





Enhanced Bilateral Dialogue between

Greece and the European Commission

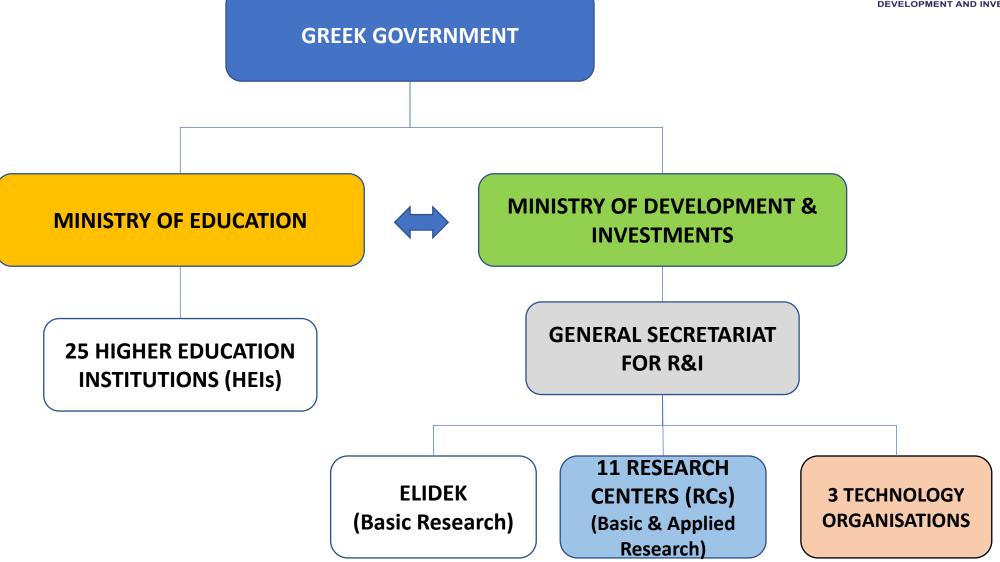
GREEK INNOVATION ECOSYSTEM





Michael Dritsas, Ministry of Development & Investments





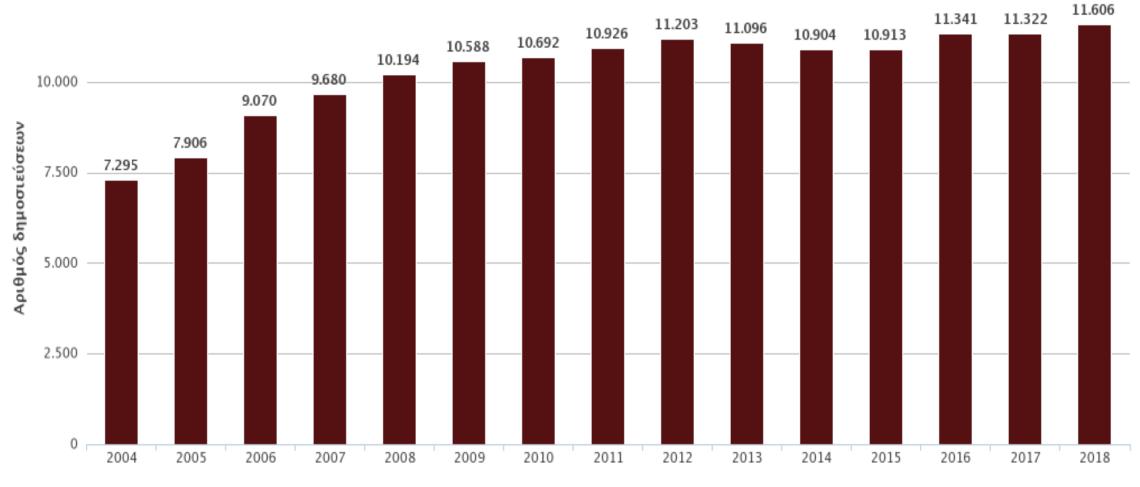


Web of Science: Greek Scientific Publications 2004 - 2018



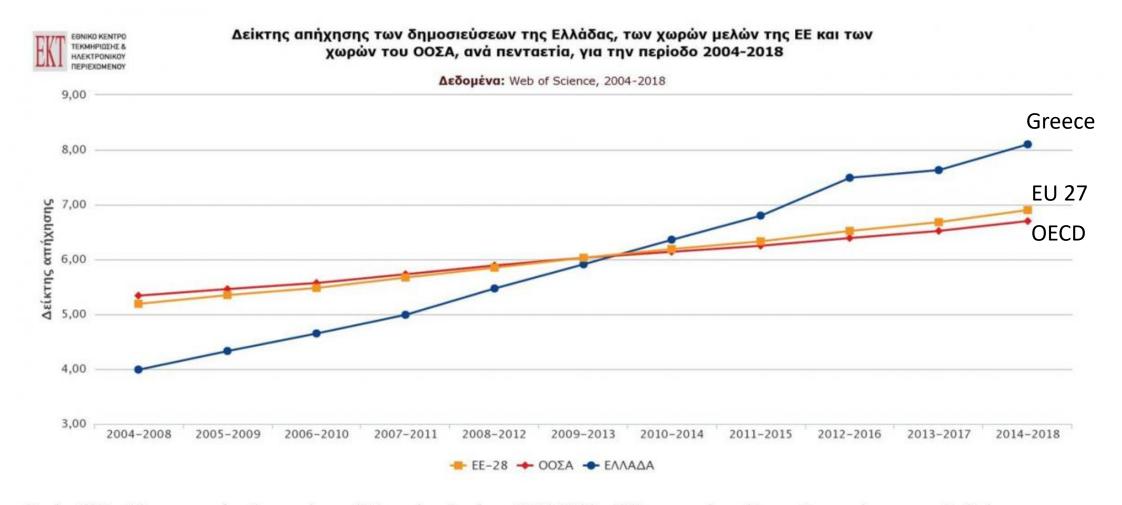
Αριθμός δημοσιεύσεων ελληνικών φορέων, ανά έτος, για την περίοδο 2004-2018

Δεδομένα: Web of Science, 2004-2018



Αριθμός Δημοσιεύσεων





Πηγή: ΕΚΤ, "Επιστημονικές Δημοσιεύσεις Ελληνικών Φορέων 2004-2018: Βιβλιομετρική ανάλυση δημοσιεύσεων σε διεθνή επιστημονικά περιοδικά - Web of Science", http://report08.metrics.ekt.gr





