



2020  
annual report

## An update from our Executive Committee

In 2020, the pace of change proved to be anything but linear. We not only witnessed our way of living and working be profoundly affected by the pandemic; our very humanity was tested close to breaking point. Our personal lives were upended, soon to be followed by the global economy.

In order to keep our people safe, we quickly switched to online operations for the duration of the lockdown period and beyond. We didn't expect this to affect our client relationships—and it didn't. We also cared for our community by supporting the Greek healthcare system and those in need.

Beating all odds, we experienced robust growth across a balanced client base, which marked 2020 as the sixth year of growth in a row. We are deeply grateful to our clients who showed extreme faith, as well as to our people who were resilient beyond all expectations. Our special thanks go to our IT, HR and Systems & Quality colleagues who, in seemingly no time, made it possible for all of us to work from home—and remain just as productive as before.

Aware that we have been faring better than many of the country's hard-hit businesses, we reached the quiet decision not to strain the country's budget any further by seeking government support, even though the Greek government was (and still is) offering very generous subsidies.

Naturally, this year's results are a great source of pride for us. Yet this success bestows us with a sense of ever-greater responsibility; and that's no other than to keep raising the bar. Indeed, it is in our heritage to carry on a tradition of excellence while believing in ethos, encouraging empowerment and upholding solidity.

Dimitris Zepos | Managing Partner  
Yerassimos Yannopoulos | Co-Managing Partner  
Stefanos Charaktiniotis | Partner  
Stamatis Drakakakis | Partner  
Elina Filippou | Partner  
Maria Zoupa | Partner



This year's results more than proud make us face the responsibility to keep raising the bar. 2021 brings to the fore what lies deep in our heritage and is no other than carrying on a tradition of excellence while believing in ethos, encouraging empowerment, upholding solidity.



# COVID-19 our response

During the first wave of the pandemic, our business continuity plan was set in motion. This allowed us to take proactive measures to protect from the spread of COVID-19, during both phases. Placing emphasis on the safety of our employees, vulnerable groups and those commuting through public transportation, we quickly switched to working remotely. At the same time, we maintained every existing role in the company and created several new job openings. In order to assist our clients in navigating these unusually challenging and rapidly changing circumstances, we set up a COVID-19 multi-disciplinary Resource Centre. All regular updates on legal and tax matters brought to forth by the COVID-19 outbreak can still be accessed through a dedicated Resource Centre on our website.

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23  
Newsletters

New internal  
policies

No disruption  
in our bonus &  
remuneration  
process

32  
new hires

We supported  
the Greek  
healthcare  
system and  
those affected  
most by the  
pandemic

## Our Business Continuity Plan

Long before the COVID-19 outbreak, we had put in place and tested all processes and systems necessary to allow us to continue to provide our services remotely, in a safe manner. Our day-to-day communication remained the same, whether that was via our call centre, e-mail, or personal mobile phones. In-person meetings were replaced by teleconferences and virtual meetings. New policies were introduced to safeguard remote access to our systems and protect our communications internally, as well as with our clients.

Our aim was to maintain the services we provide at the same level while supporting our clients in all legal matters arising from the pandemic.

## Supporting the Greek healthcare system

We proudly supported the Greek Healthcare System and the General Hospital “Laiko” in their continuing effort to battle COVID-19. To show our appreciation for all those who worked hard for our country during the time of crisis we donated medical equipment for intensive care and high dependency units.

This donation comprised 4 multi-parameter patient monitors, 2 electrocardiographs, and 1 external defibrillator, all of which covered the hospital’s immediate needs.

## COVID-19 resource centre

Since 11 March 2020, when the World Health Organisation declared the COVID-19 outbreak a “pandemic”, the Greek government, much like other governments all over the world, gradually imposed restrictions on the movement of people and goods, in an effort to halt the spread of the virus and protect public health. At the same time, a number of measures were introduced to smooth out the financial impact of the outbreak, affecting, among others, employment relationships, lease contracts, financing contracts, regulatory obligations, as well as tax & social security liabilities. While seeking to ensure the health of their staff, Greek businesses are still facing significant challenges, with legal implications that are wide-ranging and complex.

At Zepos & Yannopoulos we have set up a COVID-19 multi-disciplinary resource centre to assist you in navigating your business through a rapidly changing environment, while minimising the disruption caused by the pandemic.

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# Performance

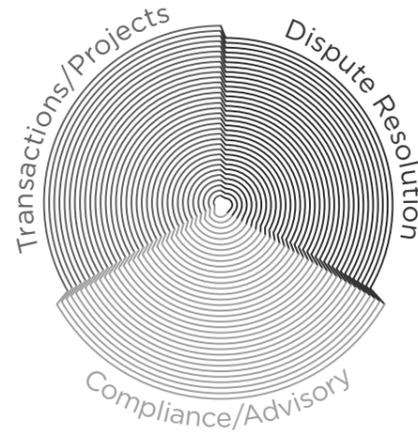


**2.500+**  
new matters

**8%**  
growth in revenues



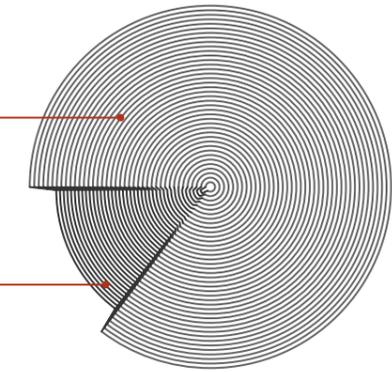
Working alongside clients on a wide array of matters from Compliance to Transactions & Dispute Resolution



