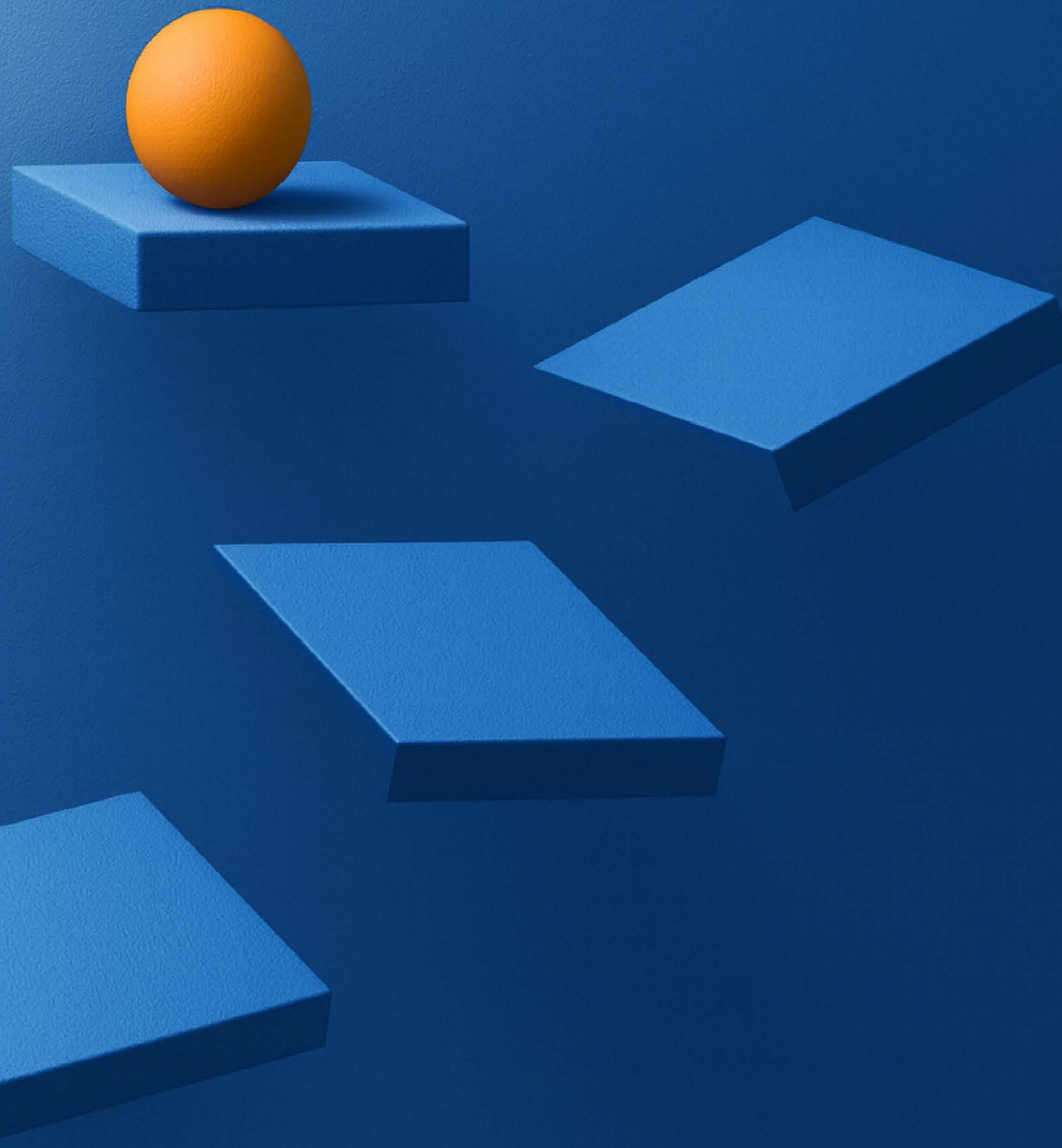




# Annual Report 2024

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## Dear readers,

It is with great enthusiasm that I share with you the 2024 Annual Report of Orange Grove – a year marked by momentum, innovation and growth across the startup community. In this report Orange Grove looks back at twelve months of new initiatives and a strengthened foundation to further deepen our commitment to entrepreneurship and innovation.