COUNTRY PERFORMANCE IN HORIZON 2020







Even better performance in H2020 Vs FP7

Horizon 2020 Key Figures

Participation
5 4212,54%
of EU total

Number of organisations involved in H2020 projects. One organisation participating in N

Net EU Contribution 1,69B^{2,76}% of EU total

Funding received by the project's participants after deduction of their linked third parties' funding

Applications 34.487^{3,91%} of EU total

Number of organisations applying for Horizon 2020 grants. One organisation applying in N proposals

Success rate 13,43% 11,98% EU average

Ratio of the retained proposals to the total number of eligible proposals received

SME Participation 1 29923,96% of country total

Number of SMEs involved in H2020 projects. One SME participating in N projects is counted N times

SME Net EU Contribution 359,9M_{of country total}

Total funding received by SME participants after deduction of their linked third parties' funding

ERC Principal Investigators

360,45% of EU total

MSCA Participation

5802,17% of EU total

Participation in Horizon 2020

Participation rank 8 out of 28 €∪

Ranking position based on the participations in H2020, for a country in its country group

Budget share rank 11 out of 28^{EU}

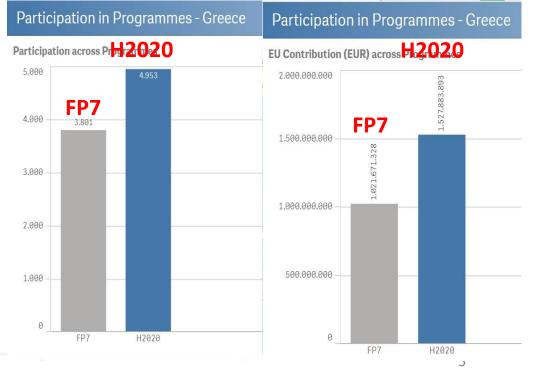
Ranking position based on funding received from H2020, for a country in its country group



#8 out of 28 in participations – #11 out of 28 in budget allocation

Participation in Horizon 2020







R&D Intensity: R&D / GDP

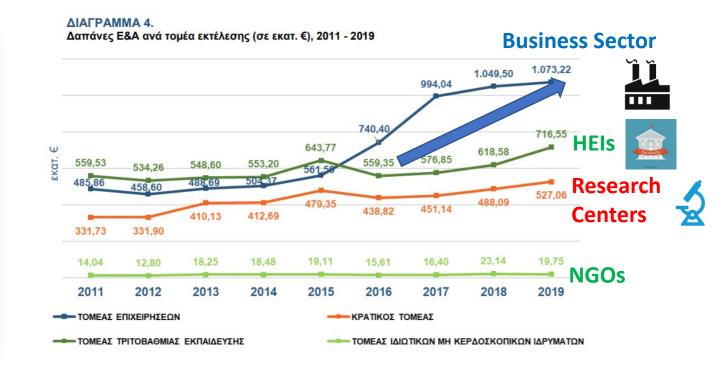
GR Target for 2020 : 1,20%

Achieved by 2019: 1,50%

R&D Expenditures and R&D Intensity (R&D expenditures of GDP), 2011-2020



R&D expenditure by sector of performance



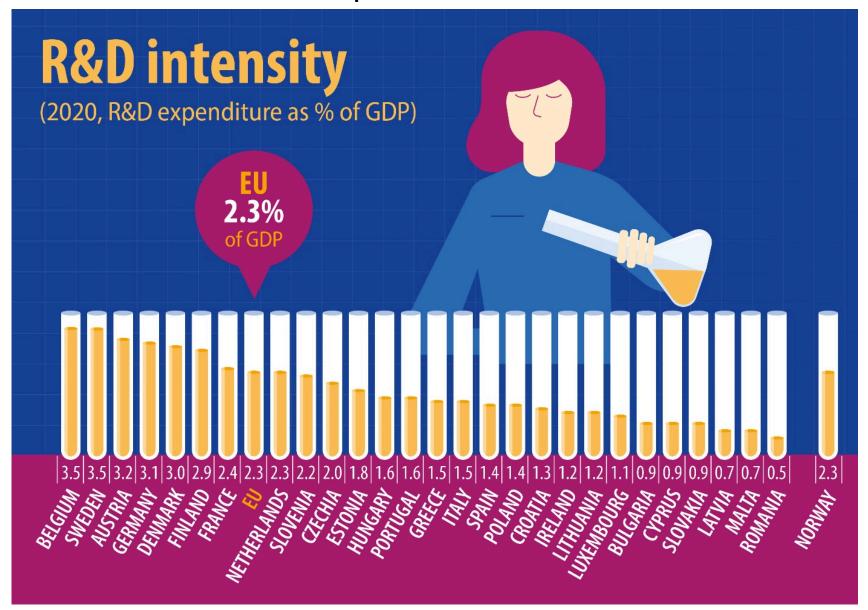








Greece ranks in 14th position from 16th





European Innovation Scoreboard 2021

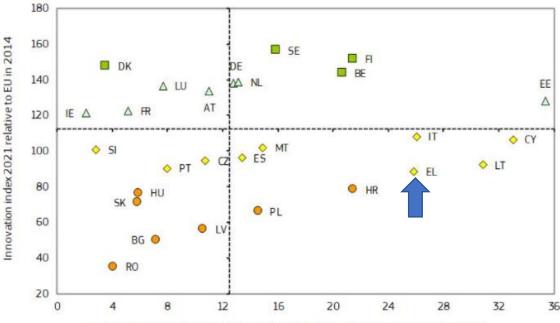


Greece among top 5 performers in growth rate!!