Our clients

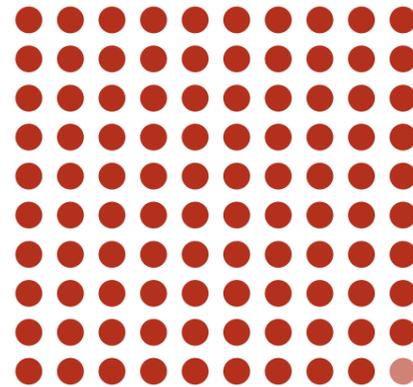
85%  
FDI & MNEs

15%  
Private clients

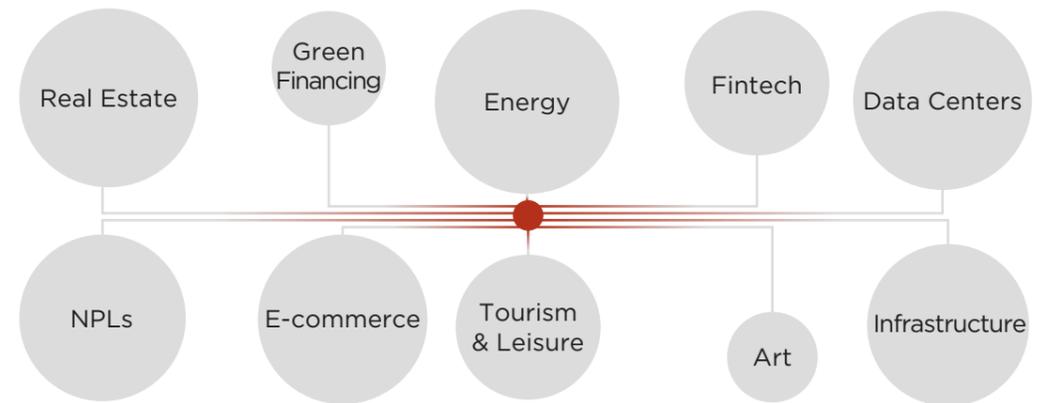


Balanced business

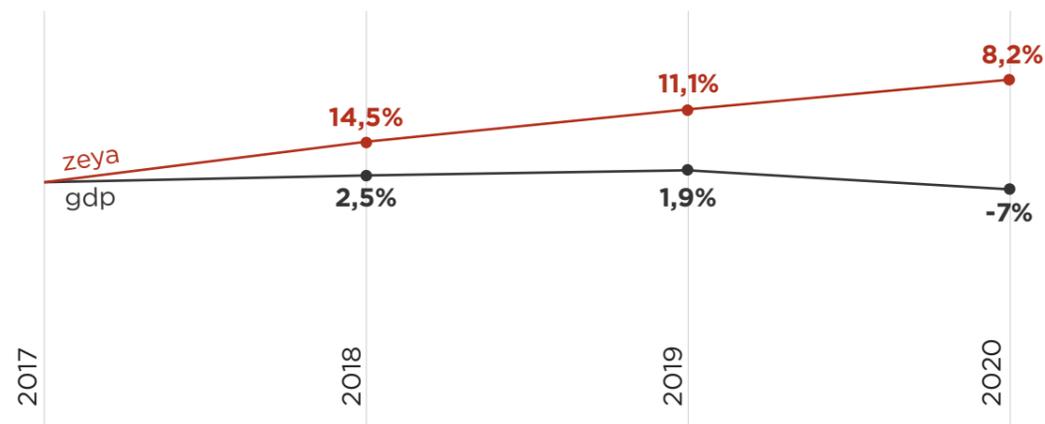
99%  
of our clients contribute to our revenues by 1% each



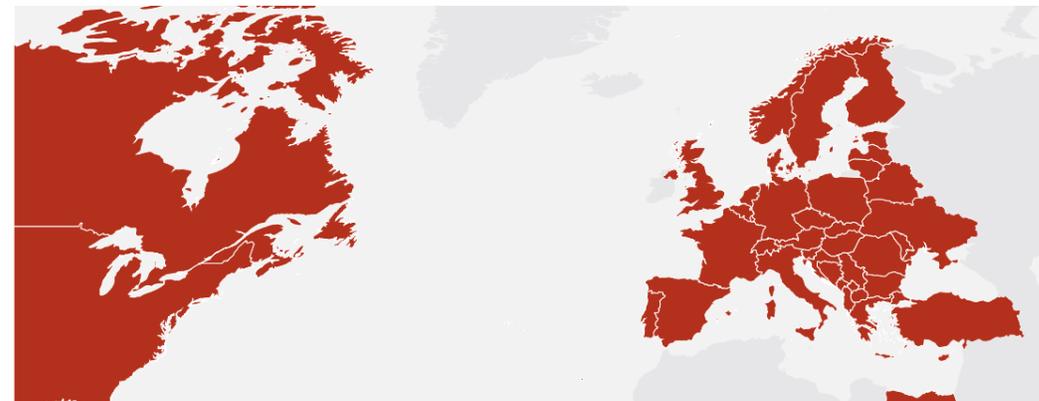
Shaping the market



A growth rate despite all odds



We work with international law firms in more than 75 jurisdictions



# In line with market dynamics

Despite the COVID-19 crisis, transactions and deals have been the cornerstone of our work, representing almost 40% of our revenue. Just as in previous years, in 2020, our teams' performance has been outstanding, with cases covering the full spectrum of corporate, tax, competition, finance, M&A, public procurement and commercial work.

## Leading the way for the energy players

Our energy practice continues to be a leader in the field, not only due to new assignments but also because of the unwavering trust of our ongoing energy clients. Over the past year, the Greek renewables sector has continued to expand and we have continued to work for key players in this sector.

### Zepos & Yannopoulos advised on the flagship HELPE acquisition of a 204 MW RES project

We have acted as exclusive legal advisor to Hellenic Petroleum in a €130 million deal on a landmark project for the Greek and European renewable sector pertaining to the acquisition from JUWI Group of a cluster of SPVs owning a 204MW photovoltaic park located in Kozani, Northern Greece. Work included detailed legal due diligence, advice and support for the conclusion of the share purchase agreement, and the series of

EPC, O&M contracts and other ancillary agreements. This project, which is the largest in Southeastern Europe and one of the largest in Europe, is currently under development. Once completed, it is expected to generate more than 300MWh of power on an annual basis, serving more than 75,000 households. In addition, it is expected to substantially contribute to HELPE's 300MW target of installed RES capacity.

## Privatisations

Our M&A, energy and competition teams have joined forces on three exciting projects: (1) the acquisition of a majority stake in the state-controlled gas supplier DEPA Commercial S.A. by the Greek conglomerate Mytilineos, (2) the acquisition of 30% of AIA by Vinci and (3) the privatisation of Larco.

## Infrastructure

This year, continuing our tradition of foreign companies by undertaking infrastructure projects and localising global transactions, we advised several global clients: (1) Alstom consortium, which was selected for first section of Athens Metro Line 4, (2) Suez, during the tender for the construction of the Chavria dam in northern Greece and (3) Indra Sistemas through the €62m tender for the development of the national integrated marine surveillance system.

