is required for the shares acquired and the recipient should be established in a tax cooperative jurisdiction.

Business income

Business income is exempted from taxation in case of non-resident legal entities with no permanent establishment in Greece. Moreover, intra-group dividends received by a Greek tax resident company from a US company (or from a company established in another non-EU state, but not in a non-cooperative state) are exempted from Greek income tax, subject to special conditions similar to those applicable for the exemption of intra-group dividends paid by EU legal entities (e.g. a minimum 10% participation of the Greek company in the non-EU legal entity for at least 24 months).

WITHHOLDING TAXES

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 the provisions of the Greek ITC.

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 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, as well as 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, 2025, 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 and a municipality surcharge, generally levied at the effective rate of 3.09%.

Under certain conditions, foreign entities with no permanent establishment in Greece are required to register only for VAT purposes in Greece before carrying out activities triggering Greek VAT implications. By exception, as of July 1, 2021, (i) EU entities carrying out distance sales of goods or providing services to individuals, (ii) electronic platforms intermediating in the sale of goods to individuals, and (iii) non-EU entities supplying goods or services to individuals are entitled to utilize a special regime—One-Stop-Shop ("OSS") or Import One-Stop-Shop ("IOSS"), depending on the case—subject to the fulfillment of specific

conditions, whereby they would not have to register for VAT purposes in Greece, while the applicable Greek VAT corresponding to their supplies to individuals located in Greece would be remitted directly in their country of establishment/registration.

OTHER TAXES

Other taxes include the capital concentration tax, levied at the rate of 0.2% (as of December 2023) 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.

Moreover, other taxes also include the new digital transaction duty, which is imposed on transactions concluded from December 1, 2024 and replaces stamp duty from this date onwards.

In this respect, the new digital transaction duty will be imposed on certain transactions falling within its scope (e.g., real estate commercial rentals, if not subject to VAT (but not the residential rentals), loans, revolving credit facilities (current accounts), withdrawals and deposits from/to legal entities by their shareholders or partners, transfer of business, waiver of debts, debt recognition, assumption of debts and assignment of claims if not effected for consideration, payments of compensation, prizes and awards, etc.), regardless of the place of the transaction or the place where the underlying contract will be concluded or executed, provided that at least one of the parties of the transaction is a Greek tax resident or has a permanent establishment in Greece and the transaction is linked to such permanent establishment.

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.

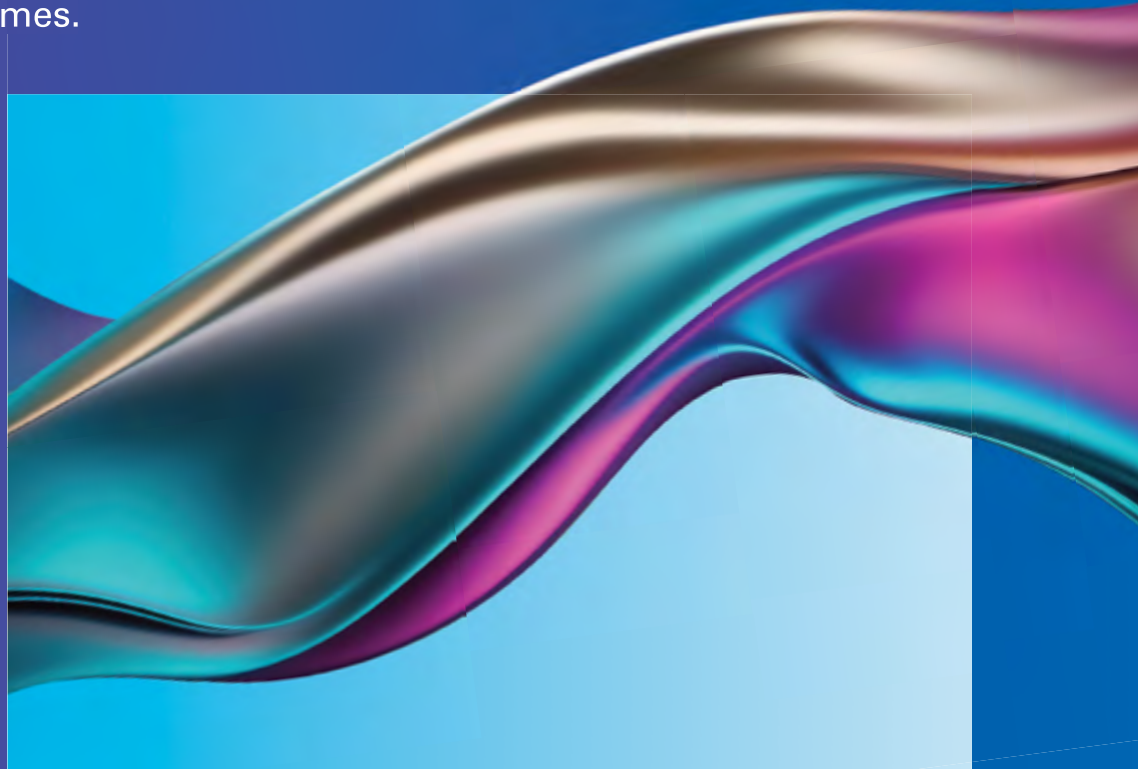
The main tax on buildings ranges from €2 to €16.20 per sq. m., depending on the building's location/tax zone, and is multiplied by coefficients that depend on factors such as the building's area, age, use, floor, and number of facades.

For plots of land located within city limits or zoned areas, the taxable basis is the product of certain coefficients



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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 €9.2500 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, surface 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.

For year 2024, UREOT is reduced by 10% for residences of individuals insured by an Insurance Company, 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). From year 2025 onwards, UREOT is reduced by 20% for residences of individuals insured in accordance with the previous paragraph and provided that the residences' taxable value for the purposes of imposing UREOT does not exceed €500,000 whereas it is reduced by 10%, if the value exceeds €500,000.

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 amongst others, 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% (which consists of 3% rate applying on the taxable value of the real estate and 3% municipal duty applying on the tax due) 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,



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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 a 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 a real estate located in Greece. Several exceptions are provided by the law.

This article was written on January 10, 2025, based on the relevant provisions of law applying in Greece on this date, without, however, including possible amendments which have been released for public consultation, or which have not yet been adopted by the Hellenic Parliament nor published in the Official Government Gazette.

This article intends to provide general information, thus when planning business transactions and/or expansions in Greece, no action should be taken without previously consulting a professional with regard to the actual circumstances of a particular case.

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

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Partner, Head of Tax and Legal Services, KPMG in Greece



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Setting Up a Business in Greece

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 is a legal entity, which 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 (Notary Public, if the AE's Articles of Association take the form of a notary deed, the General Commercial Registry or the electronic platform e-ΥΜΣ).

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 Commercial Chamber;
- 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 electronic platform e-ΥΜΣ);

- 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 shareholder(s), 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 EUR 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 EUR 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 (Notary Public if the EPE's Articles of Association take the form of a notary deed, the General Commercial Registry or the electronic platform e-ΥΜΣ), which 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 EPE. The EPE's tax registration is also effected by the One Stop Authority.

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. Based on recent changes, branches of EU entities can only be established for corporate law purposes electronically through the platform e-ΥΜΣ. 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, including the electronic e-ΥΜΣ 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 electronic platform e-ΥΜΣ, 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 EUR 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 EUR 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 USD 50 000 to be covered via bank remittances. A bank guarantee not less than USD 5 000 (currently set to USD 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.



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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
FORMATION/FOUNDERS				
Minimum number of founders	-	1	1	1
Residence requirements	n/a	No	No	No
ARTICLES				
	No	Yes/Before One Stop Authority	Yes/Before One Stop Authority	Yes/Before One Stop Authority
REGISTRATION				
	Yes/General Commercial Registry	Yes/General Commercial Registry	Yes/General Commercial Registry	Yes/General Commercial Registry
PUBLICATION OF ESTABLISHMENT IN THE GENERAL COMMERCIAL REGISTRY'S WEBSITE				
	Yes	Yes	Yes	Yes
SHAREHOLDERS				
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
BOARD OF DIRECTORS/ADMINISTRATOR(S)				
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>	-	-
CAPITAL				
Minimum	None	€25,000	€1 <i>(for single member EPEs)</i>	€1
SHARES/UNITS				
Minimum value	-	€0.04	€1	€1
Maximum value	-	€100	n/a	n/a

This article was written in November 2024 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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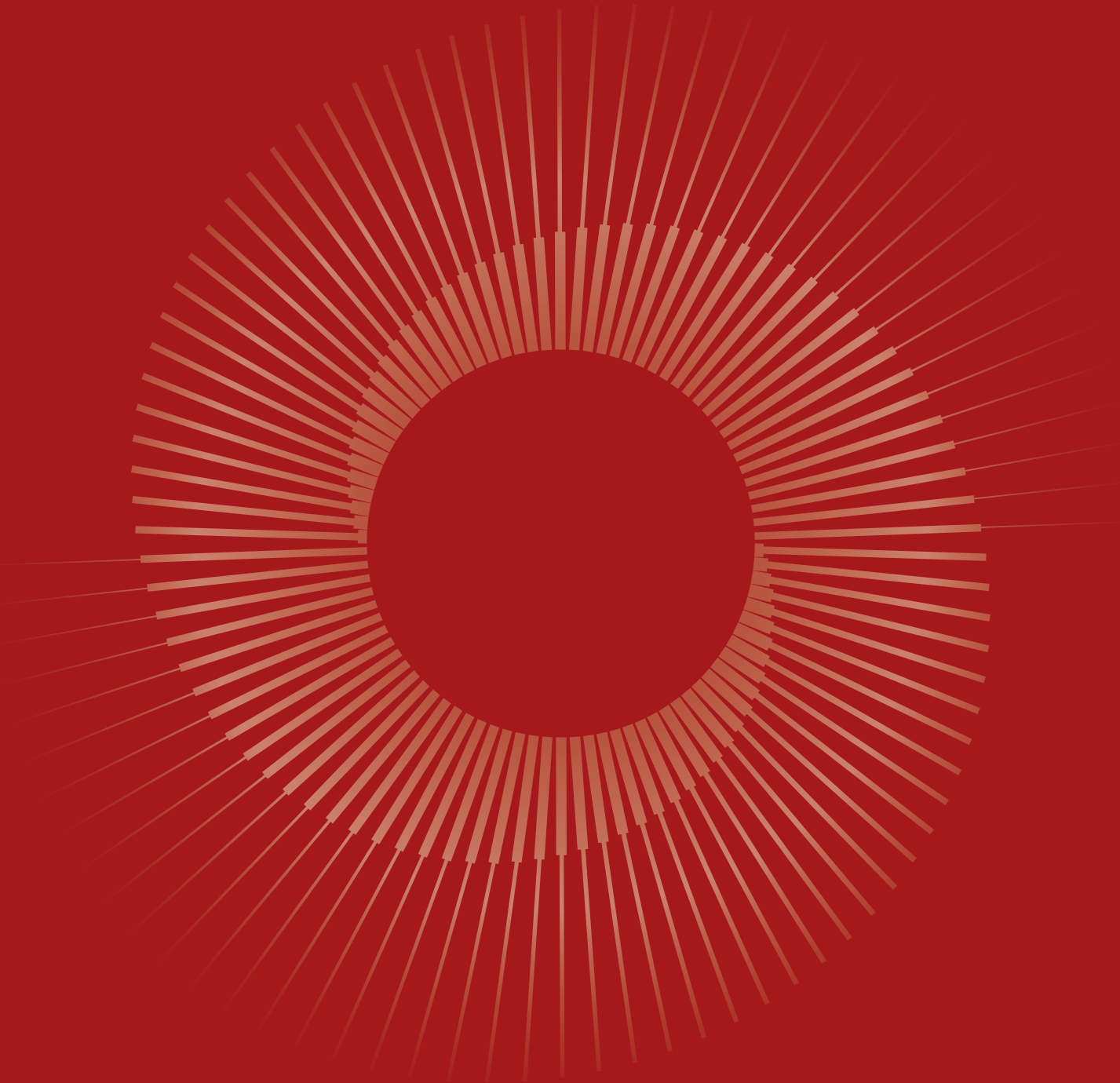
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FOR MORE INFORMATION, PLEASE CONTACT:

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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.

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.