Greece ranks in 20th position in EU, but marks high performance improvement



Figure 2: Change in Member States' innovation performance since 2014

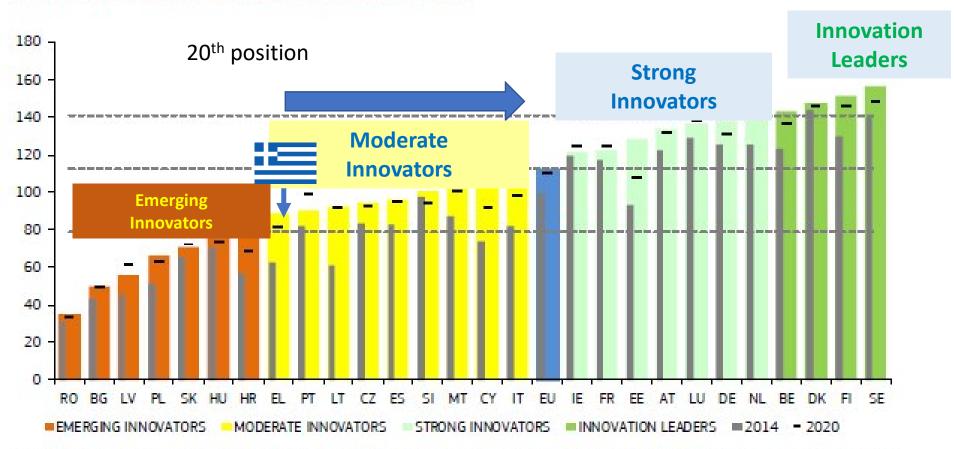






Evaluation of R&I Country Ecosystems European Innovation Scoreboard 2021

Figure 1: Performance of EU Member States' innovation systems



Coloured columns show countries' performance in 2021, using the most recent data for 32 indicators, relative to that of the EU in 2014. The horizontal hyphens show performance in 2020, using the next most recent data, relative to that of the EU in 2014. For all years, the same measurement methodology has been used. The dashed lines show the threshold values between the performance groups, where the threshold values of 70%, 100%, and 125% have been adjusted upward to reflect the performance increase of the EU between 2014 and 2021.



European **Innovation** Scoreboard 2021



GREECE: Strengths & Weaknesses

			Relative EU 2014		
Greece	Greece	Relative to EU 2021 in 2021	2014	2021	
Foreign doctorate students	Προσέλκυση ξένων για διδακτορικές σπουδές	5,8	10,4	6,9	
PCT patent applications	Αιτήσεις Κατοχύρωσης Διπλώματων Ευρεσιτεχνίας PCT (πατέντες)	19,0	11,2	16,5	
Design applications	Αιτήσεις Κατοχύρωσης Βιομηχανικών Σχεδίων	22,8	15,8	15,7	
Government support for business R&D	Κίνητρα πολιτείας για δαπάνες Ε&Α από επιχειρήσεις	25,6	15,0	29,7	
Venture capital expenditures	Επενδύσεις από Εταιρείες Επιχειρηματικού Κεφαλαίου (VCs)	29,1	4,9	48,9	
Medium and high tech goods exports	Εξαγωγές Προϊόντων Μέσης & Υψηλής Τεχνολογίας	30,1	2,5	33,0	
Lifelong learning	Δια-βίου Μάθηση	30,3	26,7	33,3	
Employed ICT specialists	Απασχολούμενοι εξειδικευμένοι σε ΤΠΕ	35,7	38,1	47,6	
R&D expenditure in the business sector	Δαπάνες Ε&Α από ιδιωτικό τομέα	38,3	15,0	42,5	
Enterprises providing ICT training	Εταιρείες που παρέχουν βελτίωση δεξιοτήτων σε ΤΠΕ	46,7	40,0	46,7	
Doctorate graduates	Απόφοιτοι με Διδακτορικό	48,1	42,6	42,6	
Job-to-job mobility of HRST	Κινητικότητα εργαζομένων σε επαγγέλματα Ε&Α	58,9	38,5	84,6	
Broadband penetration	Διείσδυση ευρυζωνικότητας	59,0	44,7	89,4	
Air emissions by fine particulate matter	Εκπομπές αέρα με μικροσωματίδια	62,1	65,6	66,0	
People with above basic overall digital skills	Πληθυσμός με ψηφιακές δεξιότητες άνω του μέσου όρου	63,6	38,9	77,8	
Innovation expenditures per employee	Δαπάνες Ε&Α ανά εργαζόμενο	66,1	53,4	87,3	
Knowledge-intensive services exports	Εξαγωγές υπηρεσιών έντασης γνώσης	67,9	83,5	71,9	
SUMMARY INNOVATION INDEX	ΣΥΝΟΠΤΙΚΟΣ ΔΕΙΚΤΗΣ ΚΑΙΝΟΤΟΜΙΑΣ	78,6	62,6	88,5	
Employment in knowledge-intensive activities	Απασχόληση σε δραστηριότητες έντασης γνώσης	79,3	89,3	86,7	
International scientific co-publications	Διεθνείς Επιστημονικές Συνδημοσιεύσεις	84,6	85,2	111,0	
Trademark applications	Αιτήσεις Κατοχύρωσης Εμπορικών Σημάτων	87,9	63,6	92,3	
Most cited publications	Δημοσιεύσεις με περισσότερες ετεροαναφορές	88,8	79,6	87,3	
R&D expenditures in the public sector	Δαπάνες Ε&Α στον Δημόσιο τομέα	90,9	47,4	87,7	
Resource productivity	Παραγωγικότητα πόρων ως προς την Περιβαλλοντική βιωσιμότητα	95,1	67,3	140,9	
Environment-related technologies	Επενδύσεις σε τεχνολογίες περιβάλλοντος	98,4	151,1	73,9	WEAKNE
Non-R&D Innovation expenditures	Επενδύσεις σε μη τεχνολογική καινοτομία (π.χ. Business Model, Mktg)	106,6	111,3	121,2	STRENGT
Public-private co-publications	Επιστημονικές συνδημοσιεύσεις δημόσιου - ιδιωτικού τομέα	112,9	91,9	126,7	
Population with tertiary education	Πληθυσμός που έχει ολοκληρώσει τριτοβάθμια εκπαίδευση	119,2	123,1	153,7	
Employment in innovative enterprises	Απασχόληση σε καινοτόμες επιχειρήσεις	130,5	99,3	156,0	
Business process innovators (SMEs)	ΜΜΕ με καινοτομία σε επιχειρησιακές διεργασίες	157,7	150,3	209,9	
Product innovators (SMEs)	ΜΜΕ με προϊοντική καινοτομία	162,3	75,6	229,1	
Innovative SMEs collaborating with others	Καινοτόμες ΜΜΕ που συνεργάζονται με άλλους	174,8	148,1	256,1	
Sales of innovative products	Πωλήσεις καινοτόμων προϊόντων	220,1	88,3	191,3	