Orange Grove continues to demonstrate how cooperation between our countries can drive meaningful change in the areas of innovation and entrepreneurship. Since its launch in 2013, it has supported over 450 ventures and spin-offs, cultivating a dynamic ecosystem where ideas can grow into impactful businesses.

Every year, Orange Grove's three pillars, the Incubation Programmes, the Entrepreneurial University, and SDG House Greece, show a better alignment. Their closer integration has amplified their collective impact, enabling Orange Grove to offer a more holistic approach to tackling global challenges. From bridging research with market needs, to supporting ventures that address climate change, water scarcity and urban resilience, Orange Grove plays an important role in building a resilient and sustainable future.

These achievements are the result of strong partnerships across sectors: entrepreneurs, corporates, foundations, authorities, academia and an inspiring network of mentors and coaches. Together, we create opportunities for innovation and entrepreneurship to flourish.

As Orange Grove moves forward, it will continue to empower entrepreneurs to deliver solutions for the complex challenges unfolding before us. Since the beginning our aim has been to identify the areas where our support and resources can make a real difference. While we continue to offer and evolve our incubation programmes, we also start to place more focus on impact, sustainability and a deeper collaboration with the research community.

I would like to take the opportunity once again to thank our sponsors and broader ecosystem; in short all those who have contributed to this exciting journey. Without you this would not have been possible!

**Susanna Terstal**  
Ambassador of the Netherlands



# Introduction to Orange Grove

- 5 Who we are
- 10 Partners
- 11 Metrics Since 2013

# Who We Are

Orange Grove is a startup incubator and entrepreneurial ecosystem dedicated to empowering talented individuals to build sustainable and innovative businesses. It supports idea-stage ventures, early-stage startups, and forward-thinking SMEs through specialized entrepreneurship programmes –both sector-specific and cross-sectoral– focusing on skill-building and the transfer of international expertise. Through its global network of expert trainers and volunteer mentors, Orange Grove offers participants valuable knowledge, connections and access to a broad ecosystem of strategic partners, corporate sponsors and an engaged alumni community.

Founded in 2013 by the Netherlands Embassy in Greece, Orange Grove is now operated by the not-for-profit Ithaca and is primarily funded through grants and sponsorships. With hubs in Athens and Patras, it operates as a remote-first incubator, delivering its programmes via an online platform, thus removing geographic barriers and making innovative entrepreneurship training accessible to anyone in Greece, whether in a bustling city or a remote village.

# Services

We support early-stage entrepreneurs in validating their business ideas and building scalable ventures. Since our founding, we have delivered over 30 Incubation and Acceleration programmes, offering a comprehensive suite of services designed to equip founders with the knowledge, tools, and mindset needed for entrepreneurial success.

Our programmes include intensive training on startup methodologies and business development, personalized one-on-one guidance, and mentorship from a global network of experts. Participants are paired with mentors who help set milestones, create action plans, offer strategic insights, and facilitate valuable networking opportunities. Our mentor network spans 190+ professionals across 19 time zones and 5 continents, including experienced founders, entrepreneurs, and corporate executives.

As an entrepreneurial ecosystem itself, Orange Grove actively promotes knowledge-sharing, encouraging peer-to-peer learning and the exchange of expertise within our community. Our connections with investors, media, and academic institutions further enhance the innovation pipeline that supports our entrepreneurs at every stage.



# Network

At Orange Grove, we foster a culture of connectivity, linking people, ideas, and ecosystems. We connect founders to an international network of mentors, trainers, and Entrepreneurs-in-Residence, including visionary entrepreneurs and senior executives from leading global corporations.

By joining Orange Grove, participants become part of a dynamic startup community. They interact with fellow founders, exchange knowledge, and form lasting relationships. Through events, panel discussions, and presentations to visiting business delegations, participants gain valuable exposure and the opportunity to showcase their ventures on a larger stage.

