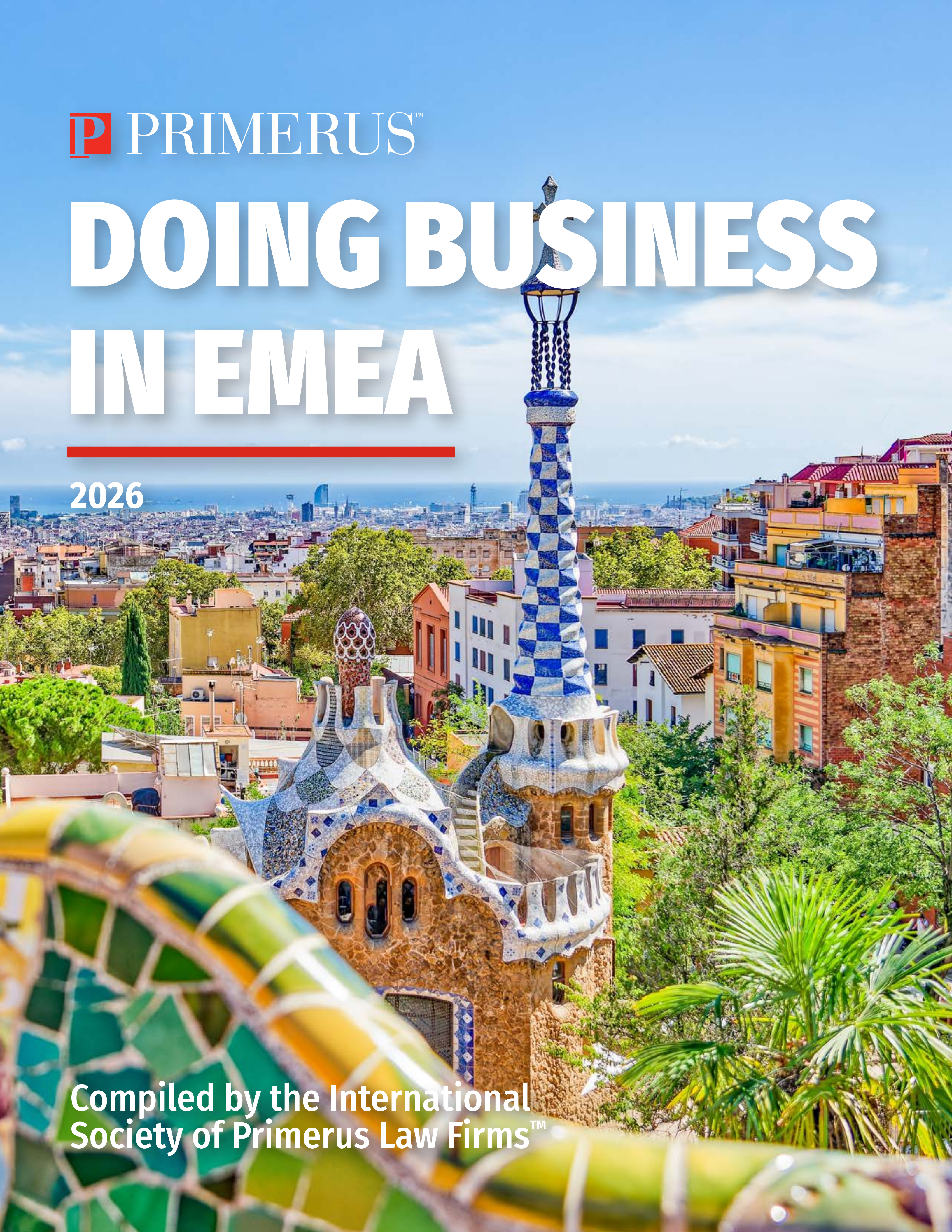

PRIMERUS™

DOING BUSINESS IN EMEA

2026

Compiled by the International Society of Primerus Law Firms™

TABLE OF CONTENTS

ABOUT PRIMERUS™

Primerus is an international society of 170 top-rated, independent boutique law firms. When we formed Primerus in 1992, we set out to restore honor and dignity to the legal profession and to help rebuild the public's trust in lawyers and the judicial system by setting these high standards. Over thirty years later, our commitment to these values remains strong and our clients notice the difference in who we are and how we work.