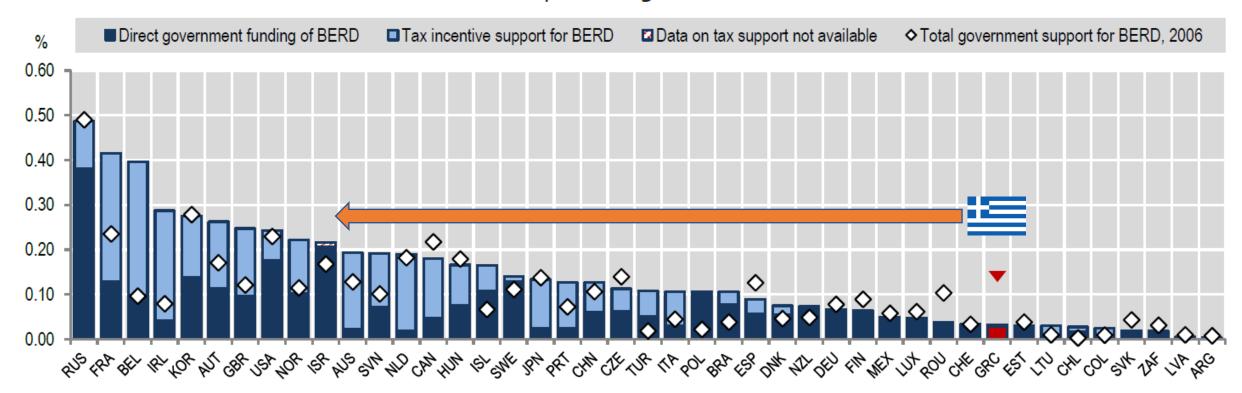




Super-deduction of R&D expenses from +30% to +100%

Figure 2. Direct government funding of business R&D and tax incentives for R&D, 2016 (nearest year)

As a percentage of GDP



Source: OECD, R&D Tax Incentive Database, http://oe.cd/rdtax, March 2019.



22 Innovation Clusters (under formation)

- AGRIBUSINESS: 7
- ICT: 5
- HEALTH/BIO: 4
- SUSTAINABILITY: 3
- CULTURE /TOURISM/ CREATIVE INDUSTRIES: 2
- TRANSPORTATION & LOGISTICS: 1









12 COMPETENCE CENTERS

For Research, Innovation, Technology creation and Transfer

New public – private entities, as a result of a joint venture of Research Organizations and Businesses sharing common goals

- 194 participants, 25 Research Organizations + 169 Companies
- Total budget: 22 million € (13 m € Public + 9 m € Private)

Fields / # of Competence Centers:

- ICT: 4
- Materials and Engineering: 3
- Health / Bio & Drugs: 2
- AgriTech/FoodTech: 2
- Energy: 1

12 νέες δομές στους τομείς της Στρατηγικής Έξυπνης Εξειδίκευσης.

οργανισμοί

(πανεπιστήμια &

ερευνητικά κέντρα)

22.046.640,42 €

επιχειρήσεις

κάθε μεγέθους.

ΤΑ ΚΕΝΤΡΑ ΙΚΑΝΟΤΗΤΩΝ ΔΙΑΘΕΤΟΥΝ ΤΗΝ ΑΠΑΡΑΙΤΗΤΗ ΥΠΟΔΟΜΗ ΚΑΙ ΤΕΧΝΟΓΝΩΣΙΑ ΚΑΙ ΕΧΟΥΝ ΣΚΟΠΟ ΤΗΝ ΥΠΟΣΤΗΡΙΞΗ ΤΗΣ ΚΑΙΝΟΤΟΜΙΑΣ.



Legislatitive Reform for Spin-Off formation and growth MINISTRY OF DEVELOPMENT AND INVESTMENTS



L. 4864/2021 (GAZETTE A'/237/2.12.2021)

Favourable legal framework





ΕΦΗΜΕΡΙΔΑ ΤΗΣ ΚΥΒΕΡΝΗΣΕΩΣ

ΤΗΣ ΕΛΛΗΝΙΚΗΣ ΔΗΜΟΚΡΑΤΙΑΣ

2 Δεκεμβρίου 2021

Αρ. Φύλλου 237

ΝΟΜΟΣ ΥΠ' ΑΡΙΘΜ. 4864

Στρατηγικές επενδύσεις και βελτίωση του επενδυτικού περιβάλλοντος μέσω της επιτάχυνσης διαδικασιών στις ιδιωτικές και στρατηγικές επενδύσεις, δημιουργία πλαισίου για τις εταιρείες τεχνοβλαστούς και άλλες επείγουσες διατάξεις για την ανάπτυξη.

ΚΕΦΑΛΑΙΟ Ε΄: ΥΛΟΠΟΙΗΣΗ ΣΤΡΑΤΗΓΙΚΗΣ ΕΠΕΝΔΥΣΗΣ Άρθρο 16 Απόφαση χορήγησης κινήτρων και ενισχύ-

Άρθρο 17 Υποχρεώσεις φορέα επένδυσης Άρθρο 18 Παρακολούθηση υλοποίησης στρατηγικής επένδυσης