To find out more about CASE and its member states, visit: case-usa.eu

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
case-usa.eu/florida/
www.selectflorida.org

KENTUCKY

Region: Central East
Capital: Frankfort
State Governor: Andy Beshear
Principal Cities: Lexington, Louisville, Bowling Green, Owensboro, Covington
case-usa.eu/kentucky/
www.thinkkentucky.eu

GEORGIA

Region: Southeast
Capital: Atlanta
State Governor: Brian Kemp
Principal Cities: Athens, Augusta, Columbus, Macon, Rome, Savannah
case-usa.eu/georgia/
www.georgia.org

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
case-usa.eu/louisiana/
www.opportunitylouisiana.gov

ILLINOIS

Region: Midwest
Capital: Springfield
State Governor: J.B. Pritzker
Principal Cities: Chicago, Springfield, Rockford, Champaign-Urbana
case-usa.eu/illinois/
dceo.illinois.gov

MISSISSIPPI

Region: Southeast
Capital City: Jackson
State Governor: Tate Reeves
Principal Cities: Gulfport, Southaven, Biloxi, Hattiesburg, Olive Branch, Tupelo, Meridian
case-usa.eu/invest-in-mississippi/
www.mississippi.org

INDIANA

Region: Midwest
Capital: Indianapolis
State Governor: Mike Braun
Principal Cities: Evansville, South Bend, Gary, Hammond, Bloomington, Muncie, Fishers, Lafayette, Carmel, Anderson, Terre Haute
case-usa.eu/indiana/
www.iedc.in.gov

MISSOURI

Region: Midwest
Capital: Jefferson City
State Governor: Mike Kehoe
Principal Cities: St. Louis, Kansas City, Springfield, Independence, Columbia, St. Joseph
case-usa.eu/missouri/
ded.mo.gov

NEW JERSEY

Region: Northeast
Capital: Trenton
State Governor: Phil Murphy
Principal Cities: Newark, Jersey City, New Brunswick, Princeton, Camden, Atlantic City
case-usa.eu/new-jersey/
www.choosenj.com

NEW YORK

Region: Northeast
Capital: Albany
State Governor: Kathy Hochul
Principal Cities: New York City, Buffalo, Rochester, Syracuse, Plattsburgh, Utica, Binghamton, New Windsor, Hauppauge
case-usa.eu/new-york/
esd.ny.gov

NORTH CAROLINA

Region: Southeast
Capital: Raleigh
State Governor: Josh Stein
Principal Cities: Charlotte, Greensboro, Durham, Winston-Salem, Fayetteville
case-usa.eu/north-carolina/
www.edpnc.com

OHIO

Region: Midwest
Capital: Columbus
State Governor: Mike DeWine
Principal Cities: Cincinnati, Cleveland, Columbus, Dayton, Toledo
case-usa.eu/ohio/
www.jobsohio.com

OKLAHOMA

Region: South Central
Capital: Oklahoma City
State Governor: Kevin Stitt
Principal Cities: Tulsa, Norman, Broken Arrow, Lawton
case-usa.eu/oklahoma/
www.okcommerce.gov

PENNSYLVANIA

Region: Northeast
Capital: Harrisburg
State Governor: Josh Shapiro
Principal Cities: Philadelphia, Pittsburgh, Harrisburg, Allentown
case-usa.eu/pennsylvania/
www.dced.pa.gov

SOUTH CAROLINA

Region: Southeast
Capital: Columbia
State Governor: Henry McMaster
Principal Cities: Aiken, Columbia, Charleston, Greenville, Spartanburg, Rock Hill
case-usa.eu/south-carolina/
www.sccommerce.com

TENNESSEE

Region: Southeast
Capital: Nashville
State Governor: Bill Lee
Principal Cities: Memphis, Nashville, Chattanooga, Knoxville, Clarksville, Johnson City, Murfreesboro
case-usa.eu/tennessee/
www.tnecd.com

VIRGINIA

Region: Southeast
Capital: Richmond
State Governor: Glenn Youngkin
Principal Cities: Virginia Beach, Chesapeake, Arlington, Norfolk, Richmond, Newport News and Alexandria
case-usa.eu/virginia/
www.vedp.org

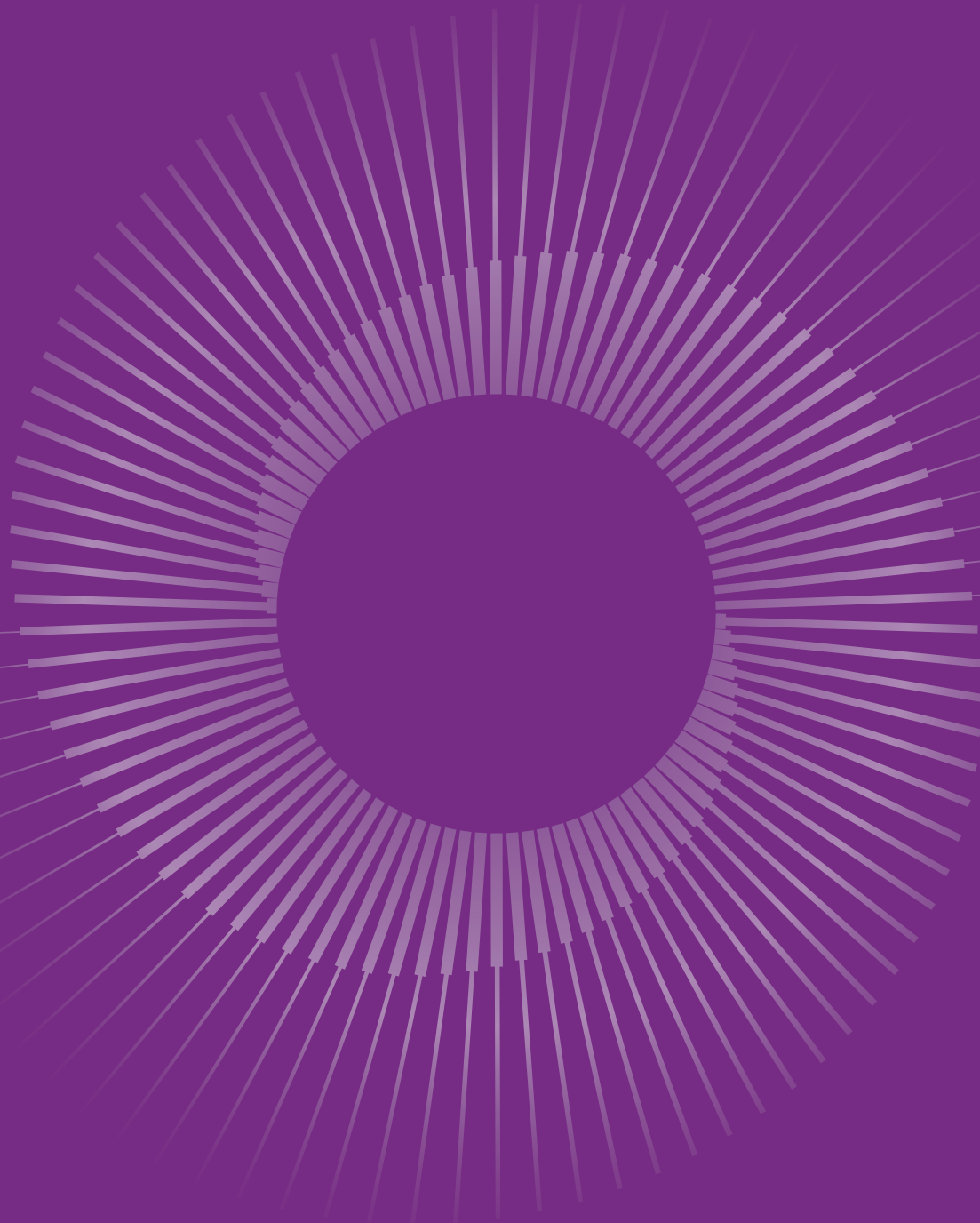
WEST VIRGINIA

Region: Southeast
Capital: Charleston
State Governor: Patrick Morrisey
Principal Cities: Beckley, Huntington, Martinsburg, Morgantown, Parkersburg, Wheeling
case-usa.eu/west-virginia/
www.westvirginia.gov

WISCONSIN

Region: Midwest
Capital: Madison
State Governor: Tony Evers
Principal Cities: Milwaukee, Green Bay, Kenosha, Eau Claire, La Crosse
case-usa.eu/wisconsin/
www.wedc.org

SPECIAL EXPORT SECTION



2024: U.S. Consumer Trends

INTRODUCTION

The landscape of consumer behavior in the United States in 2024 reflects a significant transformation marked by changes that will affect all industries in the long term. These shifts demonstrate a broader societal transition, affecting diverse age groups and income ranges. The dynamism observed in consumer trends demonstrates a shift from conventional patterns, highlighting a consumer base that is increasingly discerning, value-oriented, and keen to integrate technology in their daily lives.

In this exploration of U.S. Consumer Trends in 2024, we present the new changes, noting that they are not transient fads but integral components re-shaping 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 trends of contemporary consumer preferences and behaviors.

MARKETING TRENDS

Email marketing trends in 2024:

- 25% of Millennials (1981-1996) opted for daily marketing emails.
- Email marketing remains the primary channel of communication, with a preference for a weekly communication cadence.

TikTok brand engagement:

- Experienced a 12% rise in consumer interaction.
- Gen X (1965-1980) and Millennials (1981-1996) were the most engaged users with brands on the platform.
- Became the fastest-growing platform for brand-consumer interaction.

Virtual reality (VR) marketing opportunities:

- Ownership of VR headsets continues to rise, reaching 30% among Millennials.
- Millennials (1981-1996) lead in adopting VR technology.
- Advertisements within virtual worlds show significant potential, even for businesses unfamiliar with the metaverse.

Metaverse platform 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.
- They signal new opportunities for expansion in new territories.

Artificial intelligence (AI) personalization:

- AI-driven marketing campaigns saw a 20% increase in engagement rates.
- Consumers favor brands that provide tailored product recommendations and personalized experiences.
- Chatbots and AI-powered customer support gained widespread acceptance across age groups.

Sustainability as a core value:

- 70% of consumers prefer brands that actively demonstrate eco-friendly practices.
- Marketing campaigns promoting sustainability initiatives gained higher engagement.

FOOD TRENDS

Prioritization on plant-based eating:

- Consumers are increasingly integrating plant-based foods into their diets.
- Strong shift towards meat alternatives and dairy-free products driven by health and environmental concerns.

Prioritization on health and wellness:

- Consumers favor healthy foods and superfoods.
- Products offering added health benefits are highly sought after.
- Convenience meals remain essential for all lifestyles, favoring "meal kits" and "prepared meals" adapting to busy lifestyles.

Global and ethnic cuisines on the spot:

- Consumers are experimenting with international flavors and ingredients with the Asian fusion cuisine gaining significant ground.

Clean label and transparency valued:

- Consumers opt for products with recognizable and natural ingredients and value transparency from manufacturers.

Minimizing sugar and 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.

Growth in functional beverages:

- Herbal teas and health-infused drinks are gaining significant ground.

Alternative protein sources:

- Growing interest in insect-based proteins and lab-grown meat as sustainable alternatives. Younger generations show openness to trying these alternatives.

TOURISM TRENDS**Post-Pandemic Travel Surge:**

- The industry experienced a significant recovery in U.S. tourism in 2024.
- There is an unprecedented peak in traveler numbers, especially among those aged 45 and above.

Domestic Dominance:

- 93% of Americans chose domestic travel destinations, signifying a preference for familiar places and an effort to support local economies.

Alternative Trip Objectives:

- 62% of travelers combined business trips with leisure activities, blending professional and recreational pursuits.

Extended Trip Durations:

- Resurgence in trip durations, nearly reaching pre-pandemic levels (average of 7 nights). There is also an increase in travel expenditures.

Shift in Information Sources:

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

Sustainable travel practices:

- Eco-tourism experiences are gaining popularity, particularly among Gen Z and Millennials.
- Younger travelers are choosing accommodation and transportation with lower carbon footprints.

A LOOK AHEAD TO 2025:**Marketing:**

- AI will dominate personalization in marketing, offering tailored customer experiences.
- Increased integration of immersive technologies like augmented reality (AR) in online shopping and branding efforts.
- Social platforms like TikTok and Instagram will further influence consumer purchasing decisions, especially among Gen Z.

Food:

- Alternative proteins, such as lab-grown meat and insect-based options, will enter mainstream consumer diets.
- Demand for sustainable packaging will drive innovations in recyclable and biodegradable materials.
- The popularity of functional foods and beverages will grow, emphasizing mental clarity, gut health, and immune protection.