We actively facilitate introductions to strategic partners and investors, connect each new cohort with our alumni network, and build bridges to other startup ecosystems across Greece, Europe, and beyond. Our collaborations span venture capital firms, corporations, universities, embassies, public institutions, and entrepreneurial organizations. Additionally, we offer direct and indirect visibility through a variety of media channels and platforms, reaching audiences both locally and internationally.



# Board of Directors



**Alexandra Sarma**

Chairwoman,  
Managing Director & Partner  
[LinkedIn](#)



**John Kikidis**

Non-Executive Member,  
Global Ecosystem Lead at Renesas Electronics  
[LinkedIn](#)



**Yiannis Nikolopoulos**

Vice-Chairman,  
Co-founder & CEO at Clio Muse  
[LinkedIn](#)



**Susanna Terstal**

Non-Executive Member,  
Ambassador of the Kingdom of the Netherlands to Greece  
[LinkedIn](#)



**Yiannis Kanellopoulos**

Non-Executive Member,  
Founder & CEO at Code4Thought  
[LinkedIn](#)



**Vassilis Kyriakopoulos**

Non-Executive Member,  
Honorary Consul of the Netherlands to Patras  
[LinkedIn](#)

# Our Team



**Natasha Apostolidi**

Senior Innovation & Entrepreneurship Officer,  
Netherlands Embassy  
[LinkedIn](#)



**Alexandra Sarma**

Managing Director & Partner  
[LinkedIn](#)



**Vanessa Melissourgaki**

Head of Programmes & Communications  
[LinkedIn](#)



**Nafsika Diamantopoulou**

Programmes & Operations Associate  
[LinkedIn](#)



**Marietta Dimakopoulou**

Community & Capacity Building Associate  
[LinkedIn](#)



**Dionysia Mylona**

Financial & Accounting Manager  
[LinkedIn](#)

# Partners

## Main Sponsors



## Sponsors



## Donors



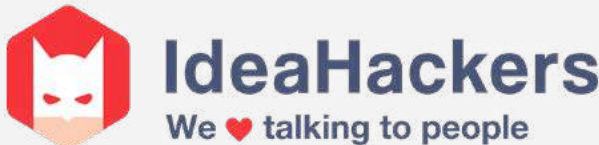
## Official Air Carrier



## Communication Partner



## Knowledge Partners



# Since 2013

30

Incubation & Acceleration Programmes

727

Entrepreneurs (graduated)

403

Venture Ideas (graduated)