Άρθρο 19 Κυρώσεις λόγω μη τήρησης των όρων της



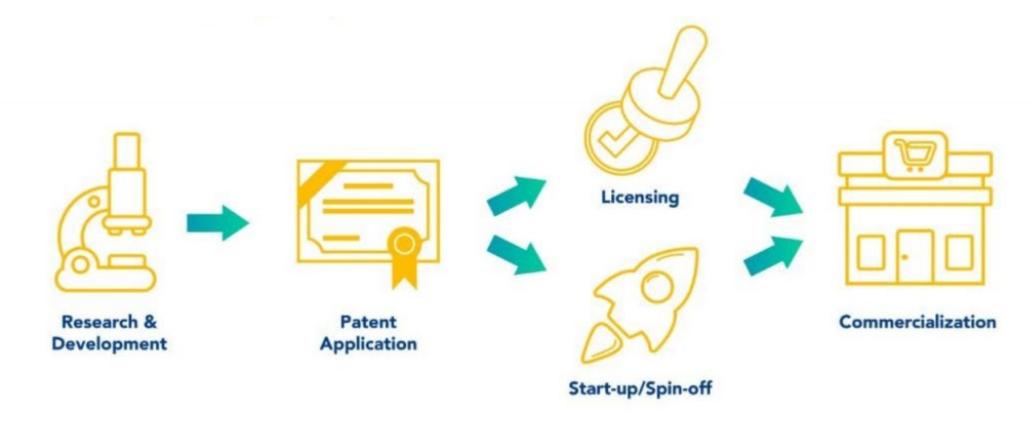




Financing Technology Transfer Offices



- Capacity Building
- Growth / Expansion



Technology Transfer



INNOVATION DISTRICT IN ATHENS CHROPEI

Thess INTEC SCIENCE & TECH PARK IN THESSALONIKI





PPP PROJECT PPP PROJECT











NextGenerationEU-Recovery & Resilience Facility

1.Creation-Expansion-Upgrade of Infrastructures of Research Centres	207.4 m. EUR
2. Basic & Applied Research	143.6 m. EUR
3. TH ² ORAX: Integrated Search and Rescue facilities / AI enabled	50.0 m. EUR
4. RESEARCH – CREATE - INNOVATE (financing R&D co-operations)	25.0 m. EUR
5. Horizon 2020 "Seal of Excellence" (financing excellent R&D projects)	18.2 m. EUR
6. "Elevate Greece" financing for increased extroversion	2.8 m. EUR

total RRF Budget ex VAT:

≅ 444 m. EUR



OCTOBER 2020: Establishment of a Startup Registry





Elevate Greece "Mission"

- Elevate Greece is an initiative **launched by the Greek Government, intended to** identify promising startups and support their growth, nurturing a robust innovation ecosystem
- A digital gate **through which Greek startups** can apply requesting to be officially accredited by the Ministry of Development & Investments GSRI.

How?

- A credible validation mechanism to map and build a strong startup ecosystem
- Establish the National Startup Database
- Nurture and support startup companies' growth
- Build a strong ecosystem around them
- Liaise them with established companies
- Expand activities into scaleups, established innovative companies and R&D organisations



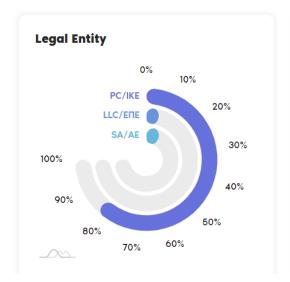


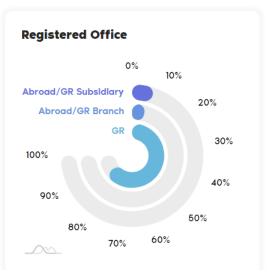




Applications' analytics





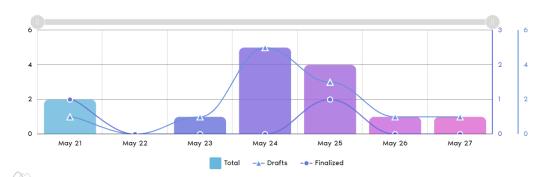




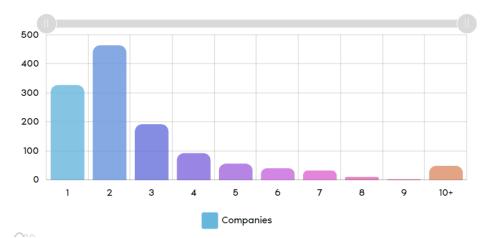
139

Pending Evaluations





Partners/Team





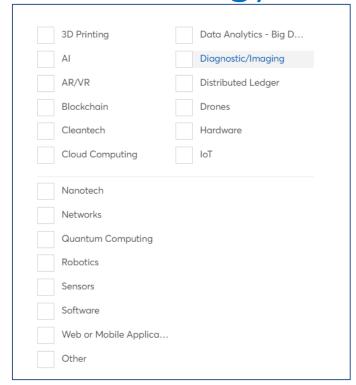


HELLENIC REPUBLIC MINISTRY OF DEVELOPMENT AND INVESTMENTS

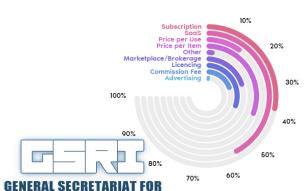
Industry

Advertising & Marketing (AdTech)	Entertainment/Media (Games, Sports, So
AgriTech / FoodTech	Environment & Energy (GreenTech, Clean
Art, Cultural & Creative Industries	FinTech – Financial Services (WealthTech)
Data Analytics - Big Data	Human Resources
Defence Systems	InsurTech - Insurance
EduTech - Education	LegalTech / RegTech
Life Sciences (MedTech, HealthTech, BioT	Security
Logistics & Transportation	Travel / Hospitality / Leisure
Manufacturing	Other
Maritime	
Real Estate (PropTech, Construction)	
RetailTech – E-Commerce - FashionTech	

Technology

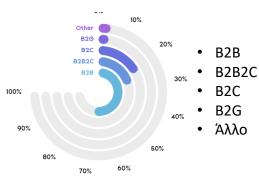


Revenue Model



RESEARCH AND INNOVATION

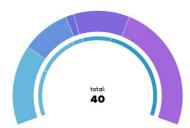
Business Model



Maturity TRL 5-9



Funding Sources



- Bootstrap
- Business Angel
- Grant
- VC
- Other





Registered Startups















Registered Startup Database

HELLENIC REPUBLIC
MINISTRY OF
DEVELOPMENT AND INVESTMENTS

The Ultimate Point of Reference for Startups in Greece!

G	SPECE Benefits Itional startup point	Startup Database Innovation Ecosystem	Official Partners About 🔻	Registry	
Startup	▲ Industry	Technology	Region		unding €
Bio-Based Energy Technologies PC	Environment & Energy (GreenTech, CleanTech)	Cleantech, Hardware	Central Macedonia	4	- 6
BIOEMISSION TECHNOLOGY SOLUTIONS IKE	Life Sciences (MedTech, HealthTech, BioTech)	Diagnostic/Imaging, Hardware, Nanotech, Sensors	Attica	11	- 6
Biomimetic Surfaces	Manufacturing	Cleantech, Nanotech, Other	Crete	5 9	00K 0
BIOPIX DNA TECHNOLOGY IKE	Life Sciences (MedTech, HealthTech, BioTech)	Diagnostic/Imaging	Crete	9 1.:	22M 6
Clio Muse Clio Muse PC	Travel / Hospitality / Leisure	AR/VR, Software, Web or Mobile Application	Attica	13	- 60
CollegeLink IKE	Human Resources	Data Analytics - Big Data, Software, Web or Mobile Applicati	on Attica	14 15	50K 60
▼ convert Convert Group	Data Analytics - Big Data	Al, Data Analytics - Big Data, Software	Attica	52 1.	4M 0 ⁰
Cube RM IKE	Life Sciences (MedTech, HealthTech, BioTech)	Al, Data Analytics - Big Data, Software	Attica	10	- 60
ferryh åpper Ferryhopper	Travel / Hospitality / Leisure	Software, Web or Mobile Application	Attica	46 3	.2M 6 ⁰
FOODOXYS PC SPIN-	Life Sciences (MedTech, HealthTech, BioTech)	Other	Thessaly	5 2:	50K <i>&</i>





Registered Startup Database

HELLENIC REPUBLIC
MINISTRY OF
DEVELOPMENT AND INVESTMENTS

The Ultimate Point of Reference for Startups in Greece!