Tourism:

- Domestic travel will remain strong, with a growing emphasis on exploring lesser-known destinations.
- Eco-conscious travel will become mainstream, with travelers demanding sustainable accommodation and transportation options.
- Wellness tourism will continue to grow, with an increased focus on experiences combining mindfulness, nature, and fitness.

Technology:

- Smart home devices and IoT will become deeply integrated into everyday life.
- Wearable technology, such as smartwatches and fitness trackers, will expand their capabilities, offering deeper insights into health and lifestyle.
- Growth in the adoption of blockchain for secure online transactions and data transparency in sectors like finance and retail.

Retail and E-commerce:

- Omnichannel retail strategies will be crucial as consumers expect seamless shopping experiences across online and physical stores.
- The rise in "shopertainment" will merge entertainment with e-commerce, enhancing customer engagement.
- Subscriptions for products and services will remain popular, with brands diversifying offerings for convenience and value.

Sources:

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U.S. Consumer Profiles

While certain trends dominate consumer behavior across demographics, each generation of U.S. consumers has its own foundational characteristics. These traits, shaped by formative experiences, economic factors, and cultural shifts, determine where consumers find inspiration, how they research products, how, where, and what they purchase.

BOOMERS (1946–1964)

Today, Boomers are between 61 and 79 years old. While many are retired or nearing retirement, they remain active consumers with considerable disposable income, making them a key demographic for businesses offering premium products, leisure experiences, and health-related goods.

- Boomers still prefer in-store shopping for the in-person experience and human interaction.
 - Although 85% of Boomers use social media, platforms like Facebook dominate, and they rarely rely on social media for purchase decisions.
- Their buying habits are influenced by quality, value for

money, and online reviews from credible sources.

- Boomers are increasingly exploring online shopping, especially for convenience or hard-to-find products.
- Despite being more digitally aware than before, they continue to value traditional media like newspapers, television, and radio.

GENERATION X (1965–1980)

Currently aged 45 to 60, Generation X is often seen as a bridge between analog and digital lifestyles. They are tech-savvy yet reserved and pragmatic, making them discerning shoppers.

- Gen X are responsible for approximately 36% of U.S. household income, giving them significant purchasing power.
- They prioritize practicality and value deals, with more than 80% willing to try a new brand if offered a discount.
- Gen X prefers to research thoroughly before buying, using a mix of online reviews, social media, and word-of-mouth.

- Their shopping habits combine online convenience with occasional in-store visits for specific needs or tactile purchases.
- Social media platforms like Facebook and Instagram are popular for staying informed but less for impulsive purchases.

MILLENNIALS (1981–1996)

Millennials, now aged 29 to 44, are the largest generation in the workforce and a driving force in the marketplace. They value experiences, comfort, and sustainability, shaping trends across industries.

- Millennials spend more on convenience (online shopping, meal delivery), experiences (travel, events), and social causes.
- Over 75% of Millennials prefer brands with loyalty programs, and 83% are influenced by a brand's sustainability practices.
- Omnichannel shopping is key: they blend online, mobile, and in-store shopping.
- Social media is a significant factor, with platforms like Instagram, YouTube, and TikTok shaping their purchasing decisions.
- Millennials remain loyal to brands that align with their values and offer unique experiences.

GENERATION Z (1997–2012)

Now aged 13 to 28, Gen Z continues to redefine consumer behavior with their digital fluency and social awareness.

- 97% of Gen Z use social media as their top source of shopping inspiration, particularly platforms like Instagram, TikTok, and Snapchat.
- Sustainability is a core priority: 74% are willing to pay a premium for sustainable products, and 43% expect brands to actively support social causes.
- Gen Z values personalization, often gravitating toward brands that reflect their identity or political values.
- E-commerce dominates their shopping habits, with minimal reliance on traditional in-store shopping.
- They are the most socially conscious generation, driving demand for ethical, eco-friendly, and inclusive products.

GENERATION A (2010–2024)

The oldest Gen Alphas are 15 years old, and the youngest are still being born. This generation is growing up surrounded by technology and is already shaping future consumer trends.

- Gen Alpha is highly influential in family purchasing decisions, from food to entertainment and tech products.
- They thrive on immersive digital experiences and interact with brands through YouTube, TikTok, and streaming services.

- As the most diverse and global-minded generation, they search for inclusivity and sustainability from brands.
- Gen Alphas are expected to emerge as future innovators and entrepreneurs, driving technological and societal change.

GENERATION B (2025–2040)

Generation B, the cohort born from 2025 onwards, is just beginning to emerge. While their formative influences are still to be fully realized, some early trends can be anticipated based on current trends:

- **Hyper-immersive technology users:** This generation will likely interact with brands through augmented reality (AR), virtual reality (VR), and other emerging technologies.
- **Climate and sustainability-focused:** As they are born into a world grappling with climate change, they are expected to prioritize brands committed to environmental stewardship.
- **AI-native consumers:** Generation B will grow up with artificial intelligence integrated into every aspect of life, shaping their preferences for hyper-personalized and automated shopping experiences.
- **Global citizens:** Increased digital connectivity will likely foster a more interconnected worldview, with a focus on collaboration and inclusivity.
- **Digital-first education and communication:** Their learning and interaction habits will be shaped by evolving technologies like adaptive learning platforms, holographic classrooms, and AI-driven communication tools.

Sources:

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Greece-U.S. Bilateral Trade

Greece and the United States share a robust and expanding trade partnership, characterized by Greece's diverse export sectors. In 2023, Greece's primary exports to the U.S. included mineral fuels, oils, processed foods, and agricultural products, underscoring its strategic role in global energy and food supply chains. Over the past five years, Greek exports to the U.S. have consistently grown, driven by sectors experiencing significant annual increases. This upward trend highlights the deepening economic ties between the two nations, reaffirming their commitment to expanding trade and fostering mutual prosperity.

In addition to traditional exports, emerging sectors such as technology, pharmaceuticals, and industrial ma-

chinery are becoming pivotal areas of collaboration. The U.S. market continues to be crucial for Greek enterprises, offering opportunities for diversification and investment. As both countries continue to strengthen bilateral trade agreements and explore new economic synergies, Greece's export growth to the U.S. is poised to maintain its positive trajectory, further solidifying their enduring economic alliance.

This section presents the latest 2023 data on Greece's exports to the United States and vice versa. It also provides an analysis of Greece's global exports from 2019 to 2023, illustrating the country's expanding economic sectors and key areas of growth.

GREECE'S EXPORTS TO THE UNITED STATES 2023

PRODUCT LABEL	VALUE IN USD THOUSAND	ANNUAL GROWTH RATE IN VALUE BETWEEN 2019-2023	SHARE IN GREECE'S EXPORT, %
Mineral fuels, mineral oils and products of their distillation; bituminous substances	450,426	25	3
Preparations of vegetables, fruit, nuts or other parts of plants	302,621	12	18
Salt; sulphur; earths and stone; plastering materials, lime and cement	147,166	8	25
Aluminium and articles thereof	126,821	1	5
Commodities not elsewhere specified	122,454	16	10
Electrical machinery and equipment and parts thereof; sound recorders and reproducers, television machinery	113,836	20	5
Nuclear reactors, boilers, machinery and mechanical appliances; parts thereof	103,272	30	4
Animal, vegetable or microbial fats and oils and their cleavage products; prepared edible fats	83,762	17	5
Aircraft, spacecraft, and parts thereof	82,754	34	59
Dairy produce; birds' eggs; natural honey; edible products of animal origin	74,016	22	5

Source: International Trade Center (2023)

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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

ACS
Τα πάντα, παντού.

UNITED STATES' EXPORTS TO GREECE 2023

PRODUCT LABEL	VALUE IN USD THOUSAND	ANNUAL GROWTH RATE IN VALUE BETWEEN 2019-2023	SHARE IN UNITED STATES OF AMERICA'S EXPORTS, %
Mineral fuels, mineral oils and products of their distillation; bituminous substances	391,098	5	0
Optical, photographic, cinematographic, measuring, checking, precision, medical or surgical equipment	236,133	3	0
Electrical machinery and equipment and parts thereof; sound recorders and reproducers, television equipment	202,448	36	0
Commodities not elsewhere specified	158,211	12	0
Nuclear reactors, boilers, machinery and mechanical appliances; parts thereof	131,891	12	0
Iron and steel	105,829	29	1
Plastics and articles thereof	86,198	23	0
Copper and articles thereof	60,345	5	1
Aircraft, spacecraft, and parts thereof	54,264	7	0
Edible fruit and nuts; peel of citrus fruit or melons	39,487	-2	0

Source: International Trade Center (2023)

GREECE'S EXPORTS TO WORLD

PRODUCT LABEL	VALUE IN USD THOUSAND	ANNUAL GROWTH RATE IN VALUE BETWEEN 2019-2023	SHARE IN WORLD'S EXPORT, %
Mineral fuels, mineral oils and products of their distillation; bituminous substances	17,815,291	20	1
Pharmaceutical products	3,024,762	5	0
Aluminium and articles thereof	2,719,879	13	1
Electrical machinery and equipment and parts thereof; sound recorders and reproducers, television components	2,380,643	20	0
Nuclear reactors, boilers, machinery and mechanical appliances; parts thereof	2,367,723	6	0
Preparations of vegetables, fruit, nuts or other parts of plants	1,677,084	9	2
Animal, vegetable or microbial fats and oils and their cleavage products; prepared edible fats	1,588,943	34	1
Edible fruit and nuts; peel of citrus fruit or melons	1,542,525	8	1
Dairy produce; birds' eggs; natural honey; edible products of animal origin	"1,450,820	"	16
Commodities not elsewhere specified	1,183,328	5	1

Source: International Trade Center (2023)

Το προϊόν σου
**ΚΑΤΑΚΤΑ
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Αναζήτησε εταιρείες του κλάδου σου,
σε πάνω από **60 χώρες**, και δες **αμέτρητες
δυνατότητες** επιχειρηματικής εξωστρέφειας
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Exportgate

Supporting International Trade and Business Extroversion

Since its launch in 2013, Exportgate, Eurobank's innovative and award-winning international trade portal, has been consistently supporting Greek and Cypriot businesses in their efforts to expand their operations abroad and net-working internationally with recognized global partners.

The portal was designed and implemented in collaboration with major export organizations and industry bodies: In Greece, Eurobank partnered with the Panhellenic Exporters Association, the Greek Exporters Association – SEVE, the Exporters Association of Crete, and SEV – the Hellenic Federation of Enterprises, and also collaborates with Enterprise Greece to boost Greek exports and attract investments to Greece. In Cyprus, Exportgate was developed in partnership with the Cyprus Employers and Industrialists Federation and the Cyprus Chamber of Commerce and Industry.

Over the years, Exportgate, which today has 5,600 members, has emerged as one of the most comprehensive international trade platforms and has earned various accolades including winning a Gold Effie Award and being named in Global Finance's The Innovators 2015 list. Leveraging cutting-edge technology, its members have access to the latest trade information for more than 180 countries, can locate data on 1,000,000 partners in approximately 200 countries, and gain access to over one million international calls for interest. Meanwhile, the platform's Go International initiative has facilitated 13,000 targeted business meetings between 740 Greek exporting companies and 1,070 international companies/buyers.

Exportgate's 10th anniversary event, held in March 2024, saw the introduction of a new package of privileges for customers who are or will become members of Exportgate and the Trade Club Alliance (TCA), a unique

global network of major international banking groups that has over 23,000 members across 40 countries, covering 65% of global trade routes. Exportgate joined TCA in 2018, contributing to the support of businesses seeking to trade internationally.

