

**Prooptiki** was established as an accounting firm back in 1984; today, it is one of the most successful companies in the economic sector, providing consultation on accounting-tax and payroll issues.

**Prooptiki's** clientele lists a wide range of economic sectors, such as tourism, hotels, commerce, service provision, IT, telecom, real estate management, etc.



#### SERVICES OFFERED BY PROOPTIKI SA

- **Accounting:** A full range of accounting support in accordance with the Greek GAAP and IFRS.
- **Tax Consulting:** A full range of tax services to cover all tax fields. Our Goal is to have the maximum benefits, with the minimum tax liabilities and risks, always in strict compliance with local legislation and Code of Books and Records.
- **Payroll:** Complete solutions in managing and issuing the payroll, full support as far as the obligations towards government funds are concerned and continuous and updated information on Labor Law/ Insurance issues
- **Business Consultancy:** We can assist you on aspects such as:
  - ◆ Entity set up. Together we can find the most suitable structure for your business (limited company, partnership, sole trader, limited by shares company), or set up a branch of a foreign company.
  - ◆ Business plans and cash flow forecasts
  - ◆ Business and management advice
  - ◆ Human resources consultancy
  - ◆ Provision of management information
  - ◆ Tax compliance and advise
- **Auditing:**
  - ◆ Internal audits, Management audits, Compliance audits
  - ◆ Cash flow, Due diligence, Financial Statements, Special audits.

## New Law 5203/2025: Investment Incentives

### Law 5203/2025: Incentives for Investment

Law 5203/2025, titled "*Sustainable Development, Productive Transformation of the Greek Economy*," was published in the Government Gazette (FEK A' 87/02.06.2025) and amends the previous development law 4887/2022. Its objective is to strengthen entrepreneurship through sustainable development and the productive transformation of the Greek economy.

### Key Points of Law 5203/2025

#### 1. Increase in Aid Limits

- The maximum aid amount for individual enterprises is increased from €10 million to €20 million.
- For cooperating or affiliated enterprises, the limit is raised from €30 million to €50 million.
- In cases of tax exemptions, the maximum aid limits are increased by 50%.

#### 2. Creation of a Guarantee Fund

- The *Development Law Financial Instrument Guarantee Fund (DeLFI GF)* is established, with the Greek State contributing up to €300 million.
- Its goal is to support investments through €1 billion in loans from the European Investment Bank (EIB).

#### 3. Fast-Track Licensing

- A fast-track licensing incentive is introduced for investments falling under the "Special Support Areas" and "Large Investments" schemes.
- The deadline for issuing the required permits or approvals is set at two months from the date of application and submission of the documentation to the competent licensing authority.

#### 4. Creation of New Support Schemes

Three new support schemes are introduced:

- **"Modern Technologies"**: Support for investments in innovative technologies.
- **"Social Entrepreneurship and Handicrafts"**: Support for social enterprises and handicraft activities.
- **"Special Support Areas"**: Support for investments in regions with special development needs.

#### 5. Eligibility Requirements

The minimum eligible investment amount for inclusion in the support scheme is defined as follows:

- For large enterprises: €1,000,000
- For medium-sized enterprises and cooperatives: €500,000
- For small enterprises: €250,000
- For social cooperative enterprises, agricultural cooperatives, civil cooperatives, producer groups, producer organizations, agricultural corporate partnerships, and micro-enterprises: €50,000

## ENFIA and Tax Relief Incentives

### The New Regulation on ENFIA Relief and Tax Exemptions

Published in the Government Gazette (FEK A' 49/28.03.2025), this new regulation primarily concerns areas affected by natural disasters, such as earthquakes and floods. It provides exemptions from ENFIA (Uniform Real Estate Ownership Tax) for the years 2021, 2022, and 2023.

#### Key Points of the Regulation:

- **ENFIA Exemption:** Buildings and the corresponding plots of land located in areas affected by natural disasters are exempt from ENFIA for the years 2021, 2022, and 2023.
- **Eligibility Conditions:** The exemption applies only if property owners possess a Reinspection Report or an On-site Inspection Report, stating that the building has been deemed dangerous or unsuitable for use.
- **Procedure:** To obtain the exemption, interested parties must submit an application to the tax administration for the year 2021, which will also apply for the following two years.

#### Key New Reliefs and Reductions for 2025:

##### A. Doubling the Discount for Insured Homes

- For properties insured against natural disasters (earthquake, fire, flood), the ENFIA discount increases from **10% to 20%** of the total tax.
- The discount applies to residences valued up to **€500,000**.
- **Purpose:** To encourage property insurance and protect citizens against unexpected natural damage.