Company Website: https://www.orfium.com

Company Email: support@orfium.com

Employees: 120

Funding State: Seed

INDUSTRIES

Entertainment/Media (Games, Sports, Social)

About

ORFIUM is the leading rights management technology company that brings a deep data engineering approach to tackling the music industry's royalty collection challenges. Our customer portfolio includes some of the biggest companies of the industry, offices in 3 continents and with a lot of industry expertise, ORFIUM is developing new tech products to support various key stakeholders and eventually become the digital operating system of the music industry.

Solution & Product

ORFIUM offers solutions to support Record Labels, Music publishers, Collective Management Organisations (CMOs) and other music companies with managing and improving their data rights in order to increase their revenues and distribute more money efficiently and transparently to the rights owners. ORFIUM is now expanding its enterprise technology offerings internationally across all facets of rights management and monetization in the media rights industry though our core rights management platform, our data services and our UGC claiming solution

Innovation & Scalability

ORFIUM's core stack technology supports all our products for various stakeholders of the music industry. Multiple applications of the same tech can give multiple revenue opportunities from the same revenue flow. What is remarkable with ORFIUM's technology is that our Data Science and R&D departments have produced amazing results by using AI / ML applications to reduce the "noise" in music data rights and enrich them in order to produce better matching results.

ONE LINER
We aim to be the digital infrastructure of the music industry.
TEAM
FUNDING
2020 - Seed, VC EUR 1.8M, BigPi VC
PATENTS
AWARDS
INCUBATIONS/ACCELERATIONS



Official Partners



Companies:

















































































Institutional **Partners:**





















Enterprise Forum



































Νεοφυούς Επιχειρηματικότητας

National Startup Awards











Favourable conditions for startup ecosystem growth



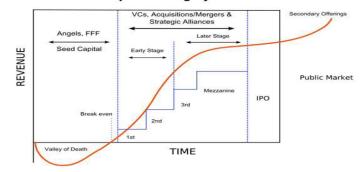
Favourable tax incentives for stock options / L. 4646/2019, gazette A' 201, Art. 4

• Favourable tax incentives for Angel Investors / L. 4712/2020, gazette A' 146, art. 49

- Call for working capital cash injections up to 100.000 euros, addressing covid-19 negative impact
- Funding from Angel Co-investment fund and 10 VC funds
 New funds ahead !!



Startup Financing Cycle





Global networking and pitching events





Registered Startup Database

HELLENIC REPUBLIC
MINISTRY OF
DEVELOPMENT AND INVESTMENTS

The Ultimate Point of Reference for Startups in Greece!

1st ANNUAL REPORT





618 registered startups

5.900 employees

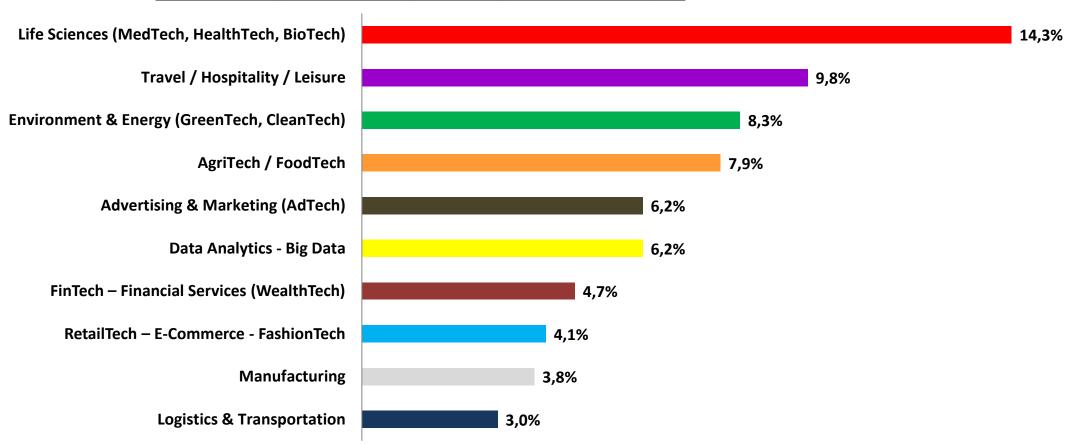
2/3rd located in Athens





Elevate Greece Startup Ecosystem Statistics

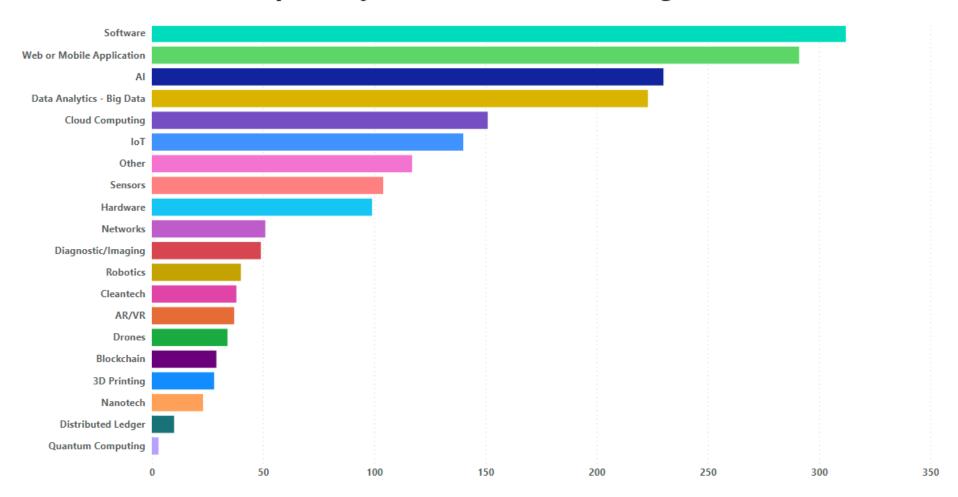
Percentage of Companies per Sector (%)