3

Sustainability Acceleration Programmes

62

SMEs & Startups

4

Entrepreneurial University Programmes

22

Universities & Research Centres

39

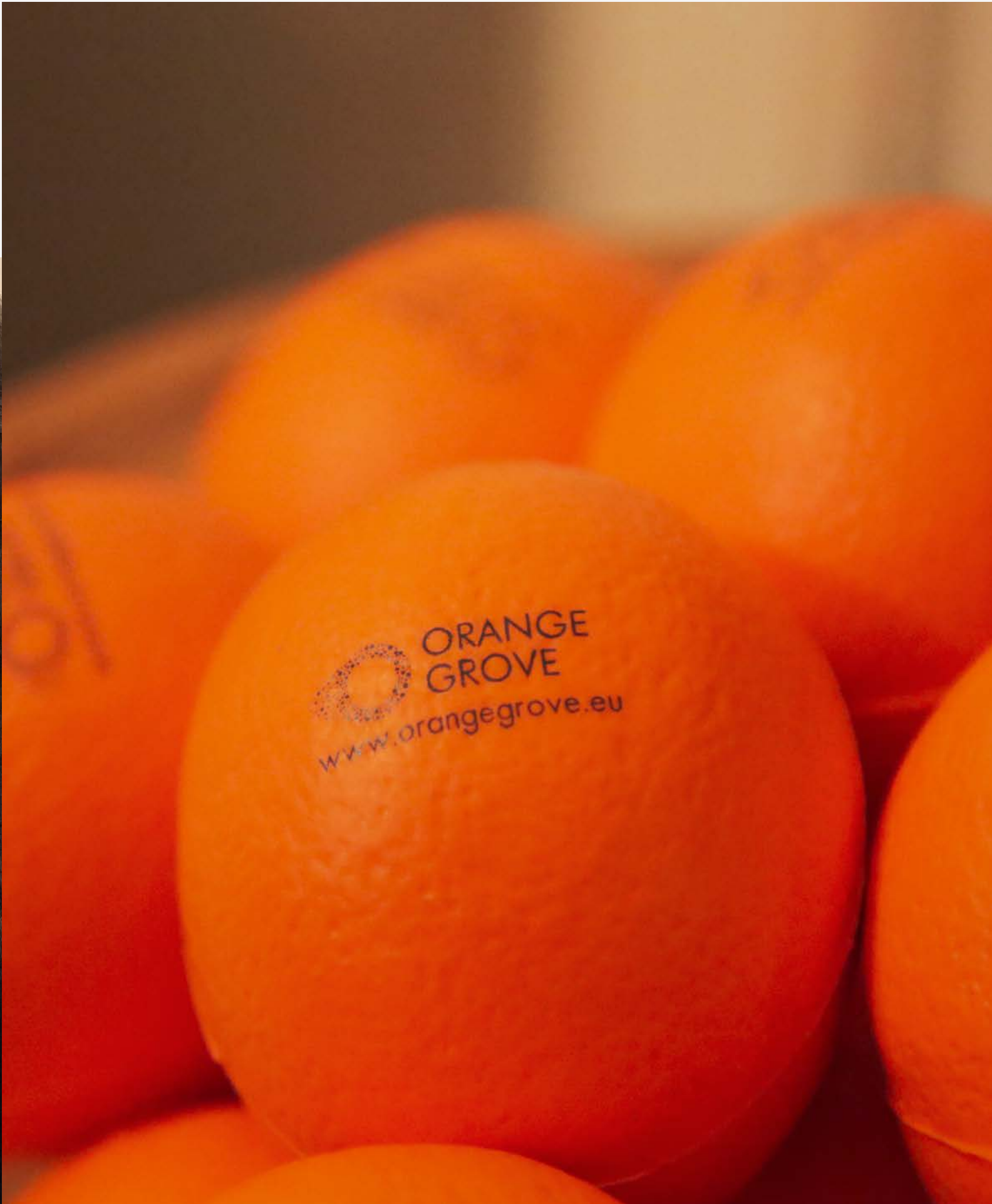
Dutch & Greek Trainers / Speakers

148

Academic, Teaching & TTO Staff

18

Science-preneurs



# Programmes

- 14 Incubation Programme
- 28 “Orange Grow” Alumni Programme

# Incubation Programme

In 2024, Orange Grove strategically redesigned its online Incubation Programme to better reflect the evolving needs of early-stage entrepreneurs. Launched in November, the new structure introduces two focused training cycles, “Validate” and “Build”, each addressing a distinct stage in the entrepreneurial journey. With a strong emphasis on interactivity, experiments, iteration and hands-on learning, the new Incubation Programme reflects our belief that entrepreneurship is not just taught, it is practiced, refined, and built step by step.

## 2024AUT INCUBATION PROGRAMME



# Validate

Cycle

The “Validate” cycle welcomed 37 aspiring entrepreneurs working on 22 early-stage venture ideas. Over the course of 10 intensive weeks, participants engaged in fast-paced, interactive workshops led by both international and local experts. The training focused on helping founders test their assumptions, refine their business propositions, and pivot when necessary. This learning experience was further enriched by personalized mentoring sessions that offered tailored feedback and strategic insight, as well as access to video resources and chat support for asynchronous engagement.