## Financing and beyond

### Securitising beyond the world of banks

We take pride in our structured finance practice, having introduced to the market the first utilities securitisation in Greece from PPC S.A., the listed incumbent power provider in Greece. The deal paves the way not only for the creation of an appealing investment product in performing and/or non-performing utilities debt—of which Greece has a significant unexploited stock—but more importantly for the expansion of the non-banking securitisation market which has been steadily progressing since the very first auto-lease receivables securitisation in 2019. In this respect, we aspire to help to shape the market by leading what may possibly become a series of transactions standardising Securitisation, as means of corporate funding beyond the world of banks.

### Restructuring key economic sectors in Greece

Adding to our enviable track record in project and real estate financing transactions, the firm landed prominent mandates in the debt restructuring field. Furthermore, our capital markets team worked on the much-expected restructuring of the ATHEX-listed Forthnet media group, handling both its equity and debt restructuring, and financing.

### Herculean Tasks

Our firm also had a leading role in all transactions launched in 2020 under the Hercules plan, the Greek state guarantee scheme for NPL securitisations.

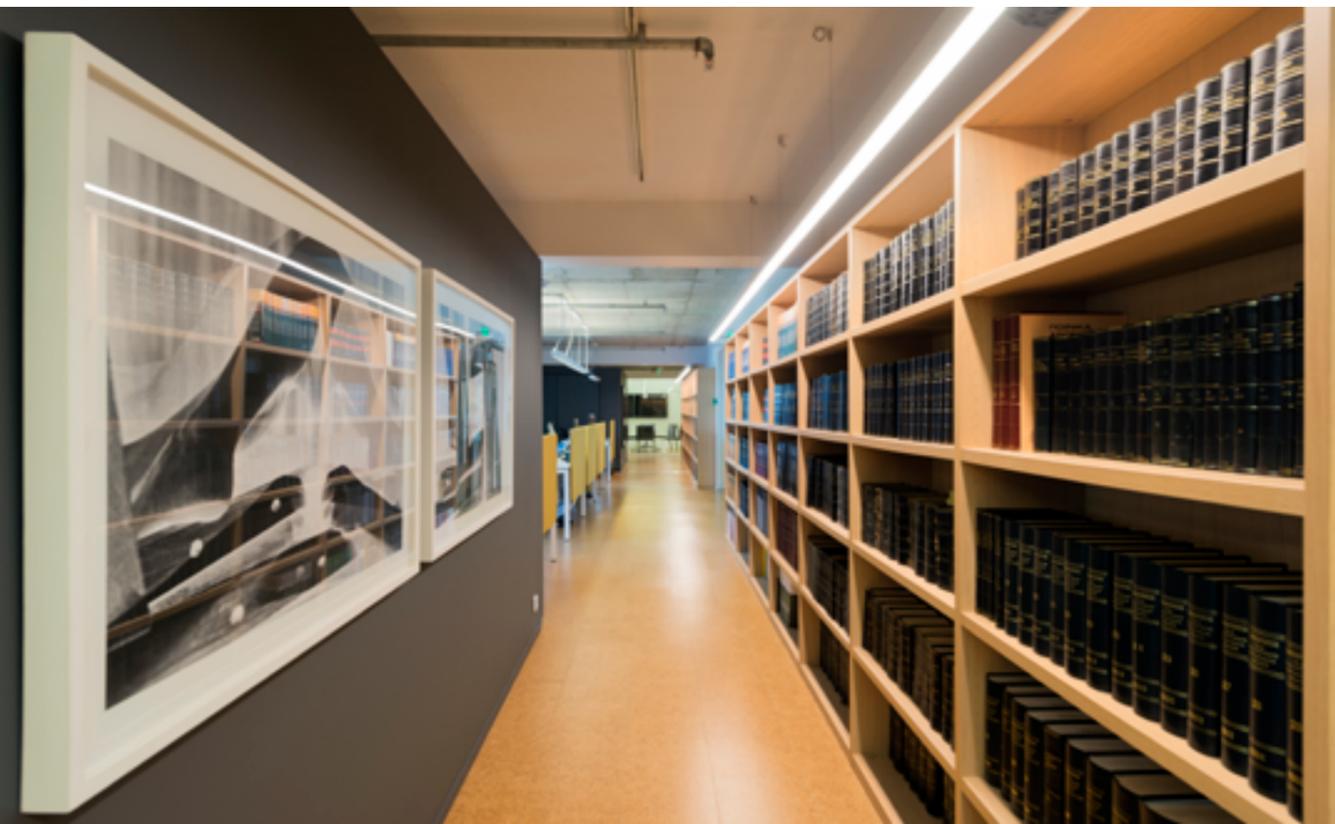


# Disruption brings compliance to the forefront

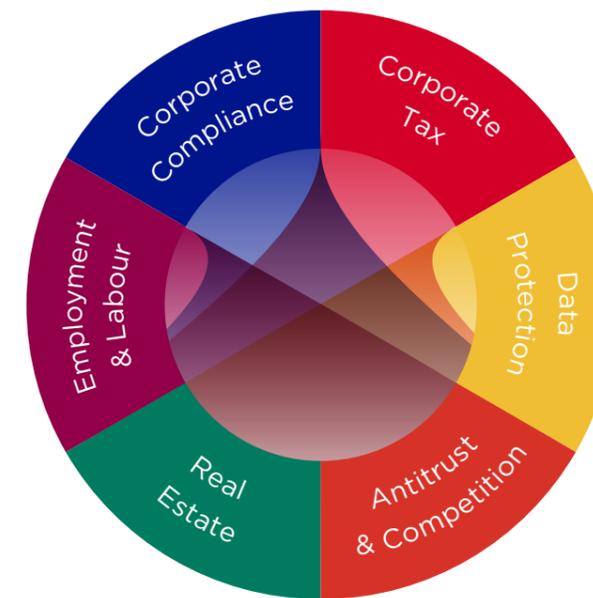
In 2020, amidst newfound risks brought by COVID-19, it became crucially important to address a wide array of compliance and risk management concerns. Capitalising on our traditional service line of compliance to multinational players with local presence in Greece, we focused our efforts on producing new legal service tools. These tools facilitate clients in keeping up with regulatory and other legal and tax developments.

We introduced the COVID-19 Resource Centre, which centralised and updated information on developments affecting business during the pandemic. Partners working in practices across the firm (corporate, employment, accounting and tax law, competition and regulatory, real estate, and data protection) pooled together their knowledge and expertise in order to provide updates on a 24/7 basis.