Elevate Greece Startup Ecosystem Statistics

Popularity of Preferred Technologies







Elevate Greece Startup Ecosystem Statistics

- 91% are based only in Greece
- 67% located in Athens
- 10,1 % have received VC funding
- 6,4% are spin-off companies from RCs and HEIs
- 76% have 2-4 founders
- Founders: 80% men / 20% women





Startup Ecosystem Highlights



ROUND TOTAL INVESTMENT



Data updated up to November 27, 2021. Data source: Found.ation, Velocity.Partners

TOP 10 GREEK STARTUPS EXITS (ALL-TIME)					
	Company	Exit deal (€ in millions)	Exit year	Age of startup at the time of the exit (years)	
1	Instashop	307	2020	5	
2	Softomotive	*	2020	15	
3**	Niometrics	*	2021	12	
4**	Lenses.io	70*	2021	5	
5	Think Silicon	*	2020	12	
6	Helic	*	2019	19 0	
7	Beat (Taxibeat)	40.48	2017	6 Y	
8	Innoetics	*	2017	11 N	
9**	Moosend	*	2021	9 1	
10	Avocarrot	17.85	2016	4 Digital	

^{*}Undisclosed amount, market estimations were taken into consideration for the ranking. **New Entries in 2021

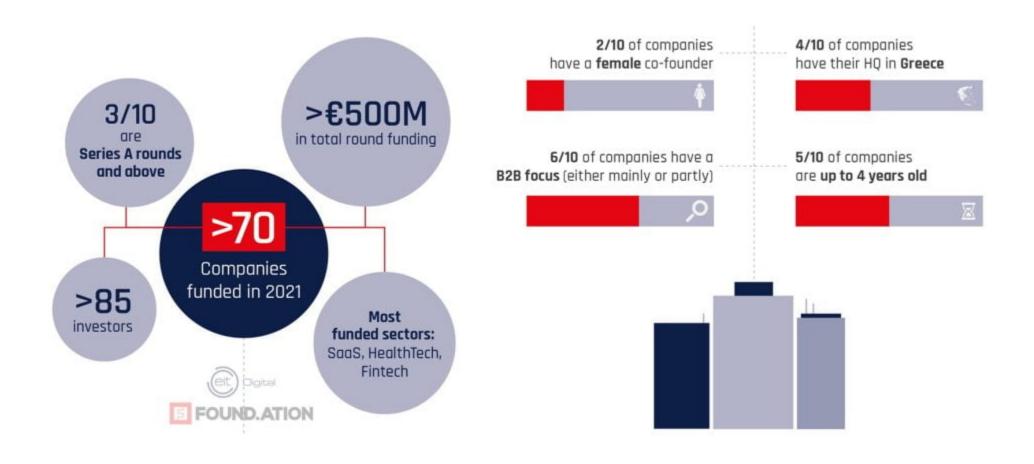




Startup Ecosystem Highlights



INVESTMENTS 2021





Greek Startup Community Exits



Four out of seven significant exits from the Greek startup community during 2021 – 2022





 Π I O M E T R I C S















acquired







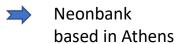
Greek Unicorns

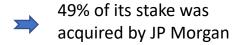
That emerged in 2022



Greek Soonicorns









→ Founded in Athens



Leader in the assessment and certification of professional skills



Blueground



Persado



Workable



LearnWorlds



Hellas Direct



Flex Car



HELLENIC REPUBLIC
MINISTRY OF

Startup Ecosystem Highlights-latest rankings

Greece: 48th, + 6 spots

Athens: 132nd, 121 spots





After a jump of 6 spots, Greece reenters the top 50.



Greece reenters the top 50 after climbing 6 spots, now ranking 48th globally and 5th in the Balkans, jumping over Serbia and reversing last year's negative momentum.

Greece's climb up the Index has been realized thanks to the startup ecosystem of Athens, which had a massive jump of 21 spots, entering the global top 150. It is ranked 132nd globally and the 3rd ranked city in the Balkans. Additionally, Athens ranks high in the top 100 global ecosystems for the Social & Leisure industry at 51st globally.

Except for Athens, all other Greek cities have dropped in the Index. 2nd in Greece, Thessaloniki had a significant fall this year, dropping 128 spots to 507th globally. With Ioannina and Rhodes falling out of the Index, Greece has now only 2 cities ranked in the top 1000, versus four cities in 2021. These results show how centralized the Greek startup scene is.



Increase in Global Ranking



Greece increased by 6 spots in the Global Startup Ecosystem

2021 2022

54 th

48 th

This growth was achieved after a decline of 10 spots from 2020 to 2021



Athens increased by 21 spots in the Global Startup Ecosystem

2021 2022

153 th









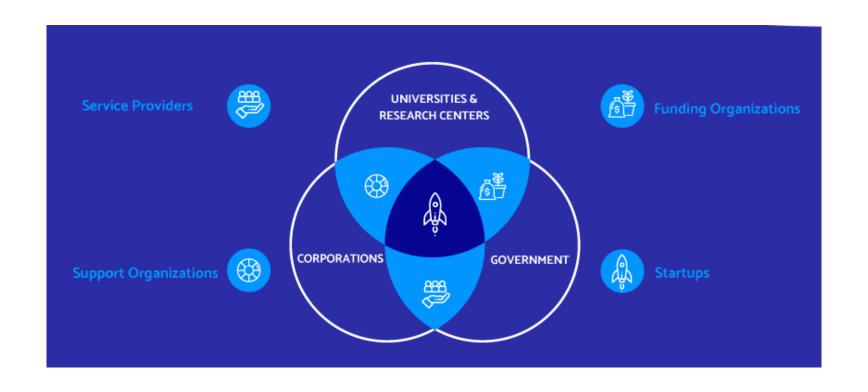




Innovation Ecosystem

HELLENIC REPUBLIC
MINISTRY OF
DEVELOPMENT AND INVESTMENTS

Discover Community of the Greek Innovation Ecosystem!