##### B. Exemption for Long-Term Rental Properties

- Properties leased for **at least 3 years** under long-term rental contracts are exempt from ENFIA, provided certain conditions are met:
  - The property was previously unused or used for short-term rentals such as Airbnb.
  - The property is properly declared and maintains a consistent lease term of 3+ years.
- **Goal:** To promote long-term rentals and reduce volatility in the rental market.

## Digital Work Card – NACE Codes for Pilot Implementation in Wholesale, Energy, and Financial Companies from June 26

According to Ministerial Decision No. 16973/2025 (Government Gazette B' 3271/25.06.2025), as of June 26, 2025, businesses whose primary activity (based on NACE codes) falls under the following sectors are mandatorily included in the Digital Work Card system:

### 1. Wholesale Trade

Businesses primarily engaged in the wholesale trade of products (indicatively, NACE codes starting with **46.**).

### 2. Energy Sector

Companies involved in the production, supply, and distribution of electricity, natural gas, and other forms of energy (indicatively, NACE codes from **35.**).

### 3. Financial and Insurance Services

Includes banks, insurance companies, investment firms, factoring companies, leasing firms, etc. (NACE codes from **64.**, **65.**, **66.**).

### 4. Administrative and Support Activities in Tourism

Includes businesses such as travel agencies, tour operators, and companies providing services to tourism units (e.g., NACE codes **79.**, **82.**, when related to tourism).

## Employer Obligations with the Digital Work Card

### 1. Installation and Use of the System

Businesses must have appropriate technical equipment (e.g., app or time-tracking device) to record each employee's check-in and check-out times.

The system must be **connected online in real time** with **ERGANI II** (the national employment data platform).

### 2. Recording Work Hours via the Digital Card

Each employee must record the **start and end** of their workday using the Digital Work Card.

The card may be either **physical** (e.g., magnetic) or **digital** (via a mobile app).

### 3. Declarations to ERGANI II System

Employers are required to submit **updated work schedule declarations (E4)** for all employees.

Any change (e.g., overtime, shift change, remote work) must be **declared in a timely manner**.

### 4. Record Keeping and Transparency

Employers must maintain a **digital archive** of all work card entries.

The data must be accessible for inspections by authorities (**SEPE**, **ERGANI**, etc.).

### 5. Staff Notification

Employers must inform employees **in writing** about how the system works and their responsibilities.

Failure by employees to record entry/exit times is considered a **violation**.

## Penalties for Non-Compliance

- **Administrative fines** (up to **€10,500 per employee**).
- **Labor inspections** by SEPE to combat undeclared or underreported work.
- In cases of systematic violations, businesses may face **temporary exclusion from support or funding programs**.

## ***New law 'Fair Work for All'***

**The new law “Fair Work for All”** is one of the most significant labor market reforms in recent years, introducing extensive changes for both employers and employees. It focuses on flexibility, modernization, and strengthening rights, aiming to ensure fair working conditions.

### **1) Simplification and Digitization of Procedures**

- **Fast-track hiring: Elimination of multiple ERGANI declarations—only one electronic registration required.**
- **Same day hiring is possible via a mobile application.**
- **Abolition of paper records: no more paper leave books, overtime logs, or annual staff lists—all recorded digitally.**

### **2) Flexibility in Work Time Organization**

- Second job is allowed, under conditions, with a maximum of 13 working hours per day and 40 hours per week in all jobs.
- A four-day workweek without salary reduction—if mutually agreed.
- Split annual leave introduced, allowing distribution over multiple periods.

### **3) Strengthening Health & Safety at Work**

- New obligations for employers regarding technical and medical safety measures.
- Enhanced first aid training and accident prevention.
- Introduction of electronic safety interventions and recommendations logbook.

### **4) Protection and Rights of Workers**

- Explicit provision against workplace bullying (mobbing).
- Protection for employees who refuse to work under illegal conditions (e.g., undeclared overtime).
- Stronger protection for vulnerable groups, such as parents, people with disabilities, etc.

### **5) Strengthening the Labor Inspectorate (SEPE)**

- Restructuring SEPE with digital tools, more targeted inspections, and increased staffing.
- Employees can submit complaints electronically through a dedicated platform.

### **6) Alignment with International Conventions**

Incorporates three conventions of the International Labour Organization (ILO) relating to fundamental labor rights and equal treatment.

### **7) Social Security Exemptions & Provisions**

- Reduction of social insurance contributions on productivity bonuses and overtime pay.
- Suspension of solidarity contribution for retired workers who continue to work.
- Support for the Seamen’s Pension Fund (NAT) and special provisions for maritime personnel.

### **Purpose of the Law**

To enhance the competitiveness of the economy, adapt the labor market to modern realities, and simultaneously protect workers and social rights.