We were also delighted to welcome significant players from tourism and leisure, food & beverage, energy, pharma and tech, transportation and construction.



## Comprehensiveness as part of our DNA



Automotive	Retail, Luxury & Consumer
Energy	Tech, Media & Telecom
Healthcare, Pharma & Life Sciences	Tourism & Leisure
Insurance	Transport
Non Profit & Education	Logistics & Aviation

# Digital economy in the new era

As the pandemic gave rise to new needs, our firm was quick to respond. We remained a strong presence in M&A transactions, including the first data centre acquisition. Being one of the first law firms in Greece with considerable specialized data protection and cybersecurity expertise, we were in a strong position to not only serve giant tech and telecoms clients but also respond to the unprecedented challenges faced by transportation, carriers and commercial companies, providing relevant legal and tax support and regulatory advice.

## **Zepos & Yannopoulos advised Lamda Hellix on its acquisition by Interxion**

We advised Lamda Hellix on its acquisition by Interxion, a member of the Digital Realty Group, as well as a leading European provider of carrier and cloud neutral colocation data centre solutions. Its state-of-the-art data centre campus in Athens is the largest in Southeastern Europe and the most interconnected in Greece. Zepos & Yannopoulos has long been an advisor to Lamda Hellix, offering guidance in important matters related to a variety of practices, such as real estate, zoning, energy, regulatory, licensing,

employment, financing, corporate, commercial, tax, etc.

As we consider this to be one of the world's most exciting fields, it was indeed an honour to work for a major player who will be leading change, both locally and globally. Our involvement in this project, coupled with our long-term expertise, strengthens our experience in this emerging industry and positions our firm as a one-stop shop for such transactions.

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# Encouraging responsible business

## ESG finance and green business

We also stayed true to our goal to embrace and support ESG finance and green business—a fast emerging trend in the market. In addition to representing the insurance giant Generali, our real estate project team is working for the IFI investors in Project Amazon—Avis' green Securitisation—helping to bring to life the first asset-backed security (ABS) transaction in the country with sustainable and green elements. Just as important, we have been at the forefront of the green energy revolution, with mandates ranging from smart, energy-saving lighting projects to electric vehicles.

## **Zepos & Yannopoulos advises EIF and EBRD in Avis Greece green mobility securitisation**

We advised EIF and EBRD in relation to a €130 million securitisation transaction of automotive leases originated by Olympic Commercial and Tourist Enterprises S.A. (Avis), the leading car leasing company in Greece and master franchisee of the global car rental company, Avis Budget Group. EIF and EBRD invested €43 million and €37 million respectively, while a Dutch institutional investor invested an additional €50 million, backed up by EIF's guarantee. This transaction is an important milestone for the Greek securitisation market as it is the largest issuance by a non-bank

originator, as well as the first auto lease asset-backed security (ABS) transaction in the country to have a sustainable and green element. Part of the proceeds will be used by Avis for the replacement of its existing fleet, with cars producing lower CO2 emissions, as well as electric and hybrid vehicles. It is the first securitisation in Greece since 2010 that achieved an investment-grade rating by two rating agencies, S&P Global Ratings Europe Limited and Fitch Ratings Limited. It is also the first successful Greek ABS issuance since the start of the coronavirus pandemic.

## **Zepos & Yannopoulos advised Generali Group on the acquisition of an office building in Athens from PANTERRA (Dimand-Prodea)**

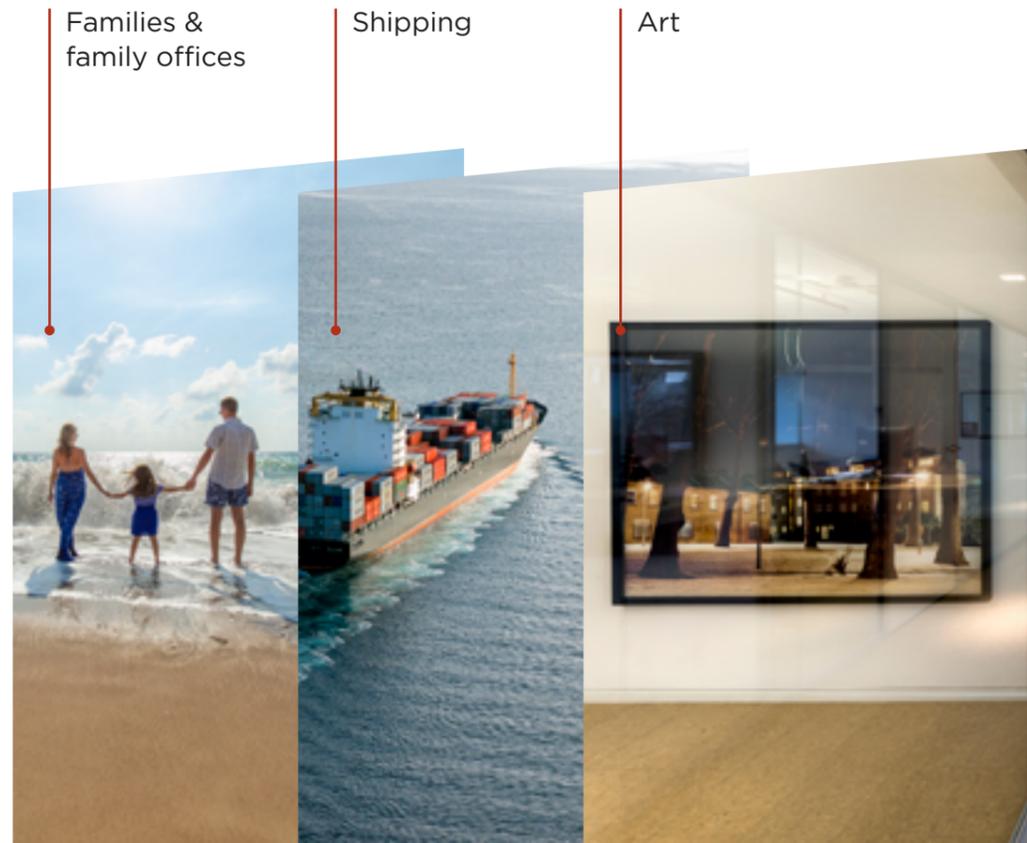
We advised Generali Group on the acquisition of a 7,500 sq.m office building located in the centre of Athens from PANTERRA (Dimand-Prodea). This will house a bioclimatic office complex which will meet the strictest

environmental standards, as set by the Leadership in Energy and Environmental Design (LEED) building rating system. Currently under construction, it is expected to be completed by the end of 2021.