# Build

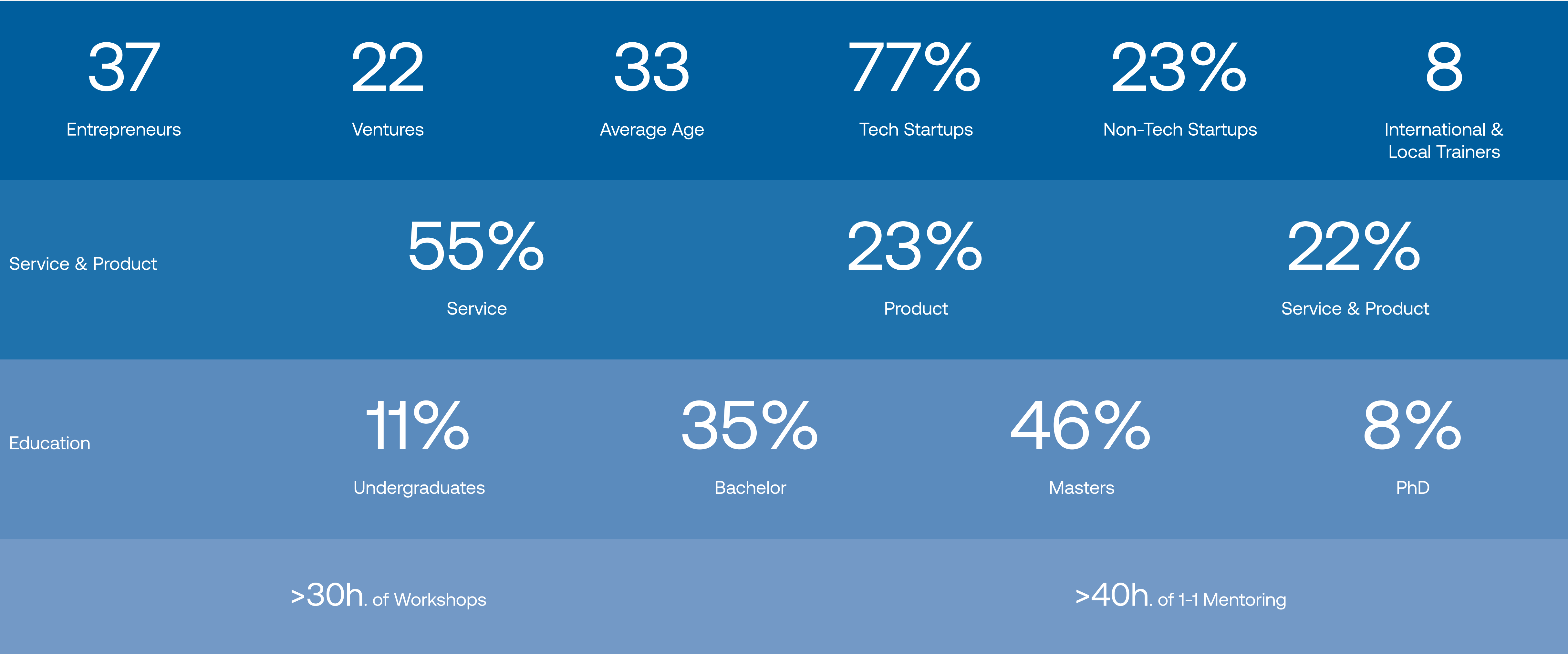
Cycle

Fifteen ventures that reached key milestones advanced to the “Build” cycle, a 6-week programme designed to support the transition from concept to execution. This stage combined curated workshops with a strong emphasis on mentoring. Each team was matched with a dedicated mentor from Orange Grove’s global network of over 190 professionals, spanning five continents. These mentors worked closely with founders to tackle specific challenges, offering strategic advice, personalized guidance, and valuable connections. This individualized mentorship was a core component of the “Build” cycle, helping participants strengthen their ventures and prepare for sustainable growth.