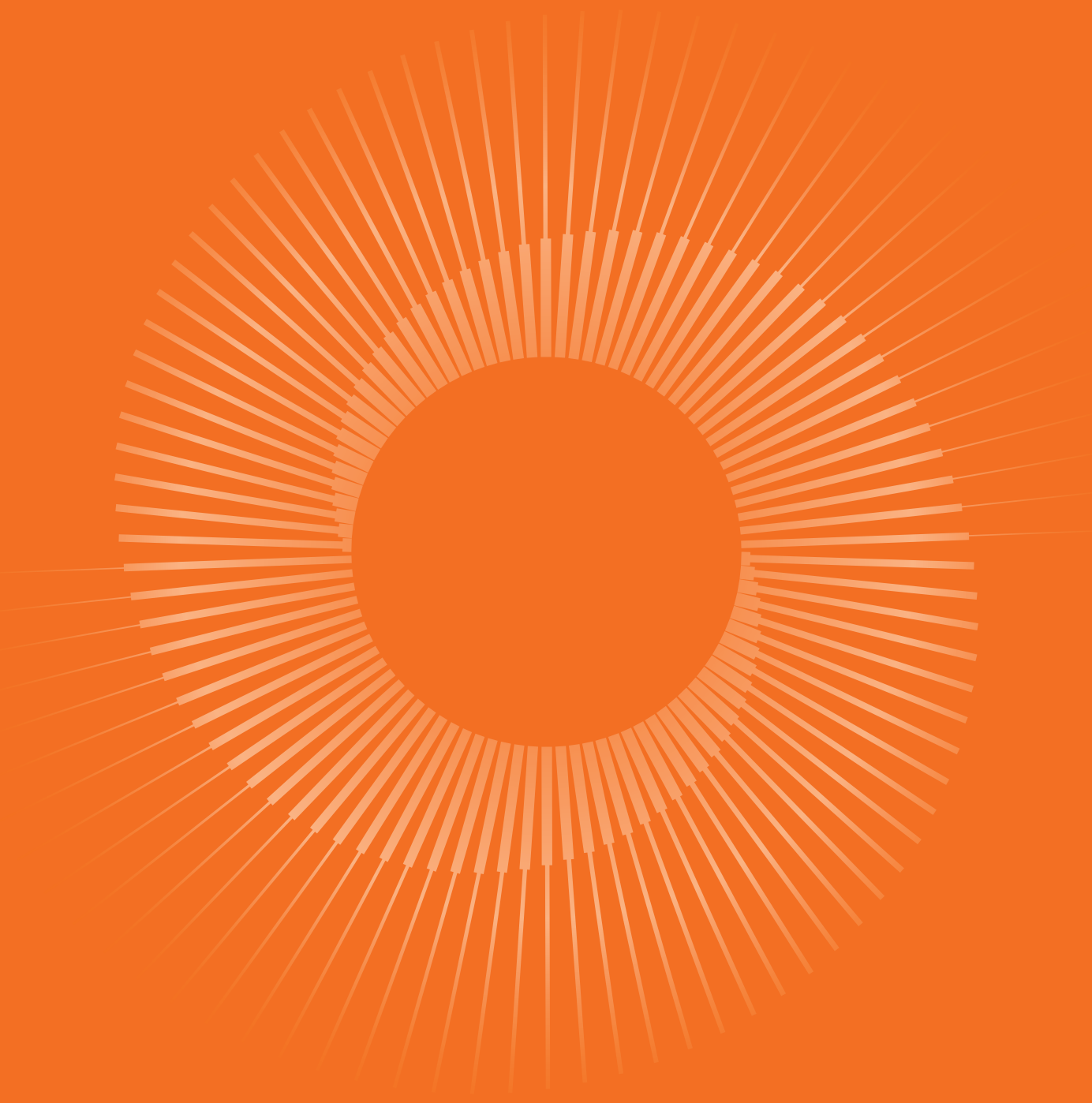
One of the first international examples of utilizing artificial intelligence, Exportgate is continuously enriched with new advanced tools and functionalities, offering businesses the most innovative digital tools for expanding their international reach. AI presents members with the most suitable opportunities, connecting businesses and needs from the world's most significant markets. Additionally, members can also access the Opportunities feature and can create and publish, within the Trade Club environment, advertisements relating to their business needs, addressing all of the network's member businesses worldwide. At the same time, they can also browse advertisements posted by other Trade Club members and express interest in those that match their business profile and needs.

The new tools for finding potential partners within the digital environments of Exportgate and the Trade Club, as well as the opportunities these offer businesses, are showcased with new materials (banners, social media posts, carousels, native content platforms) as part of Exportgate's year-round digital campaign and through targeted informative newsletters sent to the portal's members.

Exportgate will continue to grow and evolve, both technologically and in terms of the number of members and partner banks, aiming to be a unique one-stop-shop for Greek and Cypriot businesses seeking to trade internationally and establish their presence in foreign markets.

Find out more at exportgate.gr.

FAVORED BUSINESS PARTNERS



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



Βασιλόπουλος
...και του πουλιού το γάλα!

BUSINESS SECTOR RETAIL/SUPER MARKET

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, it is always next to its more than 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 600 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 associates provide curated and inspiring choices of great quality products and healthy solutions at affordable prices to all customers who care about good food!

ABBVIE PHARMACEUTICALS S.A.

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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 areas: Immunology, Oncology/

Hematology, Neuroscience, Eye Care, Medical Aesthetics, and other Specialties. More than 50,000 AbbVie employees around the world work daily to develop innovative therapeutic options for patients, worldwide. In Greece, AbbVie, contributes €77MM to the GTP and employs 184 highly specialized scientists who are conducting more than 50 clinical studies.

ACS ATHENS (AMERICAN COMMUNITY SCHOOLS)

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Website: www.acs.gr
Contact Person: Julie Crain



BUSINESS SECTOR EDUCATION

COMPANY PROFILE

ACS Athens is a student-centered international school, embracing American educational philosophy, principles, and values. Through excellence in teaching and diverse educational experiences, ACS Athens challenges students to realize their unique potential: academically, intellectually, physically, socially, and ethically - to thrive as conscious global citizens and improve life and living on the planet.

Founded in 1945, ACS Athens is a private, non-profit, pre-K - 12 institution governed by a board of trustees, serving students from 59 countries on a privately-owned, secure campus in Halandri, where English is the instructional language. ACS Athens is fully accredited by the Middle States Association of Colleges and Schools through the Sustaining

Excellence Protocol, and holds the distinction of being the first school in Greece and the 66th school in the world to receive authorization to offer the IB Diploma (IB) Program. Additionally, ACS Athens offers select Advanced Placement (AP) courses, Master Classes, and Virtual Classes, as well as a rich co-curricular program of cultural, social, civic, and athletic activities that supplement the curriculum. 87% of ACS Athens educators hold master's degrees and 14% hold doctorates.

A school-wide culture of community service and conscious citizenship activities are prominent, highlighted by the Youth-to-Youth educational and social integration program for unaccompanied refugee minors.

ACS POSTAL SERVICES S.A.

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BUSINESS SECTOR DOMESTIC AND INTERNATIONAL POSTAL SERVICES

COMPANY PROFILE

ACS Postal Services 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 44 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/>

ALCON LABORATORIES HELLAS S.A.

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Contact Person: Freideriki Kapoula



BUSINESS SECTOR EYE CARE PRODUCTS

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.

We aspire to improve lives, strengthen communities and create long-term value by innovating products that improve sight. 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.

Alcon is the global leader in Surgical eye care*, delivering

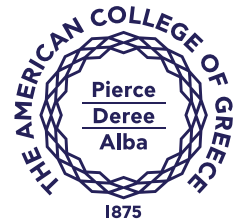
better patient outcomes and customer experiences. We are committed to serving the evolving needs of eye surgeons with our equipment ecosystem, which includes our best in class equipment platforms for cataract, refractive and vitreoretinal surgery and the leading IOLs.

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, they live brilliantly.

THE AMERICAN COLLEGE OF GREECE (ACG)

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BUSINESS SECTOR EDUCATION

COMPANY PROFILE

Founded in Smyrna (Asia Minor) in 1875 by American missionaries from Boston, The American College of Greece (ACG) is the oldest and largest comprehensive, independent, American-accredited college in Europe, and the largest private college in Greece. ACG is a non-profit, non-sectarian, co-educational academic institution, enrolling over 7,900 students from Greece and more than 70 countries. It consists of three schools: Pierce (Pre-K to Lyceum/IB),

Deree (undergraduate & graduate), and Alba Graduate Business School, operating across three campuses in Athens (Aghia Paraskevi, Spata, and central Athens).

As we celebrate ACG's 150th anniversary, we reaffirm our commitment to advancing education, research, and thought leadership through ACG 150—a strategic vision designed to shape the future of Greece and the global academic community.

ANATOLIA COLLEGE

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 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.

ATHENS INTERNATIONAL AIRPORT S.A. ELEFTHERIOS VENIZELOS

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BUSINESS SECTOR TRANSPORTATION / AVIATION

COMPANY PROFILE

Since March 2001, Athens International Airport (AIA) has been consistently delivering high-level services, earning the trust of airlines, passengers, partners, and stakeholders. Over this period, the airport has welcomed more than 400 million passengers and handled over 4 million flights, continuously creating significant value for the national and local economy, committed to enhancing Athens' connectivity as a sustainable year-round destination. In 2024, Athens Airport welcomed 31.85 million passengers, marking a 13.1% increase compared to 2023. The airport network offered connections to 157 destinations across 55 countries, served by more than 68 airlines.

For AIA, improving passenger experience remains a key

priority, from maintaining high service standards to upgrading infrastructure and operational processes. Additionally, the Airport Expansion Plan is being implemented to increase capacity and meet the demands of growing traffic. In the field of Environmental, Social, and Corporate Governance (ESG), AIA has established itself as a leader, committed to achieving net-zero carbon emissions by 2025. The company has received numerous awards from airlines and international aviation organizations, acknowledging its network development strategy, service quality, customer-centric approach, and overall operational excellence. Since February 2024, Athens International Airport has been listed on the Athens Stock Exchange.

BAUSCH & LOMB

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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®, Ocuville®, 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.

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Website: 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, deal advisory, advisory services focused on cybersecurity, technology and sustainability, 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 SCIENTIFIC SINGLE MEMBER S.A.

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BUSINESS SECTOR MEDICAL SUPPLIES

COMPANY PROFILE

Boston Scientific is a global medical technology leader for over 40 years having 48,000 employees. Our company is dedicated to transforming lives through innovative medical solutions that improve the health of patients around the world. We work with a broad range of medical specialists including interventional cardiologists and radiologists, electrophysiologists, gastroenterologists, oncologists, gynecologists and urologists. We help physicians treat about 37 million patients each year using a wide range of more than 16,000 products. Our commitment to innovation drives us to invest approximately 1,4 billion usd annually on research and development. Our culture and values are what

differentiate Boston Scientific from other companies:

- Caring: with integrity
- Meaningful Innovation
- High Performance: to benefit patients, clinicians and shareholders
- Global Collaboration
- Diversity: we embrace the value of the unique talents, ideas and experiences of our employees
- Winning Spirit: agility and accountability to further improve patient care

For more information, visit www.bostonscientific.com and connect on Twitter, LinkedIn and Facebook.

CENERGY HOLDINGS

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Website: www.cenergyholdings.com



BUSINESS SECTOR INDUSTRY, CABLE PRODUCTION, STEEL PIPE PRODUCTION AND HOLLOW SECTION, ENERGY SECTOR.



COMPANY PROFILE

Cenergy Holdings is a Belgian holding company listed on both Euronext Brussels and Athens Stock Exchange, investing in leading industrial companies, focusing on the growing global demand of energy transfer, renewables and data transmission. The Cenergy Holdings portfolio consists of Hellenic Cables and Corinth Pipeworks, two Greek companies positioned at the forefront of high growth sectors, such as energy distribution and telecommunications.

Cenergy Holdings' companies provide product solutions and turnkey services to a large number of clients in the energy, telecommunications and construction sectors.

Hellenic Cables is one of Europe's leading manufacturers of power and telecom cables, both land and submarine, with a large number of turnkey projects undertaken in high

voltage submarine power cables.

Corinth Pipeworks is a world leader in steel pipe manufacturing for the energy sector and major producer of steel hollow sections for the construction sector. With a long record of challenging offshore and onshore applications around the world, the company has a proven track record of delivering high-performance solutions worldwide.

Our companies are committed to combating climate change by actively reducing their carbon footprint not only in the production processes, but by developing technological solutions that will drive the transition to a carbon neutral economy. Based on this commitment, Cenergy Holdings' companies design their strategic approach and perceive their sustainable growth through the successful response to the challenges of a green future.

CONCENTRIX GREECE

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BUSINESS SECTOR INTEGRATED BUSINESS SOLUTIONS

COMPANY PROFILE

Concentrix Corporation (NASDAQ: CNXC), a Fortune 500® company, is the global technology and services leader that powers the world's best brands, today and into the future. We're solution-focused, tech-powered, intelligence-fuelled. Every day, we design, build, and run fully integrated, end-to-end solutions at speed and scale across the entire enterprise, helping over 2,000 clients solve their toughest business challenges.

With unique data and insights, deep industry expertise, and advanced technology solutions, we're the intelligent transformation partner that powers a world that works, helping companies become refreshingly simple to work, interact, and transact with.

Delivering outcomes unimagined across every major vertical in 70+ markets. Virtually everywhere. Visit concentrix.com to learn more.