Primerus seeks out, screens, and audits our firms to make sure we have only the finest. We use all the ratings services available to us, including Martindale Hubbell, Best Lawyers, Chambers, and Legal 500, to ensure the law firms we invite to join Primerus are the best in the world. And that is just the beginning. We then conduct a more extensive investigation of the firm, including attorney backgrounds, references, and malpractice history checks. An independent accreditation board has the last word on admission and retention of members, resulting in a high quality standard that's applied universally to all members. Another board oversees quality assurance to more specifically define the high standards embodied within the Six Pillars and to help firms live by those standards in everyday practice. We're confident our strict guidelines ensure Primerus law firms are the world's finest. In fact, The Wall Street Journal has compared Primerus to the "Good Housekeeping Seal of Approval" for law firms.

We search the world for the best law firms so you don't have to. But our work doesn't end there. We bring these firms together into a close-knit society to work together for you. Located in nearly 50 countries around the world and 47 U.S. States, with more joining every day, our firms are poised to serve as your global legal team, working together to meet your needs seamlessly and efficiently. The combined resources and expertise of this global team is never more than a phone call away.

The following guide is intended to be a helpful tool for clients and companies who are exploring, plan on, or currently provide legal services in the Europe, Middle East & Africa region. Assembled by some of the world's finest law firms, this guide will prove valuable in addressing many frequently asked questions within the region.

2026 Law Firm Locations

Argentina
Australia
Austria
Belize
Botswana
Brazil
British Virgin Islands
Cameroon
Chile
China
Colombia
Costa Rica
Cuba
Cyprus
France
Germany
Ghana
Greece
Guatemala
Guinea
Honduras
Hong Kong
India
Ireland
Italy
Japan
Kenya
Lebanon
Lesotho
Malawi
Mexico
Netherlands
Pakistan
Panama
Perú
Singapore
Slovenia
Spain
Switzerland
Taiwan
Trinidad and Tobago
Tunisia
Turkey
Uganda
Ukraine
United Arab Emirates
United Kingdom
Vietnam
Zimbabwe

United States
Alabama
Arizona
California
Colorado
Connecticut
Florida
Georiga
Illinois
Indiana
Kentucky
Louisiana
Maine
Massachusetts
Michigan
Minnesota
Mississippi
Missouri
Montana
Nevada
New Hampshire
New Jersey
New Mexico
New York
Ohio
Oklahoma
Oregon
Pennsylvania
South Carolina
Tennessee
Texas
Virginia
West Virginia
Wisconsin
Wyoming

BAHAS, GRAMATIDIS & PARTNERS

Practice Areas

- Aviation Finance and Leasing
- Banking, Finance, and Capital Markets
- Competition and Antitrust
- Compliance, Risk Management and ESG
- Corporate, Mergers and Acquizitions, and Private Equity
- Data Protection and Digital Law
- Dispute Resolution
- Employment, Pensions, and Benefits
- General Commercial
- Intellectual Property
- Private Clients and Private Wealth
- Product Liability and Safety, Consumer Law
- Projects and Infrastructure
- Public Law and Government Affairs
- Real Estate
- Restructuring and Insolvency
- White-Collar Crime and Investigations

Industries

- Automotive and Mobility
- Aviation and Aerospace
- Banking and Financial Services
- Construction, Development, and Infrastructure
- Defense
- Energy, Mining, Natural Resources, and Critical Raw Materials (CRM)

Greece

Bahas, Gramatidis & Partners is a premier Greek law firm. Headquartered in the city of Athens, the firm provides full-service legal advice, combining legal expertise with commercial judgment and a thorough understanding of the Greek market.

Bahas, Gramatidis & Partners is governed by a board of six partners, namely: Mr. Marios Bahas (Partner), Mr. Yanos Gramatidis (Managing Partner), Mr. Nassos Felonis (Partner), Mr. Dimitris Emvalomenos (Partner), Mr. Spyros Alexandris (Partner), and Mr. George Alexandris (Deputy Managing Partner).

Bahas, Gramatidis & Partners also includes one Senior Counsel, four Counsel, four Senior Lawyers and five Junior Lawyers, assisted by five Trainee Lawyers, skilled administrative personnel and a well-organized financial, accounting and tax consultancy department.