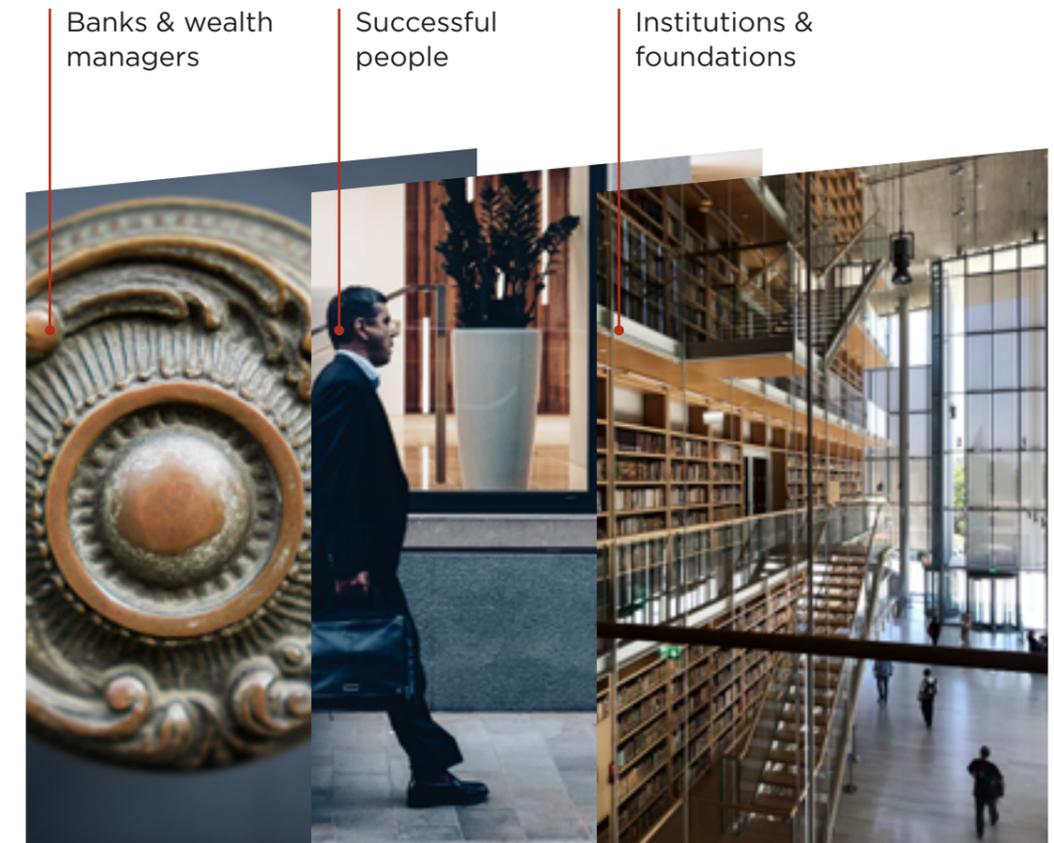
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# Standing by families and successful people

We have more than 50 years of experience in advising private clients. In 2020, we consolidated our practice team to mark the diversity and interaction between the different areas we have been covering over the years—from wealth planning and charitable donations to compliance and dispute resolution—and the type of clients we serve. We quickly responded to the new regime to attract HNWI's investing in Greece and, in 2020, we represented 1/3 of admitted applicants. We also continued to assist clients seeking to organize and implement succession planning priorities with multi-jurisdictional family law being one of our strong points. A big part of our work in 2020 remained with the world of shipping—a testament to our long-standing affinity and experience.



## Service offering from tax and beyond



# Continuing to setting a precedent

Our dispute resolution practice constitutes one of the major pillars of the firm. In 2020, we continued to support all our clients who faced new challenges due to the pandemic.

The cases we handled concerned a wide array of industries, ranging from commercial disputes, contractual and product liability claims to employment litigation, administrative litigation and enforcement of foreign judgments and arbitral awards.

The majority of our dispute resolution clients continue to be international entities or their subsidiaries in Greece operating across a broad spectrum of industries, including Automotive, Aviation, Consumer Goods, IT & IP, Luxury Goods, Finance & Capital Markets.

- Successful representation in a dispute regarding termination of contract for services amidst COVID-19, 1.5 million claims
- Successful representation in an 8-year litigation regarding the validity and enforcement of foreign arbitral award of 30 million.

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## Zepos & Yannopoulos wins landmark multi-million stamp duty dispute before Supreme Court