CPA LAW

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Contact Person: Mr. Theodosios Tompras, Lawyer/ Managing Partner, CPA Law, member firm of the International Tax and Legal Network of KPMG



BUSINESS SECTOR LAW FIRM

COMPANY PROFILE

Papacostopoulos & 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: 18

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

EFA GROUP

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Website: www.efagroup.eu
Contact Person: Elli Michou



BUSINESS SECTOR AEROSPACE, SECURITY, DEFENSE, HIGH TECHNOLOGY

COMPANY PROFILE

Description of products and services that may include: 1) special characteristics of the company; 2) trade, investment, and/or partnership opportunities (maximum: 200 words)

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

EFA GROUP currently employs over 220 people, the majority of whom are engineers and experts in their respective fields. The GROUP has established offices across six international regions: Greece, Switzerland, Cyprus, the USA, the UAE, and

Singapore, to serve its customers in 34 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 (MEMS & IoT), EPICOS (Global Defense B2B Information Platform), UCANDRONE (Unmanned Systems), AETHER AERONAUTICS (Target Drones), THYREOS CYBER (Cyber Services) and STHENOS AI (Intelligence Solutions).
www.efagroup.eu

EKA HELLAS

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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 SOLUTION

COMPANY PROFILE

In EKA Hellas we focus on creating office and commercial spaces that are destinations for human interaction. We shape spaces that bring out the best in people.

Since our foundation in 1991, we have continuously evolved and developed our products and services to retain our leading position in Greece's building sector. Starting in 2016, we proudly represent Steelcase, the world's largest manufacturer of Office furniture.

As a Steelcase Platinum Partner, we have become a trusted supplier, leading workplace innovation through collaboration & building connections between workplace culture and workspace design. We provide top-of-the-range Furnishing, Flooring, and Space Acoustic solutions to some of the

most prominent local and blue-chip multinational organizations present in Greece.

Expanding on our experience and working with global, industry-leading companies, we also provide solutions for Educational, Hospitality, and Public spaces creating sustainability-driven, humancentric environments that promote wellbeing, adaptability, and inclusion.

We aim to work with our clients and their professional teams to improve the performance of their physical space and the people in it through furniture and design optimization. We believe in generating long-term value for our customers through efficient, reliable, and quality-focused service.

ENTERPRISE GREECE

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Website: 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

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BUSINESS SECTOR BANKING

COMPANY PROFILE

The Eurobank Group, consisting of Eurobank S.A. (Eurobank) and its subsidiaries, is a strong banking group with total assets of €101.2 billion and 12,301 employees (data as at 31 December 2024). Eurobank Ergasias Services and Holdings S.A. (Eurobank Holdings) is the parent company of Eurobank Group.

With a total network of 568 branches in Greece and abroad, the Eurobank Group offers a comprehensive range of financial products and services to its retail and corporate customers. In Greece, Eurobank operations encompass a retail banking network, dedicated business centers, a Private Banking network and a dynamic digital presence.

The Eurobank Group also has presence in Bulgaria, 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.

FEDEX EXPRESS GREECE SINGLE MEMBER LLC

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Contact Person: Katerina Braliou



BUSINESS SECTOR LOGISTICS AND TRANSPORTATION

COMPANY PROFILE

Federal Express Corporation is the world's largest express transportation company, providing fast and reliable delivery to more than 220 countries and territories. Federal Express Corporation uses a global air-and-ground network to speed delivery of time-sensitive shipments by a definite time and date. Consistently ranked among the world's most admired and trusted employers, FedEx inspires its team members to remain focused on safety, the highest ethical and professional standards and the needs of their customers and communities. FedEx is committed to connecting people and possibilities around the world responsibly and resourcefully.

In Greece the company was established back in 1989 as TNT. From the strategic decision of FedEx to acquire TNT back in 2016, till today we have been transforming the Greek business following our integration journey, that brought as in June 2018 to become the official Service Provider of FedEx Express in Greece, offering FedEx international inbound and outbound express services and April 2021 in renaming the Greek company into FedEx Express Greece officially. The combined team connects businesses via Europe's fastest road network and an unmatched global air express network giving to businesses even more power. Today the company in Greece counts 268 FedEx team members.

FULBRIGHT FOUNDATION

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Contact Person: Artemis A. Zenetou, Executive Director



BUSINESS SECTOR EDUCATIONAL FOUNDATION

COMPANY PROFILE

Fulbright is the United States' flagship international educational and cultural exchange program, operating in partnership with over 160 countries. Fulbright Greece awards merit-based scholarships to Greek and U.S. students, scholars, teachers, artists, and professionals to study, teach, and conduct research. These exchanges foster mutual understanding and help address global challenges. The program also serves as an official resource for studying in the U.S. and provides information

on study opportunities in Greece.

Since 1948, Fulbright Greece has awarded over 6,000 scholarships, creating a dynamic alumni network. Its bi-national character sets it apart from other exchange programs, with primary funding from the U.S. Government and support from the Hellenic Republic. The program's growth is sustained by the generous support of foundations, organizations, corporations, and individuals in both Greece and the United States.

GE HEALTHCARE

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Contact form: <https://www.gehealthcare.gr/about/contact-us>

Website: <http://gehealthcare.gr>

Contact Person: Spyridon Gkikas Panousis, General Manager, Greece, Cyprus & Balkans



GE Healthcare

BUSINESS SECTOR IMAGING, ADVANCED VISUALIZATION SOLUTIONS, PHARMACEUTICAL DIAGNOSTICS (PDX)

COMPANY PROFILE

GE HealthCare (Nasdaq: GEHC) 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 125 years, GE HealthCare is advancing personalized, connected, and compassionate care, while simplifying the patient's journey across the care pathway.

Creating a world where healthcare has no limits

- We are a \$19.6 billion business with approximately 51,000 colleagues working to create a world where

healthcare has no limits

- 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 \$87B global healthcare market
- We are led by an experienced leadership team with the right strategic vision:
 - Peter J. Arduini- President and Chief Executive Officer
 - James (Jay) Saccaro- Vice President and Chief Financial Officer

GENESIS PHARMA

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Zefi Vostitsanou Director Value & Access /RA & PhV



BUSINESS SECTOR BIOPHARMACEUTICAL COMPANY

COMPANY PROFILE

GENESIS Pharma is a biopharmaceutical company specializing in the commercialization of innovative pharmaceutical products for serious and rare diseases in Central and Eastern Europe. Established in 1997, GENESIS Pharma was the first pharmaceutical company in Greece and one of the first in Europe to focus on the sales, marketing and distribution of biopharmaceutical products. Shortly after its founding, the company began to steadily expand at a regional level, today covering most countries in the CEE region.

The robust network of its strategic partnerships comprises leading international pharmaceutical companies dedicated to cutting-edge R&D, alongside fast-growing biopharma-

ceutical companies with pioneering research and disruptive innovations in the development of targeted, specialized treatments for orphan diseases.

In total, GENESIS Pharma holds a product portfolio covering over 30 serious and rare diseases, predominantly within the therapeutic areas of neurology, genetic diseases, oncology, hematology, rheumatology, dermatology, nephrology, gastroenterology, and cardiology.

In Greece, the company is the largest among Greek companies specializing in innovative medicines, based on turnover, as well as one of the most awarded companies for its commitment to sustainable development and good working environment.

GILEAD SCIENCES HELLAS

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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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GRAND | HYATT

ATHENS

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.

Telephone: 800 400 4000

E-mail: infodeddied@deddie.gr

Website: www.deddie.gr

Contact Person: Marina Louizidou



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,

245,000 km-nearly six times the earth's perimeter- HEDNO is one of the largest Distribution Companies in the EU.

HEDNO employs about 6,000 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.

HOTEL GRANDE BRETAGNE, A LUXURY COLLECTION HOTEL, ATHENS

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Contact Person: Semina Perperidou



**HOTEL
GRANDE BRETAGNE
ATHENS**

BUSINESS SECTOR HOTEL

COMPANY PROFILE

ATHENS' EMBLEM OF TIMELESS ELEGANCE
IN THE HEART OF EUROPE'S HISTORIC CAPITAL

Since its inception in 1874, Hotel Grande Bretagne, a Luxury Collection Hotel, has been a proud ambassador of Greek hospitality, scripting its own history of timeless elegance alongside the evolution of the city of Athens.

Located right in the heart of Athens as well as within walk-

ing distance of exclusive shopping areas and museums, the Hotel Grande Bretagne enjoys the ideal location in the city center. This eight-story 19th-century building exudes wealth and refinement from the first impression.

Elegantly appointed and entirely individual, the 259 guestrooms and 61 suites provide distinguished living in the heart of Athens. Floor-to-ceiling windows offer captivating views across Acropolis Hill and Syntagma Square.

HP HELLAS

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BUSINESS SECTOR IT SOLUTIONS AND SERVICES

COMPANY PROFILE

We are a technology company born of the belief that companies should do more than just make a profit. They should make the world a better place.

Our efforts in climate action, human rights, and digital equity prove that we are doing everything in our power to make it so.

With over 80 years of actions that prove our intentions, we

have the confidence to envision a world where innovation drives extraordinary contributions to humanity.

And our technology – a product and service portfolio of personal systems, printers, and 3D printing solutions – was created to inspire this meaningful progress.

We know that thoughtful ideas can come from anyone, anywhere, at any time.

ICAP CRIF S.A. (GROUP OF COMPANIES)

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BUSINESS SECTOR BUSINESS INFORMATION SERVICES

COMPANY PROFILE

ICAP CRIF (previously ICAP S.A. group of companies), with over 60 years of successful presence in Greece, Romania, Bulgaria and Cyprus, is the market leader in Credit Risk & Business Information Solutions in Southeastern Europe.

As of December 23rd, 2021, ICAP CRIF is a wholly owned company of CRIF.

It provides innovative solutions to a wide range of business challenges, which are grouped into 5 categories: Business Information & Credit Risk Solutions, Credit Rating Agency Services, Marketing & Sales Solutions, Technology Solutions & Advanced Analytics and Consulting Services.

ICAP CRIF RATINGS (a subsidiary of ICAP CRIF S.A.) is the only Greek company that is a registered Credit Rating Agency by the European Securities and Markets Authority (ESMA) and is recognized by the Bank of Greece as an External Credit Assessment Institution (ECAI).

CRIF (www.crif.com) is a global company specializing in credit bureau and business information systems, analytics, outsourcing and processing services, as well as advanced digital and open banking solutions. Founded in Bologna (Italy) in 1988, today CRIF has an international presence, operating in 35 countries across 4 continents with over 6,600 professionals.

INFINITUM

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BUSINESS SECTOR IT SOLUTIONS AND SERVICES

COMPANY PROFILE

INFINITUM, is a rapidly growing organisation with over three decades of experience in the field of innovative IT solutions and services and Imaging and Printing solutions, with a significant track record of successfully implementing challenging projects in almost all vertical markets.

For the past 30 years, our teams aim to create optimal, secure, reliable, cost-effective, hassle-free digital environments comprised of intelligent, data-driven technology.

We are proud to be at our customers' side continuously, helping them evolve technologically and become more competitive, offering innovative solutions, consulting and quality support services.

Solutions we offer, are as follows:

- Business Continuity
- Data Center Infrastructure
- Security
- Application Modernisation
- Multi Cloud
- End users computing
- Networking
- Managed IT Services
- Imaging and Printing
- Meeting Rooms Design and Implementation.

JANSSEN-CILAG PHARMACEUTICAL SINGLE MEMBER SACI, A JOHNSON & JOHNSON COMPANY

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Contact Person: Kely Stavropoulou

Johnson & Johnson

BUSINESS SECTOR PHARMACEUTICAL COMPANY

COMPANY PROFILE

About Johnson & Johnson

At Johnson & Johnson, we believe health is everything. Our strength in healthcare innovation empowers us to build a world where complex diseases are prevented, treated, and cured, where treatments are smarter and less invasive, and solutions are personal. Through our expertise in

Innovative Medicine and MedTech, we are uniquely positioned to innovate across the full spectrum of healthcare solutions today to deliver the breakthroughs of tomorrow, and profoundly impact health for humanity.

Learn more at <https://innovativemedicine.jnj.com/greece/>.

Follow us on LinkedIn.

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 4 entities, audit, tax, accounting & payroll, legal and advisory services to domestic and international businesses in Greece and abroad. Operating in Athens and Thessaloniki, KPMG employ about 830 high caliber professionals with significant specialized expertise.