At the core of the firm's practice is the representation of corporations, government agencies, financial institutions, investment banks, nonprofit entities, and individuals in complex financial and corporate transactions and high-stakes disputes. The firm advises clients on market-defining transactions, transformative investments, cross-border financing, regulatory matters, infrastructure and energy projects, sector-specific compliance, and other complex legal and strategic matters.

As Greece's exclusive member of the International Society of Primerus Law Firms, Bahas, Gramatidis & Partners is part of a global network providing cross-border legal support in more than 100 jurisdictions. Through this network, the firm assists international clients entering or operating in Greece and supports Greek clients in their international activities, helping global clients access Greece and Greek clients access the world.

26 Filellinon st,
105 58 Athens
Greece

Dimitris Emvalomenos – d.emvalomenos@bahagram.com

+30 210 331 8170

www.bahagram.com

bahas gramatidis

Industries cont.

- Food, Beverages, and Consumer Goods
- Healthcare, Pharma, and Life Sciences
- Hospitality and Leisure
- Public Sector and Services
- Retail and Fashion
- Sports, Gambling, and Entertainment
- Technology, Media, and Telecommunications
- Transportation and Logistics

1. **Website for company registry search and registration services:**

   The official website of the General Electronic Commercial Registry (www.businessportal.gr) offers an automated processing environment of Greek companies which keeps track of and updates automatically changes in all the corporate forms registered with it.

2. **Website for foreign investment related services:**

   The official Investment and Trade Promotion Agency of Greece (Enterprise Greece S.A.) through its official website (www.enterprisegreece.gov.gr), presents the cutting-edge industries in Greece and provides information about investment opportunities and international trade.

3. **Website for IP releated search and registration:**

   The address www.opi.gr is the official website of The Hellenic Copyright Organization whose main purpose is the protection of the authors and right holders of related rights.

4. **Is there a necessity for incorporating the corporate name of the company in contracts?**

   Yes, it is, together with any distinctive title chosen for the company.

5. **Is there a necessity for incorporating the corporate identity number of the company in contracts?**

   No, it is not, but it is recommended for practical reasons.

6. **Is there any local convention for signing of contracts?**

   Yes, Greek Civil Code, providing for the general civil law, applies. For e-signing, there is special legislation.

7. **Any requirement of notarization/legalization of contracts?**

   No, as a rule. Only in specific cases is notarization/legalization of contracts required, such as and primarily for transactions regarding immovable properties.

8. **Sectors where no foreign investment can be made?**

   There is no general prohibition of foreign direct investments in Greece. Specific restrictions exist concerning investments by non-EU beneficial owners in the media sector and immovable property located in the so-called border areas, for national security reasons.

9. **Sectors where there is a cap on foreign investment?**

   There is no cap regarding foreign investments.

10. **What are the most effective entry strategies for your jurisdiction, and what are the typical corporate structures utilized?**

    The most effective entry strategies are the establishment of a subsidiary, the setting up of a branch office, the forming of a joint venture, and the acquisition of an existing company, normally by share purchase. The most utilized corporate structures are the Societe Anonyme (AE), the so-called Private Capital Company (IKE), and the Limited Liability Company (EPE).

11. **What are the typical permits and licenses that foreign investors are required to have in order to do business in your region?**

    Depending on the type of investment, foreign investors normally need a Greek Tax Identification Number (AFM), a commercial registry enrollment, and a tax/VAT registration. Non-EU nationals residing in Greece or managing locally business entities require specific residence/work permits, while in specifically regulated sectors such as tourism, food and beverage, energy, defense, and financial services specialized pre-approval or operating licenses from the competent authorities are required.

12. **Does your government control and manage commercial joint ventures between foreign investors and local businesses? If so, how?**

    No. Greek government does not generally control or manage commercial joint ventures between foreign investors and local private businesses. As a rule, subject to international sanctions applicable, Greece is a free-market economy where companies may freely negotiate, form, and manage business partnerships irrespectively of their nationality, place of seat.

13. **How does your government oversee proposed activities by foreign investors, and are there specific sectors of the economy where foreign investment is restricted?**

    Foreign investments are overseen by the Ministry of Development based on a specialized framework that screens Foreign Direct Investments (FDI) under Law 5202/2025, which provides for a strict mandatory screening and pre-approval mechanism for FDIs regarding "sensitive" and "highly sensitive" sectors of the Greek economy based on public order and national security. Specifically, "sensitive sectors" are defined as those in energy, transportation, health, information and communication technologies, or digital infrastructure, where the foreign participation rises to at least 25%. "Highly sensitive sectors" are defined as those related to defense and national security, cybersecurity, AI, port infrastructure, critical subsea infrastructure, and tourism infrastructure in border regions, and the foreign participation rate must be at least 10%.