Innovation Ecosystem

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Ecosystem Actors

Science Parks & **Technology Transfer** Innovation Clusters



















Science Parks and Technology

Transfer

Technology Parks are open spaces that

serve as business incubators for startups

contribute to the economic growth of a

territory by increasing the level of economic

activity and the productivity of companies

affiliated with a university. The Parks

Innovation clusters are groupings of independent undertakings — innovative startups, small, medium and large undertakings, as well as research organizations — operating in a particular sector and region and designed to stimulate innovative activity! This is achieved through common use of premises, joint promotion,













EOS

isolation of a home office or the use of a

coffee shop. These shared workspaces offer

a suite of office-like amenities, such as hot-

desks, private meeting rooms, kitchens,

Check out Coworking Spaces in Greece!

coffee and more.

Venture Capital Funds Venture capital funds undertake the

investment risk of startups with high growth potential. This type of funding is vital, particularly at the early stages of an enterprise. Such funding plays a vital role in developing the ecosystem. EquiFund is an initiative of the Hellenic Republic in cooperation with the European Investment Fund (EIF) to boost the venture capital market in Greece. EquiFund aims to bolster the venture capital market in Greece with an investment strategy spanning three

- the Early Stage window
- the Growth Stage window























SPACES.

H₂B HUB



Business Federations/Associations play an

They offer their members a wide range of

financial expertise and support, as well as a powerful voice in the government/powerful lobbying with the government. The mission

of a Federation/an Association is to help its embers achieve their ambitions.

vital business services, including advice,

integral role in Greek Entrepreneurship.

the cube



ZEB





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Public Sector

Responding to the challenges of fostering regional growth and employment in a competitive global economy, many governmental structures raise new focus on the Innovation Ecosystem.

Ministry of Development and Investments

Ministry of Digital Governance

Ministry of Rural Development and Food

Ministry of Environment and Energy

Ministry Health

Ministry of Education and Religious Affairs























ΑΡΙΣΤΟΤΕΛΕΙΟ ΠΑΝΕΠΙΣΤΗΜΙΟ

ΘΕΣΣΑΛΟΝΙΚΗΣ



ΠΑΝΕΠΙΣΤΗΜΙΟ



































































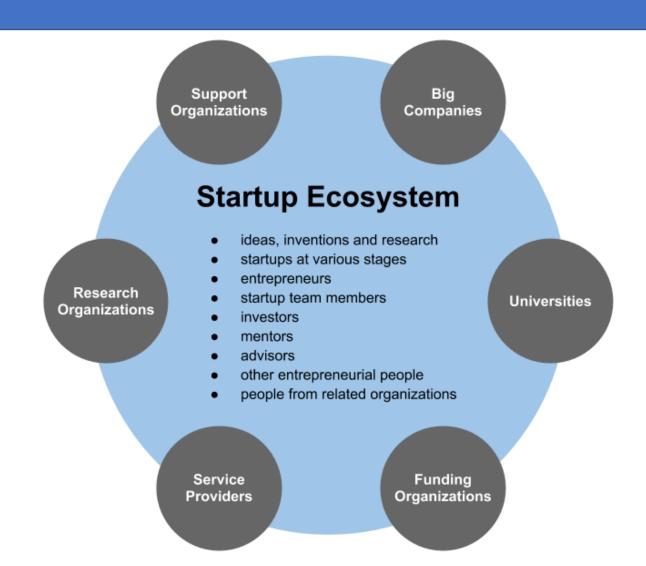








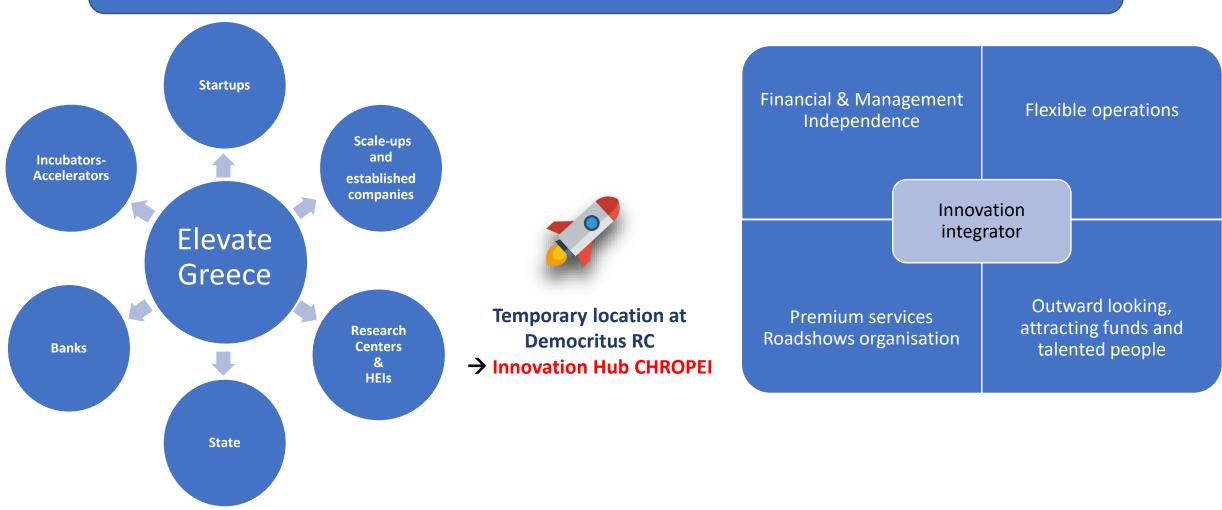
A driving force for a more inclusive and networked innovation ecosystem







A driving force for a more inclusive and networked innovation ecosystem











Strategically positioned

ENTERPRISE GREECE INVEST & TRADE



Strategically positioned as the gateway to 3 continents

In a time-zone (+/- 2h) Greece covers:

- ✓ 2bn people (30% of global population)
- **√** 25% of GDP



Greece in the spotlight













Building a pro-investment business environment

reduced
by 4%
And expected
to be further
reduced in
2022
reaching 22%

Corporate Tax

reduced from 10% to 5%

Social security contributions (as of 1st January 2021)

further reduced at

- 14,12% for the employee
- 22,54% for the employer







Greece is the home base of renowned global firms & multinationals





















acciona



Mondelēz,

ENERCON



Nestle.



aldahra agriculture

THIRD POINT



NCH



Hines

































SwitzGroup



Enel





THE ADECCO GROUP



Barilla





















First Data.

























Thank you for your attention!