KPMG has been certified for ISO 9001:2015, ISO 27001:2015, ISO 22301:2019, ISO 37001:2016, ISO 14001:2015, ISO 27001:2019, ISO 45001:2018 and ISO 20000:2018 and have its own additional internal International Quality and Risk Management system which is applied during the course of engagements undertaken.

KREMALIS - LAW FIRM

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BUSINESS SECTOR EMPLOYMENT & LABOUR LAW, INSURANCE LAW, INTERNATIONAL MOBILITY, CORPORATE LAW, CIVIL LAW, ADMINISTRATIVE LAW, CRIMINAL LAW, HEALTH LAW / MEDICAL LAW, TAX LAW, DATA PRIVACY, REAL ESTATE.

COMPANY PROFILE

KREMALIS is an internationally acknowledged leading law firm, with a focus in employment, social security and global mobility matters. Its high qualified team of experts provide an extensive range of services, covering both contentious and non-contentious matters, combining local expertise with a global outlook.

As the exclusive Greek member of Ius Laboris, KREMALIS adopts a proactive and pragmatic approach to navigating legal and corporate challenges, ensuring highest quality services.

The firm is ISO 9001:2015 certified.

KREMALIS is ranking top-tier in Legal 500 and Chambers

& Partners guides and has been consistently awarded for its expertise in social security and employment law. Moreover, Who's Who Legal ranks Professor Konstantinos Kremalis and Dr. Dimitrios as global thought leaders and leading professionals.

What Others Say About Us:

- "Consistently and promptly provide quality services at a reasonable cost" – Legal500 EMEA 2024
- "They provide precise advice on labour matters and think outside the box" – Chambers EMEA 2023
- "Dimitrios Kremalis is proactive and protects the client" – Chambers EMEA 2023

MACHAS & PARTNERS

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Website: <https://www.machas-partners.com/>

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BUSINESS SECTOR LAW FIRM

COMPANY PROFILE

Machas & Partners Law Firm is revolutionizing the Greek legal landscape, delivering comprehensive services to its distinguished local and international clients. With a focus on sophisticated corporate and private legal matters, the firm handles complex disputes, addresses high net-worth individual needs, while prioritizing value-driven solutions, excellence, and ethical integrity, adhering to global standards. 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 aim is to be responsive to our clients' needs and business objectives with 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 client with a partner-led approach, and we take all matters personally.

Our Expertise: Civil Law/ Litigation, Alternative Dispute Resolution, Corporate & Commercial, Mergers & Acquisitions, Banking & Finance, Real Estate, Privatisations, Criminal Law & White-Collar Crime, Administrative Law/ Public Procurement & PPP, Labor & Employment, Immigration, Crisis Management, Private Client Service, Energy/ Infrastructure, Investment Law, Tax, Antitrust & Competition

MARSH LLC INSURANCE BROKERS

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Website: marsh.com/gr

Contact Person: Emmanouil Aleiferis, 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 80 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

MEDICHROM S.A.

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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 m² in a site of 20,000 m².

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.

MERCK COMMERCIAL INDUSTRIAL PHARMACEUTICAL CHEMICAL SINGLE MEMBER SA

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BUSINESS SECTOR PHARMACEUTICAL AND CHEMICAL COMPANY

COMPANY PROFILE

Merck, a leading science and technology company, operates globally across healthcare, life science and electronics. Around 63,000 employees work to make a positive difference to millions of people's lives every day by creating, improving, and prolonging patients' life. From advancing gene-editing technologies and discovering unique ways to treat the most challenging diseases to enabling the intelligence of devices – Merck is everywhere. In 2023, Merck generated sales of € 21 billion in 65 countries.

Scientific research and responsible entrepreneurship have been key to Merck's technological and scientific advances. This is how Merck has thrived since its founding

in 1668. The founding family remains the majority owner of the publicly listed company. Merck holds the global rights to the Merck name and brand. The only exceptions are the United States and Canada, where the business sectors of Merck operate as EMD Serono in healthcare, MilliporeSigma in life science and EMD Electronics in electronics.

Merck has been operating in Greece since 1971. We focus our activities in two business sectors: Our Healthcare business aims to create, improve and prolong patients' lives. In our Life Science business, we collaborate with the local scientific community to solve the industry's toughest problems.

MOTOR OIL HELLAS

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BUSINESS SECTOR ENERGY

COMPANY PROFILE

Motor Oil Group is a diversified and integrated energy provider in Southeastern Europe. Based in Greece it exports to over 70 countries. It has more than 100 individual companies and directly employs more than 4000 workers. More than 1,500 gas stations are operated by Motor Oil's subsidiary companies, in Greece, as well as in foreign countries. The company plays a leading role in the sectors of crude oil refining - with one of the most complex refineries in Europe - as well as marketing of petroleum products. The Group

has also established significant presence within the power sector in Greece and the wider region. It generates sustainable and affordable power by operating a scaled and rapidly growing portfolio of renewable generation assets. It is also one of the leading suppliers of electricity, energy efficiency and electromobility services in Greece. It has also established a diversified circular economy platform, active across waste and wastewater management, biowaste collection, recycling, energy from waste and lubricants regeneration.

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.

NATIONAL BANK OF GREECE SA

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BUSINESS SECTOR BANKING

COMPANY PROFILE

With a legacy of 184 years, National Bank of Greece stands out for its unique history and dynamic future. Backed by its strong tradition and noteworthy contribution to the development of Greece, and above all by the trust of customers, shareholders, depositors and employees alike, the Bank serves as a pillar of stability for the Greek economy. With the expertise and experience of its workforce and the cutting-edge digital services it offers, NBG provides a great variety of solutions for every banking need.

The Bank holds a leading position in Trade Finance, supporting Greek enterprises in international markets with custom-

ized import-export services, structured financing solutions, and trade facilitation programs. It collaborates closely with international organizations, trade associations and maintains an extensive correspondent banking network. Additionally, it offers a real-time digital Trade Finance platform. NBG's Trade Finance services have earned accolades from both local and international institutions, reflecting the market's trust and the growing number of Greek companies that choose NBG as their partner in expanding their international activities.

For more information, visit: <https://www.nbg.gr/en/corporate/imports-exports>

NAVIOS MARITIME PARTNERS L.P.

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Navios Maritime Partners L.P.

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.

PYRAMIS METALLOURGIA S.A.

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BUSINESS SECTOR KITCHEN & BATHROOM SINKS, MDAS MANUFACTURER, WHOLESALE TRADER

COMPANY PROFILE

Pyramis Metallourgia S.A. 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 200,000m². 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 addition to sinks, the company's product portfolio includes other product categories, such as electrical appliances, kitchen and bathroom mixers, cookware, sanitary ware, water heaters

& solar systems. Pyramis is the only manufacturer of Major Domestic Appliances (MDAs) in Greece, where the factory in Oinofita has been operating at full capacity since 2021, producing hobs and kitchen hoods. With almost seven decades 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 more than 85 countries around the world products in quality and design, incorporating the highest functionality standards.

SARACAKIS GROUP OF COMPANIES

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**SARACAKIS
GROUP OF
COMPANIES**

BUSINESS SECTOR HOLDING COMPANY

COMPANY PROFILE

Saracakis Group of Companies, established in 1922, stands as a cornerstone of the Greek automotive and machinery distribution landscape, with over a century of excellence. As the exclusive representative of numerous world-renowned brands, the company maintains a strong presence across Greece, Romania, Bulgaria, and Cyprus through its network of 12 companies.

With an annual turnover of 331 million euros and more than 1,090 employees, Saracakis Group of Companies manages 23 international brands across diverse sectors including commercial and passenger vehicles, marine and industrial engines, and machinery. The company's comprehensive portfolio extends to car rentals, vehicle leasing, environmental and insurance services.

Still controlled by the founding family, Saracakis Group of

Companies distinguishes itself through its commitment to sustainable operations and human-centric approach. The company prioritizes delivering personalized experiences and innovative solutions while maintaining the highest standards of service throughout the product lifecycle.

The Group's success is built on its professional team's expertise and dedication to exceeding customer expectations. By combining deep market knowledge with rigorous international standards, Saracakis Group of Companies serves private, corporate, and governmental customers through both its own retail operations and supervised independent dealer networks. As a testament to its enduring legacy and forward-thinking approach, Saracakis Group of Companies continues to evolve while maintaining the core values of integrity, reliability, and excellence that have defined its operations for over 103 years.

HELLENIC HYPERMARKETS SKLAVENITIS S.A.

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SKLAVENITIS

BUSINESS SECTOR RETAIL

COMPANY PROFILE

SKLAVENITIS is a Greek, retail Company with more than 60 years of experience in the retail market.

Today, SKLAVENITIS Company operates:

- 458 Stores in Greece
- 9 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)

More than 34.000 Employees serve an average of 638.000 Customers daily.

Since 1954, the Company has consistently applied the same

three-fold commercial strategy:

Excellent-quality products, best prices, and friendly Customer Service.

SKLAVENITIS continues to grow by remaining loyal to its basic principle, the respect towards its customers. The company's vision is to be a role model in the Supermarket sector, by being the best in all the fields of its endeavours.

Additionally, SKLAVENITIS is a member of a Group of Companies which operates:

- 27 Stores in Cyprus
- 41 Chalkiadakis Stores in Crete
- 14 The Mart wholesale Stores in 11 Greek cities

GREECE SOTHEBY'S INTERNATIONAL REALTY

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BUSINESS SECTOR LUXURY REAL ESTATE

COMPANY PROFILE

Greece Sotheby's International Realty is the leading brokerage in the Greek luxury real estate landscape, recognized as the premier brokerage in the country. The firm's focus lies in the exclusive promotion and sale of luxury residences, particularly in the most prestigious destinations, including the renowned Athenian Riviera. As an internationally acclaimed and award-winning firm, Greece

Sotheby's International Realty takes pride in its seasoned executives, who have been selling prime homes for over 20 years with consistently successful results. Equipped with state-of-the-art marketing tools and fueled by the influential power of its global brand, Greece Sotheby's International Realty offers extraordinary homes to exceptional people around the world.

S. SOTIRIADIS - K. LIDORIKIS & ASSOCIATES LAW FIRM

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BUSINESS SECTOR LAW FIRM

COMPANY PROFILE

"S. Sotiriadis - K. Lidorikis & Associates Law Firm" is a premier law firm specializing in Commercial Law, Bankruptcy Law, and Corporate Restructuring and Recovery. With a team of highly skilled attorneys, financial advisors, and consultants, the firm delivers sophisticated legal and business solutions to a distinguished clientele both in Greece and internationally. Founded by Serafim Sotiriadis, a leading authority in Bankruptcy Law and Corporate Recovery, the firm has a proven track record in handling complex, high-stakes cases. Mr. Sotiriadis is a recognized thought leader, frequently speaking at industry conferences on corporate restructuring and financial reorganization.

What sets the firm apart is its client-centric approach, provid-

ing bespoke legal strategies tailored to the unique needs of each case. The firm's commitment to operational efficiency and strategic precision ensures timely, effective outcomes without compromising on quality. Confidentiality and professional integrity are core pillars of its practice.

Choosing "S. Sotiriadis - K. Lidorikis & Associates Law Firm" means partnering with a firm that combines deep legal expertise with strategic business insight, offering comprehensive, results-driven solutions. Their multidisciplinary approach, combined with a profound understanding of both legal and financial complexities, ensures they can address challenges from every angle, safeguarding and advancing your interests in an increasingly complex legal landscape.

THE AMERICAN P&I CLUB

American Steamship Owners Mutual Protection and Indemnity Association, Inc.
c/o Shipowners Claims Bureau Inc.
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Fax: +1 212 847 4599
E-mail: info@american-club.com
Website: 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.

TSANTINIS LAW FIRM

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BUSINESS SECTOR CIVIL AND COMMERCIAL LITIGATION, ARBITRATION, CASSATION LAW, ENFORCEMENT OF JUDGMENTS AND ENFORCEABLE TITLES - INSOLVENCY PROCEEDINGS, DISTRIBUTION AND FRANCHISING, LEASING, BANKING LAW, INSURANCE LAW, OUT-OF-COURT DISPUTE RESOLUTION - MEDIATION, DRAFTING OF LEGAL

COMPANY PROFILE

At TSANTINIS LAW FIRM, we don't just see cases - we see people, life stories and goals that deserve to be defended. We believe in building direct and meaningful relationships with our clients, fostering a sense of unwavering trust. It is this trust that not only sets us apart, but also keeps our clients coming back to us for their legal needs.