**Case law on the imposition of stamp duty on interest-bearing loans has now been reversed.**

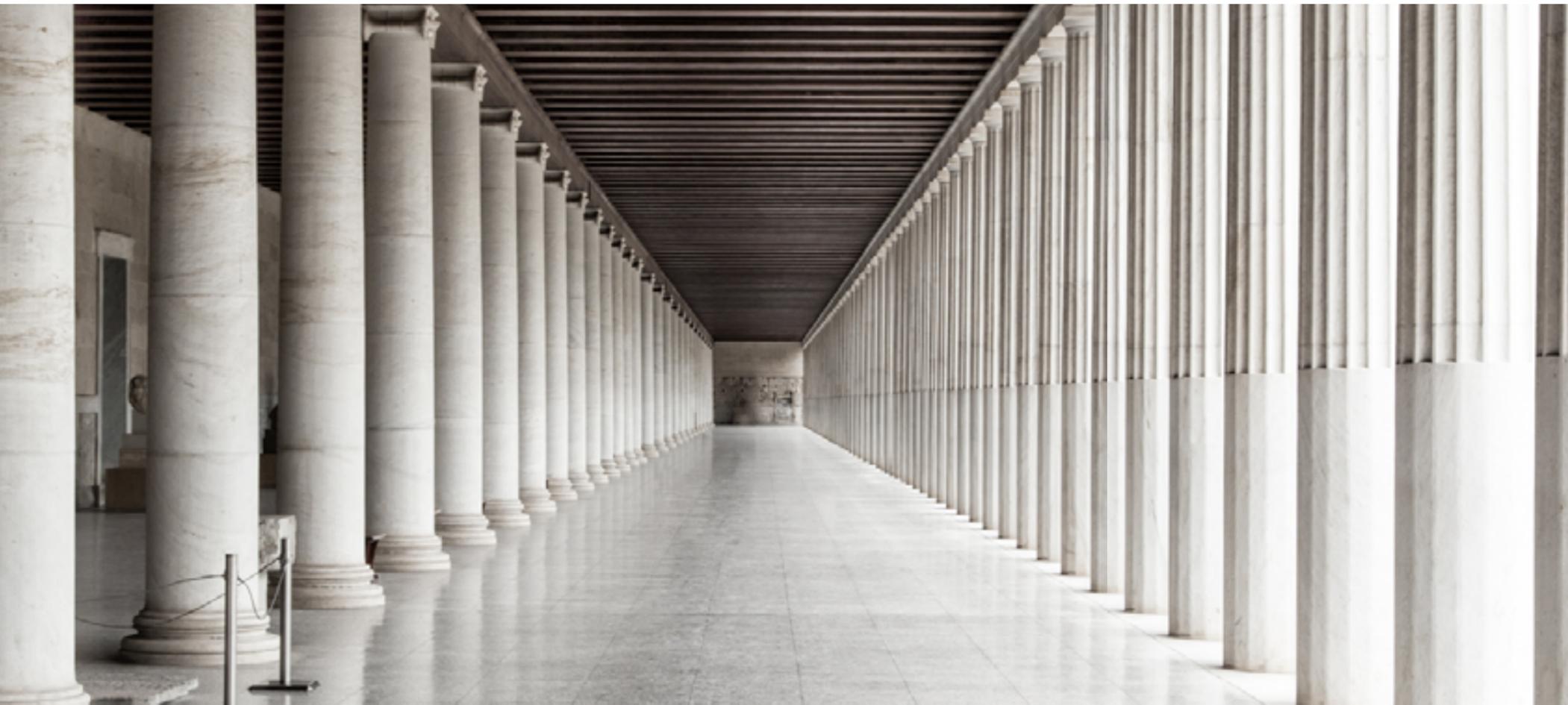
The Supreme Court has just delivered two landmark decisions on the highest stamp duty assessments on company loans to have occurred in the Greek market in recent years. The Court has declared the imposition of stamp duty on interest-bearing loans granted by (non-banking) companies illegal, while reversing its previous case law, which has consistently confirmed the applicability of stamp duty on such loans. The Court has endorsed our firm's novel legal argumentation that the granting of interest-bearing loans by companies engaging in activities within the scope of VAT, constitutes a transac-

tion falling within the scope of VAT (although exempt), which therefore cannot be subject to stamp duty, even if the granting of loans takes place occasionally. This judgment is based on the currently applicable VAT legislation, which explicitly provides that stamp duty legislation has been abolished with respect to transactions falling within the scope of VAT, including their ancillary agreements. In this context, the Supreme Court ruled that the provisions imposing stamp duty on interest-bearing loans have been abolished since 01.01.1987, when VAT was introduced in Greece.

These decisions blaze a trail for companies that have paid stamp duty on loans, to validly claim refund, subject to statute of limitation provisions.

The decisions are all the more important when one takes into account that in recent years, Greek tax authorities have been extremely aggressive, assessing very high amounts of stamp duty on all types of financing schemes implemented especially by multinational groups. The decisions in question should enable companies currently challenging stamp duty assessments before the courts, to ensure the annulment of the assessments, provided that their cases fall within the framework of the Supreme Court's decisions.

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# Sharing our knowledge

## Draft law on “Corporate governance of Sociétés anonymes”

Our finance & capital markets practice group participated in the open public consultation launched by the Greek Ministry of Finance for the draft law on “Corporate governance of societies anonymes, modern capital market and implementation of EU Parliament and Council Directive 2017/828”.

## Draft Code of Conduct on the processing of personal data

Mary Deligianni, partner, participated in the public consultation process launched by the General Assembly of the Greek Bar Association for the draft Code of Conduct (CoC) on the processing of personal data by lawyers, law firms and lawyers’ unions. The main goal of this CoC—which requires prior approval by the Hellenic Data Protection Authority—is to create a uniform approach among lawyers, law firms and lawyers’ unions towards data protection compliance, by taking into consideration the specific characteristics of data processing in the context of the provision of legal services.

## Hellenic Federation of Entreprises

We provide technical support to the Hellenic Federation of Enterprises primarily on tax & tax policy, as well as other legal matters.

## New law on insolvency

Our finance & capital markets practice group participated in the open public consultation launched by the Greek Ministry of Finance for the new law on insolvency proceedings, which will come into effect on 01.01.2021 and will replace and abolish the Greek Bankruptcy Code (Law 3588/2007).

## AIJA / Insolvency Commission report

Eleni Skoufari and Olga Maria Kyritsi contributed to the AIJA Insolvency Commission report. This includes Emergency measures taken in response to the COVID-19 crisis, and shares insights and information on the emergency measures adopted by Greece in insolvency and restructuring legislation, which will help businesses cope with the economic crisis caused by the pandemic.

## ADIT / Lecturing on VAT

Alex Karopoulos, partner, is a regular lecturer in the VAT courses of Advanced Diploma of International Taxation (ADIT). Alex focused on intra-union B2B supplies and the impact that the revised regime may have on the market. He also guided participants through changes in VAT rules possibly coming into effect this year—or in 2021-2022.

## Quick wins for the arts

Zepos & Yannopoulos proposed nine concrete measures to enhance the tax framework of arts & culture in the country, ranging from the treatment of gifts to cultural institutions to VAT on art imports/sales. Out of these proposals two have already been adopted by the Greek government.

## The Economist

For the sixth consecutive year, our firm contributed to the Country Commerce Guide, a practical guide to a country’s business regulations and business practices. This guide is published annually by the Economist Intelligence Unit and covers rules in 56 countries, in critical areas such as setting up a business, human resources, incentives, taxes, and intellectual property.

## EU Competition Law Handbook

Stamatis Drakakakis, partner, with assistance of Yolanda Antoniou - Rapti, and Maria Lampadaki, associates, contributed to the 31st edition (2021) of Sweet & Maxwell’s annual guide to EU competition law. The EU Competition Law Handbook provides a comprehensive digest of Commission decisions and competition cases brought before the EU and national courts. These are conveniently cross-referenced by subject matter, for the swift location of the full list of relevant case-law, regulations and notices.