14. **What should be considered regarding capital availability and access in your jurisdiction? Are there significant constraints related to capital, infrastructure, or labor, and what strategies can be used to address them?**

    As a Member State of the EU, Greece benefits from the free capital movement of any type and provides access to the EU Single Market, while alternative sources of business financing include EU co-funded programs and bank business loans. However, Greece faces persistent constraints, including labor skill shortage, bureaucratic delays in public works, and low private participation in domestic business investment. To meet these shortcomings a series of strategies are being considered, such as fast-track licensing for large scale infrastructure investments, integration of refugees, and long-term unemployed individuals into the labor market through vocational training programs and expanding access to venture capital, private equity, and crowdfunding for small and medium-sized enterprises.

15. **What kind of taxes, duties, and levies can foreign investors expect to face in your jurisdiction?**

    Foreign investors in Greece face standard corporate and business taxes alongside property transfer taxes, annual real estate and asset levies, and indirect consumption duties. However, Greece also features targeted alternative tax incentives like the non-dom high-net-worth regime to reduce overall tax burdens.

16. **What are the rates of tax (Corporate Tax Rate/On Dividend/On Royalty/On Sale of Shares in Local Company)?**

- **Corporate Tax Rate:** 22%
- **On Dividend:** 5%
- **On Royalty:** i) 20% for non-Greek legal entities without a Greek permanent establishment payable as one-off withholding tax, ii) 22% for non-Greek legal entities without a permanent establishment in Greece (taxed as income from business activity according to the general provisions), and iii) 0% for non-Greek legal entities, under conditions.
- **On Sale of Shares in Local Company:** i) 15% for individuals, ii) 22% for legal entities (taxed as income from business activity according to the general provisions), and iii) 0% for legal entities seated in Greece, under conditions.

17. **What key intellectual property laws are most relevant to inbound investors and foreign imports or their distributors, (such as trademark protection, licensing)?**

The most relevant intellectual property (IP) frameworks include Law 2121/1993 on copyright protection, Law 4679/2020 on trademarks, Law 1733/1987 on patents and technology transfer, and the updated enforcement provisions under Law 5271/2026 regarding protection of works of art. Greece's IP legal framework/system is heavily harmonized with European Union regulations and major international treaties.

18. **In the event of a commercial dispute, would local courts or international arbitration provide a more favorable forum for foreign investors to resolve the issue?**

For foreign investors, international arbitration may generally provide a speedier, more flexible, neutral and predictable forum than Greek state courts regarding commercial disputes. Greece has modernized its domestic framework via Law 5016/2023 for commercial arbitration in alliance with UNCITRAL standards. Also a new ADR Code is to be enacted within 2026, including new arbitration provisions and a new mediation framework, which may be a useful alternative in dispute resolution.

19. **Are foreign arbitration awards enforceable?**

Yes, they are, especially under New York Convention ratified by Law 4220/1961.

20. **How do cultural factors influence business practices and negotiations in your jurisdiction?**

Cultural factors are highly important in business and they should always be considered. Personal contacts and networks characterized by trust are prioritized in domestic business practices and negotiations; also, patience in decision making and timeline flexibility are most preferred. In dispute resolution, mediation may put on the table any cultural differences and facilitate mutually acceptable solutions.

21. Best legal tips to doing business in your jurisdiction. (What you wish others knew about doing business in your jurisdiction.)

Rather not uniquely for Greece, material legal tips are a) the careful preparation, preliminary research, and basic due diligence on the investment sector, b) the collection of material data and info of the legislative environment and especially of any administrative licenses required for the specific business, including practical aspects and timing issues, c) the choice of the appropriate legal vehicle and tax classification, and d) the clever dispute resolution alternatives, which better include mediation before arbitration or litigation as the last resorts.

International Society of Primerus Law Firms

452 Ada Drive SE, Suite 300
Ada, Michigan 49301

Toll-Free Phone: +1 800.968.2211
Fax: +1 616.458.7099

www.primerus.com

PRIMERUS™