At TSANTINIS LAW FIRM, we provide a high level of service. We are proud to be a law firm led by a law school professor, which creates the perfect balance between in-depth knowledge of legal theory, case law, and practical courtroom experience. This unique combination seamlessly blends

theory and practice, as theory without practice is irrelevant and practice without theory is inadequate.

In addition, our firm excels at cultivating a collaborative environment where our attorneys work together in perfect harmony. This strong sense of teamwork, coupled with our attorneys' deep knowledge and expertise in the broad range of our practice areas, allows us to approach each case with precision and strategic depth. By leveraging our collective strengths, we ensure that each client receives the highest level of service, backed by a deep understanding of the law and a commitment to delivering exceptional results.

UNISON FACILITY & HUMAN SOLUTIONS

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Website: www.unison.gr
Contact Person: Mandy Sechremeli – Division Director Private Sector



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 & Renovations, Energy & Sustainability Services, Landscaping Services, Catering, Waste Management, Security and Support Services as well as Temporary Employment (through UNISON Human Resources, the first Temporary Employment Company in Greece and member of UNISON Group of companies).

With more than 2,200 dedicated employees nationwide,

UNISON covers the needs and requirements of each organization 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!

VIOHALCO S.A.

16 Himaras St., 15125 Maroussi, Attica
Telephone: +30 210 686 1111
E-mail: info@viohalco.com
Website: www.viohalco.com
Contact Person: Katerina Antonopoulou

VIOHALCO

BUSINESS SECTOR HOLDING COMPANY OF METAL PROCESSING COMPANIES

COMPANY PROFILE

Viohalco S.A. is a holding company of leading metal processing companies in Europe. Based in Belgium is listed on Euronext Brussels (VIO) and the Athens Stock Exchange (BIO). With production facilities in Greece, Bulgaria, Romania, North Macedonia, the United Kingdom and participations in companies with production facilities in Turkey and the Netherlands, a strong commercial network in 18 countries and sales in about 100 countries, Viohalco companies focus in the manufacture of aluminium, copper, titan zinc, cables, steel and steel pipes products, generating annual revenue of EUR 6.6 billion (2024). The Viohalco companies are committed to sustainable manufacturing of high-quality, innovative products and solutions for dynamic and promising markets: packaging, building and construction, transportation (automotive, shipbuilding & rail), energy

networks (offshore energy, utilities and power grids, renewable energy, gas and liquid fuels), HVAC&R (heating, ventilation, air conditioning and refrigeration), water supply, telecommunications, printing, defense industry and various industrial applications.

The Viohalco portfolio also includes a segment dedicated to technology, innovation and R&D, comprising companies focused on product innovation, industrial research and technological development, engineering applications, ERP application services.

Viohalco is also active in the real estate sector, through a Real Estate Investment Company (REIC) that creates value through commercial exploitation of its wide, diversified and modern property portfolio spanning offices, shopping centres and parks, hotels, residential buildings and logistics.

TAKIS G. ZARIFOPOULOS S.A.

14 Dodekanisou St., 14235 Nea Ionia, Attica
Telephone: +30 210 271 3970
E-mail: athens@zarifopoulos.com
Website: www.zarifopoulos.com
Contact Person: Konstantina Verykiou



ZARIFOPOULOS
SECURITY & CONTROL SERVICES

BUSINESS SECTOR TRADE, INSTALL & TECHNICALLY SUPPORT: SECURITY SYSTEMS, FIRE DETENTION & FIRE EXTINGUISHING SYSTEMS, CCTV AND ACCESS CONTROL, BUILDING ENERGY MANAGEMENT SYSTEMS & SMART CITIES SOLUTION

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 & Video image transmission, Access control, and Building Energy Management.

The company has maintained a steady growth rate over the years with regards to supplied systems and services, and, in terms of gross income, number of employees and sales, with its operations being constantly characterized by consistency, quality and after-sales support.

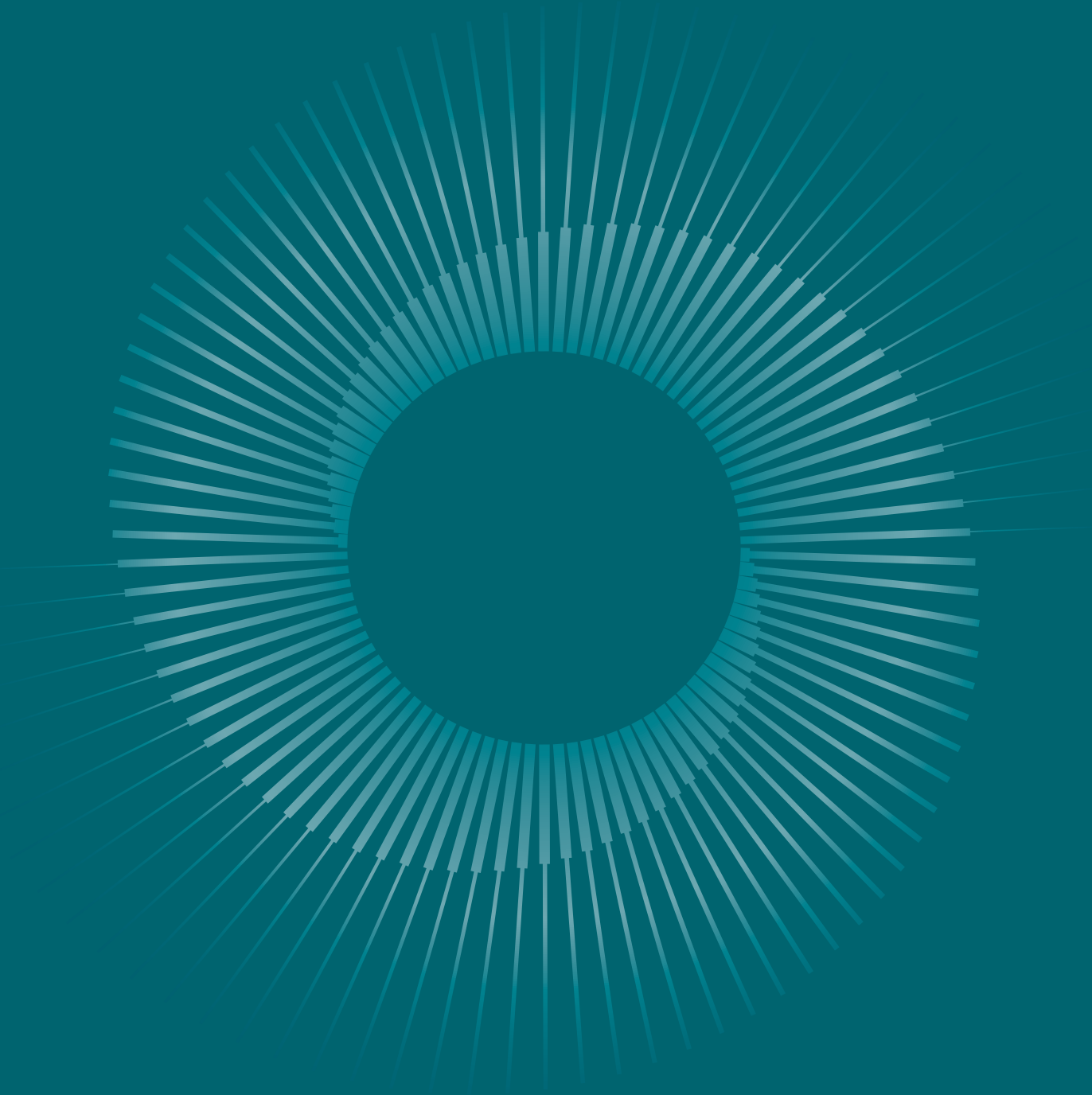
Throughout 50 years of successful entrepreneurship, the company maintains a very strong private-sector client base,

including major Technical Constructors, significant Super Market Brands, Hotels, Industry, the Greek Bank Sector having also delivered numerous major projects of exceptional complexity in the public sector, including infrastructure projects ,Olympic facilities, Archaeological Sites and Museums, Universities, Ministries, Public Utilities e.t.c

ZARIFOPOULOS operates from a company-owned base in Athens with eleven (11) branches throughout Greece being also present in Bulgaria, Cyprus and Albania.

The operations are in line with EL0T, ISO 9001:2015, ISO 27001:2013, ISO 45001: 2018 ,ISO 14001: 2015, ISO 37001:2016, ISO 22301:2019 standards, as stipulated by the inspection and certification organization TUV HELLAS.

CLASSIFIED LIST OF MEMBERS BY SECTOR



CLASSIFIED LIST OF MEMBERS BY SECTOR

A

ACCOUNTING, TAX CONSULTING SERVICES, INTERNAL AUDITING, INTERNATIONAL TAX PLANNING

ACCOUNTING SOLUTIONS A.E.

B.R.G. ACCOUNTING FIRM

BDO CERTIFIED PUBLIC ACCOUNTANTS S.A.

RSM GREECE

SOL CROWE

ACCOUNTING FIRMS

ACCOUNTING SOLUTIONS A.E.

DELOITTE

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

FORVIS MAZARS CERTIFIED PUBLIC ACCOUNTANTS BUSINESS ADVISORS S.A.

GRANT THORNTON GREECE

KSI GREECE PRIVATE COMPANY

NEPA ECONOMIC CONSULTING S.A.

PwC

RSM GREECE

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.

AMS AERO (AEROSPACE MANAGEMENT AND SUPPORT PCC)

BAE SYSTEMS

BOEING HELLAS LTD.

ELFON LTD.

EUROPEAN FINANCE & AEROSPACE VENTURES SINGLE MEMBER 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

AGRICULTURAL APPLICATIONS PRIVATE COMPANY

AGROTIKO SPITI PAPAGEORGIOU S.A.

AGROVIM S.A.

EVYP LLP

PROFARM S.A.

REDESTOS EFTHYMIADIS AGROTECHNOLOGY GROUP

VEZYROGLOU ANTONIOS & SIA EE

AGROCHEMICAL PRODUCTS

MAKRIS EVANGELOS

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. S.M. LTD

EXALCO S.A.

METALOUMIN S.A.

ARCHITECTS ENGINEERS PROJECT MANAGERS

A&M ARCHITECTS S.A.

ARCHITECTURAL ENGINEERING

A+E PROKAKI LTD.

ASPROFOS ENGINEERING S.A.

ARTISTIC MATERIALS

PLAISIO COMPUTERS S.A.

AUDIOVISUAL EQUIPMENT

PRO EVENTS LTD.

AUDITORS

AMID IKE

BDO CERTIFIED PUBLIC ACCOUNTANTS S.A.

DELOITTE

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

PwC

RSM GREECE

SOL CROWE

AUTOMATIC DATA COLLECTION SYSTEMS, PERIPHERALS & SUPPORT SERVICES

MOBILE TECHNOLOGY S.A.

B

BANKS

ALPHA BANK A.E.

ATTICA BANK S.A.

CITIBANK EUROPE PLC. - Greece Branch

DEUTSCHE BANK AG

EUROBANK S.A.

CLASSIFIED LIST OF MEMBERS BY SECTOR

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.

BIOINFORMATICS COMPANY

DNASEQUENCE 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.

INDEAVOR

INTELLIGENT AUTOMATION CONTROL
SYSTEM S.A.

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

UBER HELLAS

BUSINESS SERVICES & CONSULTANTS

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

2TmX ADVISORS

ACCOUNTING SOLUTIONS A.E.

ARFIDECO LTD.

ARTEMIS & DANAI VAMVAKOPOULOU
GENERAL PARTNERSHIP

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 & MALTA

BUSINESS SOLUTIONS (GP)

C & J GLOBAL CONSULTANTS LLC

CAPITAL LINK HELLAS LTD.

CONCENTRIX HELLAS

DELOITTE

DELOITTE BUSINESS SOLUTIONS S.A.

DIADIKASIA BUSINESS CONSULTING
S.A.

EFFECTUS

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

EUROPEAN FINANCE & AEROSPACE
VENTURES SINGLE MEMBER S.A.

FORESIGHT Strategy &
Communications

GARGIULO + PARTNERS, INC.

GLOBAL SUSTAIN SINGLE MEMBER
S.A.

GRANT THORNTON GREECE

GREAT PLACE TO WORK PRIVATE
COMPANY

HOTELLECT SMPIC

ICAP CRIF A.E.

INDEAVOR

IRON MOUNTAIN HELLAS S.A.

ISA CONSULTANTS LTD.

ISO HELLAS S.A.

LINKAGE SHRM GREECE

NEW AGRICULTURE NEW
GENERATION NON-PROFIT CIVIL LAW
COMPANY

NM ASSET MANAGEMENT ADVISORS

OCTANE MANAGEMENT
CONSULTANTS S.A.