## European M&A Deal Points study

This study, conducted by the American Bar Association, analyses 122 share purchase agreements for acquisitions of privately-held targets having principal operations in 20 countries in Europe, with transaction values ranging from €15 million to €3 billion. The study is based on in-depth analyses of questionnaire responses and sanitised deal documents, provided by 30 contributing firms. It includes comparisons with the past private target studies for the U.S. and Europe.

Stefanos Charaktiniotis, partner and Danai Falconaki, senior associate, contributed to this study by using as an example an M&A transaction our firm was recently involved in.

# Having a voice

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## eKathimerini

In collaboration with the English edition of Kathimerini, we created “Business and the Law”, a column dealing with legal and tax issues facing businesses operating in Greece. Subjects covered include Brexit & employee mobility, tax incentives, data centres and competition trends.

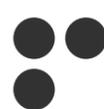
## 4th Competition Conference organised by Nomiki Bibliothiki

Stamatis Drakakakis, partner, participated in a comprehensive dialogue with distinguished speakers at the 1st digital conference organised by Nomiki Bibliothiki, on “Competition Law in 2020: A world of evolving and thorny challenges”. Stamatis is member of the organising committee since the 1<sup>st</sup> conference back in 2017.

17 publications



3 client webinars



58 newsletters



## e-Themis Conference “COVID-19: Legal impacts & Perspectives”

Associates Maria Lampadaki and Ioannis Kourtis, participated in the e-Themis conference “COVID-19: Legal impacts & Perspectives”. Maria’s presentation focused on competition law during the COVID-19 outbreak and discussed the rapid adaptation of its tools and mechanisms, as well as its consequent, more permanent evolution. Ioannis’s presentation shed light on the concept of medical error and the conditions under which this can be evidenced when dealing with a COVID-19 incident.

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## 12th ACC Conference organised by Nomiki Bibliothiki

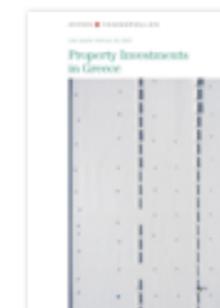
We sponsored the 12th ACC Conference, on ‘New Risks and Opportunities for the Administration of S.A.’ organised by Nomiki Bibliothiki. Athina Skolarikou, partner, focused on corporate, commercial, consumer protection, telecommunications and media & entertainment law while Eleni Skoufari, partner, discussed complex multi-jurisdictional commercial disputes. They both shared their experience and insights on risk management with regard to top management’s civil liability.

## 16th Annual Tax Forum by the AmCham

Partner Alex Karopoulos shared his experience and insights on the business implications of the very recent landmark decision of the Supreme Court on stamp duties.

## 2nd Taxation Law Conference organised by Nomiki Bibliothiki

We sponsored the 2nd Taxation Law Conference entitled “From crisis to growth: taxation as a vehicle for transition” organized by Nomiki Bibliothiki. The conference explored critical changes in tax law and their potential impact on entrepreneurship. Marina Allamani, partner, focused on family offices, shared her experience and insights, and suggested proposals for a new attractive operating framework.



# Living up to what our clients say about us

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“Three things actually impress me about Zepos & Yannopoulos: they make things simple for me, they work well together and they genuinely care for both my understanding of the issues and the outcome of the problems we are handling. What makes them different is that they just do things the way they should be done. It is clear that they know things I do not, and they give me that information without much fanfare. It’s simple, yet very elusive.”

“We have a seamless, long-standing collaboration with the Zepos & Yannopoulos law firm. The firm’s multidisciplinary team has in-depth knowledge in all relevant fields of business law and has been assisting us on a wide spectrum of corporate/commercial and compliance day-to-day work. Zepos & Yannopoulos is strongly recommended as a law firm for the business-oriented approach and novel legal thinking displayed by their teams, which is combined with responsiveness and accessibility, whenever needed.”

“It is an exceptional office with excellent service and knowledge in all matters.”

“For tax, they are in a different league from everyone else; they are the best and are able to advise on very difficult matters.”

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Innovative,  
extremely  
knowledgeable,  
presenting  
business-oriented  
solutions to  
complex legal  
issues, market  
leaders in Greece.

# Rankings & awards

## IFLR

- Zepos & Yannopoulos named Greek Law Firm of the Year at the International Financial Law Review (IFLR) Annual European Awards 2020.
- Christina Papanikolopoulou, partner, ranked as Woman Leader in business law by IFLR1000 for Greece.
- Kely Pesketzi, partner, ranked as highly regarded practitioner
- Stefanos Charaktiniotis, partner, was acknowledged as a highly regarded practitioner.
- Paris Tzoumas, senior associate, ranked as Rising Star.

## Chambers Europe

- Tax & Accounting ranked Band 1 by Chambers.
- Yerassimos Yannopoulos, co-managing partner, ranked as eminent practitioner.
- Stamatis Drakakakis and Christina Papanikolopoulou, partners, ranked Band 1.
- Stefanos Charaktiniotis and Alex Karopoulos, partners, ranked as Up and coming.
- Ranked by Chambers Europe, partners, Nikos Christoforidis, Sonia Melegou, Rania Papakonstantinou, Maria Zoupa.

## Legal 500

- Yerassimos Yannopoulos, co-managing partner, ranked as Hall of Fame.
- Elina Filippou, partner, ranked as Next Generation.
- Anastasia Makri, partner and Sonia Melegou, partner, ranked as Leading Individuals.

## Who’s Who Legal

- Stamatis Drakakakis, partner, was acknowledged as Global Leader by GCR Who is Who Legal.

## World Tax

- Zepos & Yannopoulos ranked Tier 1 by World Tax.
- Yerassimos Yannopoulos, co-managing partner, and Daphne Cozonis, partner, were recognised as Tax leaders by World Tax while Elina Filippou, Alex Karopoulos and Spyros Maratos, partners, were recognised as highly regarded.



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# People



186

people

118

lawyers  
& economists

68

other  
professionals



# Leading brain regain

Our people are our greatest asset. Not only have we kept growing over the past ten years, we've actually doubled our workforce—and that's despite the Greek financial crisis and the COVID-19 pandemic. Taking into account the very significant number of talented professionals that had to leave our country in search of careers abroad, we are particularly happy to contribute to the reversal of this tide. Naturally, we are doubly proud to have assisted bright young colleagues return home. Our vision is to further strengthen our firm while contributing to Greece's brain regain and leading the brain regain in the legal world.

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# Our people's voice

A giant boutique law firm thriving through excellence

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“The company leaves behind the barriers of old-structured law firms and heads towards a more resilient way of working with partners-peers and clients”

“Understanding the impact of my work from day 1”

“Professionalism, mutual respect among colleagues and attention to detail is what best describes Zepos & Yannopoulos”

“There is a unique culture of respect towards the clients and the employees”

“An organization with warm people and appetite for work”

# Proud of our heritage

The Zepos & Yannopoulos Library is one of the largest private collections of law and finance books in Greece. With more than 10,000 book titles, including rare, old editions, we are justly proud of the resources & bibliography we have and can offer access to. There are various additional sources of knowledge, along with national & international special editions, that complete our collection. This is a veritable treasure of information that has proven invaluable for almost 130 years—and will continue to be so for years to come.

Although the collection is private and only accessible to Zepos & Yannopoulos people, there are several times when we've opened our library doors, granting exclusive access to students and/or clients.

approximately 10.000 books

our library is

127 years old

subscribers to

70+ periodicals

full series of binding Government Gazettes since the establishment of the Greek state in

1833

4 languages

Greek, English, German & French

Our special collection includes also books of general political science as well as legal texts of classical jurists from the beginning of the previous century

Special edition books on Roman law

The biggest specialisation in Greece for tax law and accounting books



# Creating shared value

## Code of ethics

- Our professional integrity and practices help to promote business ethics, not just within our sector but beyond. We are the corresponding firm in Greece for TRACE (Transparent Agents and Contracting Agencies), a non-profit association providing anti-bribery support.
- We provide technical support to the Hellenic Federation of Enterprises primarily on tax & tax policy, as well as other legal matters.

## Environmental sustainability

Our concern for the environment has underlined all our activities long before it became fashionable to do so. We not only manage our footprint by adopting environment-friendly policies but also promote environmental awareness.

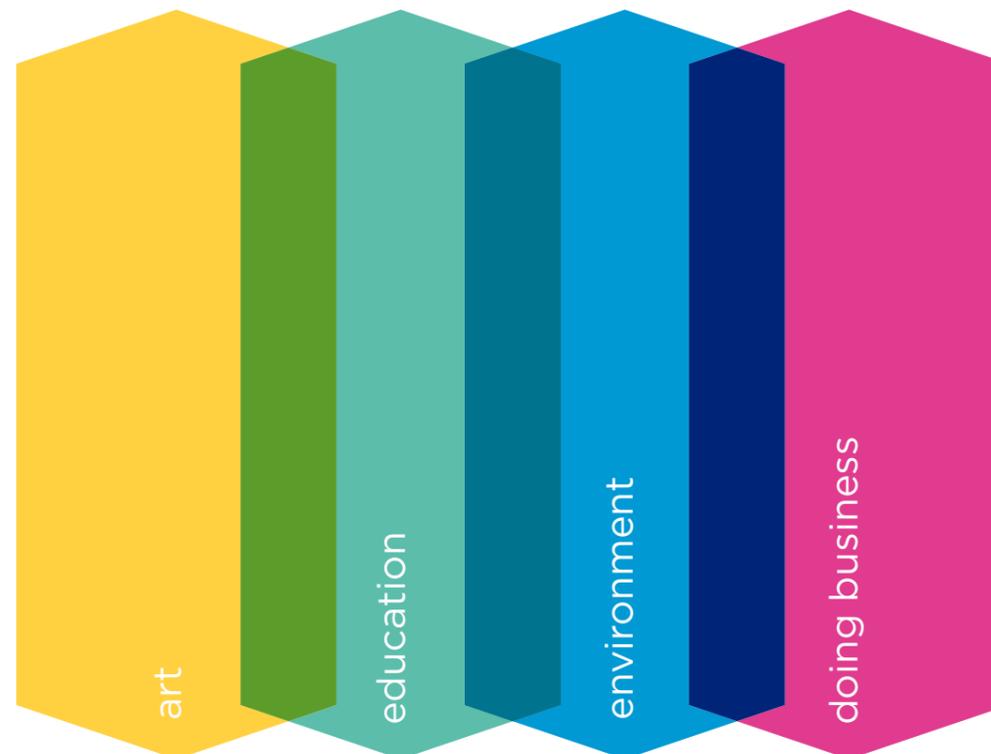
We are dedicated to creating shared value, focusing on connections between societal and economic progress and demonstrating sensitivity to community concerns and challenges.

## Inclusion and diversity

Our workplace is a vibrant example of diversity. We've created a working environment that values the knowledge, experience and talent of all individuals in our firm. We also promote non-discriminatory practices that advance equal treatment and opportunity for everyone. And we encourage meaningful participation by a broad cross-section of people in our firm.

60% of partners are women

66% women in leading positions



# Giving back to our society

Adhering to our tradition, we continue to support non-profit organisations and people in need, especially children. This year we supported the Network for Children's Rights, Floga, Eliza and SOS Children's Villages.

## Library4All

We take pride in being part of the Library4all initiative. In addition to collecting books for Greek schools nationwide, we launched a new initiative of adopting school libraries, which will run at full speed in 2021.

## Benaki Museum

We are always happy to support art & cultural organisations and, once again, we chose the Benaki Museum. As this is a very critical moment for the world of the arts, we're happy to support the activities of this dynamic organization.

- Probono work for Elliniki Etaireia
- Donation to the General Hospital Laiko in their continuing effort to battle COVID-19.
- Through the Act4Greece program we supported the Social Plate, an initiative created to support social enterprises to combat poverty and social exclusion.
- Voluntary blood donation for the 13th year in a row

# Our values

## Believing in ethos

Our integrity and ethical business conduct make it possible to achieve a difficult goal: to remain a trusted business partner, a fair employer and a responsible corporate citizen.

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## Encouraging empowerment

Our heritage determines how we conduct ourselves, while our penchant for breaking corporate stereotypes allows us to strive for excellence.

## Upholding solidity

Our relationships with our people and our clients are cultivated in a manner that encourages collaboration, supports initiative and fosters a culture of innovation.



## Z E P O S & Y A N N O P O U L O S

Established in 1893, Zepos & Yannopoulos is one of the leading and largest law firms in Greece providing comprehensive legal, tax and accounting services to companies conducting business in Greece.

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