OGILVY

PARAGON ADVISORS IKE

PEDERSEN & PARTNERS

PITCH S.A.

PwC

QUALCO INFORMATION SYSTEMS
SINGLE MEMBER S.A.

RIDGE GLOBAL EUROPE SARL

RSM GREECE

S & S CONSULTING LTD.

THESIS BUSINESS CONSULTANTS S.A.

V+O COMMUNICATIONS

VELTIO GREECE MEPE

VERTICAL SOLUTIONS S.A.

VFS GLOBAL SERVICES HELLAS
SINGLE MEMBER PC

VK PREMIUM BUSINESS GROWTH
CONSULTANTS

YOUR DIRECTORS CLUB IKE

C

C4I SYSTEMS

INTRACOM DEFENSE S.A.

CABLES

ColIO HELLAS S.M.P.C.

ECORESET S.A.

CAR RENTAL AGENCIES

AUTOHELLAS S.A. - HERTZ RENT A
CAR LICENSEE

OLYMPIC COMMERCIAL & TOURISM
ENTERPRISES S.A. (AVIS GREECE)

CHEMICAL PRODUCTS

DOUCAKIS A. TH. S.M. 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 SA

ONEX S.A.

PETSIAS S.A.

REDESTOS EFTHYMIADIS
AGROTECHNOLOGY GROUP

S.C. JOHNSON HELLAS LTD.

CLASSIFIED LIST OF MEMBERS BY SECTOR

COMMERCIAL/INDUSTRIAL / MANUFACTURING /STUDY COMPANY

MERCK SA

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.

MICROSOFT HELLAS S.A.

NCR (HELLAS) SINGLE MEMBER S.A.

NEUROPUBLIC S.A. INFORMATION
TECHNOLOGY AND COMMUNICATION

ONEX S.A.

OPENBET HELLAS S.A. (SGDIGITAL)

ORACLE HELLAS SMLLC

PERFORMANCE TECHNOLOGIES
ANONYMOS ETAIRIA PLIROFORIKIS

PRINTEC HELLAS MAE

QUEST HOLDINGS S.A.

SAP HELLAS SINGLE MEMBER S.A.

SCYTALYS S.A.

SINGULARLOGIC 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

E. & I. PAPADAKIS LLC

GAMASIGMA CONSTRUCTION S.A.

NOVA CONSTRUCTIONS S.A.

ONEX S.A.

P.A.P. CORP. S.A.

TERNA S.A.

CONSTRUCTION EQUIPMENT & MATERIALS

3M HELLAS MEPE

DOUCAKIS A. TH. S.M. LTD

KLEEMANN HELLAS S.A.

PANTELIS PAPADOPOULOS S.A.

TITAN CEMENT COMPANY S.A.

CONSULTING ENGINEERING

GEORGIOS DIM. PANOPOULOS
SOCIETE ANONYME - SAFETY
ENGINEERS AND CONSULTANTS

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

SAMARAS & ASSOCIATES S.A. -
CONSULTING ENGINEERING

CONSUMER GOODS

3M HELLAS MEPE

KENVUE

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 MEDTECH
GREECE

PROCTER & GAMBLE HELLAS M.E.P.E.

WELLA EPE

COURIER AND POSTAL SERVICES

QUEST HOLDINGS S.A.

COURIER SERVICES

DHL EXPRESS (HELLAS) S.A.

FEDEX EXPRESS GREECE SINGLE
MEMBER LLC

WORLD COURIER GREECE LTD.

CYBER SECURITY SOLUTIONS

ALPHA OMEGA ZED SINGLE-MEMBER
LTD.

NEUROSOFT S.A.

OBRELA

D

DAIRY PRODUCTS/ICE CREAMS

HELLENIC DAIRIES S.A.

KOUKAKI FARM S.A.

MEVGAL S.A. DAIRY PRODUCT
INDUSTRY

DATABANK

GLOBAL SUSTAIN SINGLE MEMBER
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

PASS DEFENCE LTD.

CLASSIFIED LIST OF MEMBERS BY SECTOR

DEFENSE EQUIPMENT

BOEING HELLAS LTD.
DOUCAKIS A. TH. S.M. LTD
DRONE SOLUTIONS S.A.
INTRACOM DEFENSE S.A.
METLEN ENERGY AND METALS
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.

ELECTRICAL APPLIANCES

PLAISIO COMPUTERS S.A.

ELECTRONICS

3M HELLAS MEPE
INTRACOM DEFENSE S.A.
INTRALOT S.A. - INTEGRATED
LOTTERY SYSTEMS AND SERVICES
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.
MAS S.A. - ADVANCED TECHNOLOGIES
FOR POWER AND ENERGY
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
KLADIS ENERGY LTD.
METLEN ENERGY AND METALS
METRON ENERGY APPLICATIONS S.A.
PRINCIPIA
PUBLIC POWER CORPORATION S.A.

ENERGY SYSTEMS (RENEWABLE SOURCES)

ENGAIA S.A.
NATIONAL ENERGY HOLDINGS LTD.
PROEUROPEAN TRADING GMBH
GREEK BRANCH
QUEST HOLDINGS S.A.

ENGINEERING COMPANY

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

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
DRAXIS ENVIRONMENTAL S.A.
INTERGEO LTD. ENVIRONMENTAL
TECHNOLOGY
TEXAN ENVIRONMENTAL
MANAGEMENT S.A.

ESG/SUSTAINABILITY SERVICES

BDO CERTIFIED PUBLIC
ACCOUNTANTS S.A.

EVENT ORGANIZING

ATHENS RIVIERA FORUM
KARIERA S.A.

EXECUTIVE SEARCH CONSULTANTS

JUST ONE (RECRUITMENT &
EXECUTIVE SEARCH AGENCY)
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 SHRM GREECE
PRO EXPO EXHIBITIONS SINGLE
MEMBER P.C.
ROTA S.A.
THESSALONIKI INTERNATIONAL FAIR
S.A. (T.I.F. - HELEXPO S.A.)

EXPORT FIRMS

EUROFOOD QUALITY S.A.
IMERYS GREECE S.A.
MATRIX PACK S.A.
PANTELIS PAPADOPOULOS S.A.
PYRAMIS METALLOURGIA S.A.
VARELAS S.A. CHEMICALS AND
DIAGNOSTICS

F

FINANCIAL ELECTRONIC PAYMENTS

OKTO
QUEST HOLDINGS S.A.

D-F

CLASSIFIED LIST OF MEMBERS BY SECTOR

FINANCIAL SERVICES/BANKING ACTIVITIES

CAPITAL LINK HELLAS LTD.
CEPAL HELLAS FINANCIAL SERVICES S.A.
CITIBANK EUROPE PLC. - GREECE BRANCH
EKONOMIA NET & CO E.E.
JEFFERIES GMBH MILAN
MASTERCARD EUROPE GREECE SINGLE MEMBER S.A.
PwC
RSM GREECE
STIFEL EUROPE AG
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.
HERBALIFE GREECE
INTELLIGENT PHARMACEUTICAL SOLUTIONS S.A. - IPHARMA S.A.
ION S.A. COCOA & CHOCOLATE MANUFACTURERS
JACOBS DOUWE EGBERTS PEET'S
KARAGIORGOS N. BROS S.A.
KARAMOLEGOS BAKERY S.A.

KOKOLOGIANNIS I. & SIA O.E.
MEDBEST S.A.
MELISSA KIKIZAS ABEE
MONDELEZ HELLAS S.A.
NICOLOU BAKERY YEAST S.A.
PALIRIA S.A.
PELOPAC S.A.
SAVRAMIS VASILIS & CO. LTD.
SOYA MILLS S.A.
VENUS GROWERS

FOUNDATION

FOUNDATION OF HELLENIC WORLD
FULBRIGHT FOUNDATION IN GREECE (THE)
MIHALOS FOUNDATION - NISYROS DIALOGUES NPO

FREIGHT FORWARDERS

CELEBRITY INTERNATIONAL MOVERS S.A.
GOLDEN CARGO S.A.
HARLAS INTERNATIONAL TRANSPORT S.A.
ILT LOGISTICS S.A.
ORPHEE BEINOLOU INTERNATIONAL FORWARDERS S.A.
P DOUKAS AND SONS ANIPSOMETAFORIKI LTD.
PHOENIX ECTS LIMITED

FURNITURE

DIMAGIO EE

G

GAS SUPPLY COMPANIES

DEPA COMMERCIAL S.A.
ELPEDISON S.A.

GENERAL TRADE

BALLAS PROMOTION SINGLE PC
BIC VIOLEX S.M.S.A.
DEAS S.A.

DOUCAKIS A. TH. S.M. LTD
EKA HELLAS
KARAGIORGOS N. BROS S.A.
KAVOURAS P. & CO. LTD.
MEGA PLAST S.A.
PHARMAPRO E.E. - CH. TZIMOU & CO.
PROCOS S.A.
SKF HELLAS S.M.S.A.
VETO S.A.

GEOINFORMATICS AND SPACE SERVICES

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

GRAPHIC ARTS

CREATIVE CODE

H

HEALTH CARE PRODUCTS & SERVICES

3M HELLAS MEPE
BAXTER HELLAS E.P.E.
MSD S.A. (MERCK SHARP & DOHME PHARMACEUTICAL, TRADING SINGLE MEMBER SOCIETE ANONYME)
PROCTER & GAMBLE HELLAS M.E.P.E.

HOLDING COMPANY

CANELLOPOULOS ADAMANTIADIS HOLDINGS
ELLAKTOR GROUP
FOURLIS HOLDINGS S.A.
HELLENIC CORPORATION OF ASSETS AND PARTICIPATIONS S.A.
IDEAL HOLDINGS S.A.
QUEST HOLDINGS S.A.

HOTEL AND RESTAURANT EQUIPMENT AND MACHINERY

3M HELLAS MEPE

HOTELS

ASTIR PALACE VOULIAGMENIS S.A.

CLASSIFIED LIST OF MEMBERS BY SECTOR

ATHENAEUM INTERCONTINENTAL
ATHENS

ATHENS 507 B.C. I.K.E.

BEST WESTERN HOTELS GREECE-
UNITED INDEPENDENT HOTEL
SERVICES LTD.

DIMARGIO ENTERPRISES

DOMISI DEVELOPMENT

DRIROS S.A. TOURISTIC ENTERPRISES
(DOMES RESORTS & RESERVES)

DTL KASTRI MONOPROSOPI A.E.

ELECTRA HOTELS & RESORTS

ELOUNDA S.A.

GRAND HYATT ATHENS

IONIAN HOTEL ENTERPRISES S.A.

LAMPSA HELLENIC HOTELS S.A.
(HOTEL GRANDE BRETAGNE)

MAKEDONIA PALACE HOTEL

MONASTY, AUTOGRAPH COLLECTION
BY MARRIOTT

NJV ATHENS PLAZA

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.

YHE HOTEL ESTABLISHMENT IKE
"ACADEMIAS HOTEL"

ZEUS INTERNATIONAL CITY SEASONS
HOTELS S.A.

HOTELS / HOTEL CHAIN

CHANDRIS HOTELS (HELLAS) SA

HOUSEHOLD APPLIANCES & HOUSEWARES

PYRAMIS METALLOURGIA S.A.

HUMAN RESOURCES SOLUTIONS

ACTION LINE M.E.P.E.

DELOITTE BUSINESS SOLUTIONS S.A.

GLOBAL CERT S.A.

KARIERA S.A.

N2GROWTH

PEOPLECERT HELLAS S.A.

RSM GREECE

HYBRID ELECTRIC POWER SYSTEMS

INTRACOM DEFENSE S.A.

HYBRID SYSTEMS

EUNICE WIND S.A.

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.S. JACOVIDES HELLAS S.A.

PANTELIS PAPADOPOULOS S.A.

VARELAS S.A. CHEMICALS AND
DIAGNOSTICS

INDUSTRIAL MACHINERY & TOOLS

3M HELLAS MEPE

AIR INDUSTRIAL

MC GRAW EDISON DEVELOPMENT
CORP.

INSURANCE COMPANIES

AIG EUROPE S.A. - GREECE BRANCH

INSURANCE COMPANIES/ INSURANCE BROKERS

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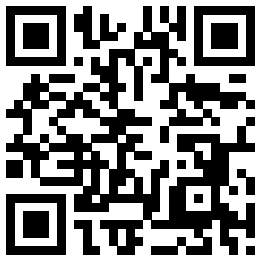
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