# Metrics

## Validate Phase



## Industries

## Agri & Food Tech

## Business & Productivity

## PropTech / Real Estate

## Wellness

AI

## AdTech & Marketing

DeepTech

EduTech

## Energy

## Food & Drinks

HealthTech

## Mobility / Transport / Accessibility

## Smart Cities

## Sports & Fitness

## Sustainability

Tech

# Geography

United Kingdom

## Netherlands

## Greece

Kilkis

## Kozani

Grevena

● ● Alexandroupoli

- Thessaloniki

Larissa

## Volos

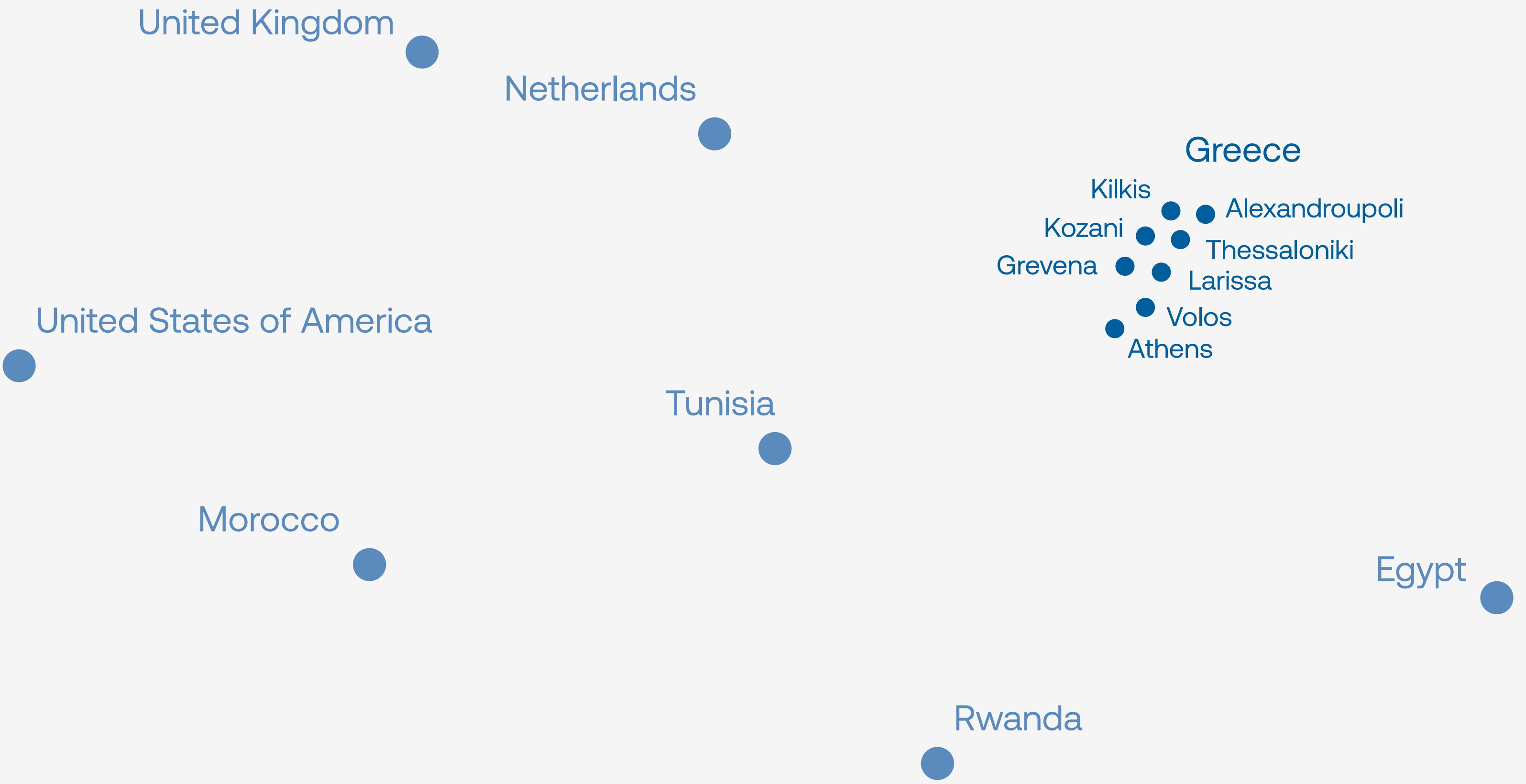
## Athens

## Tunisia

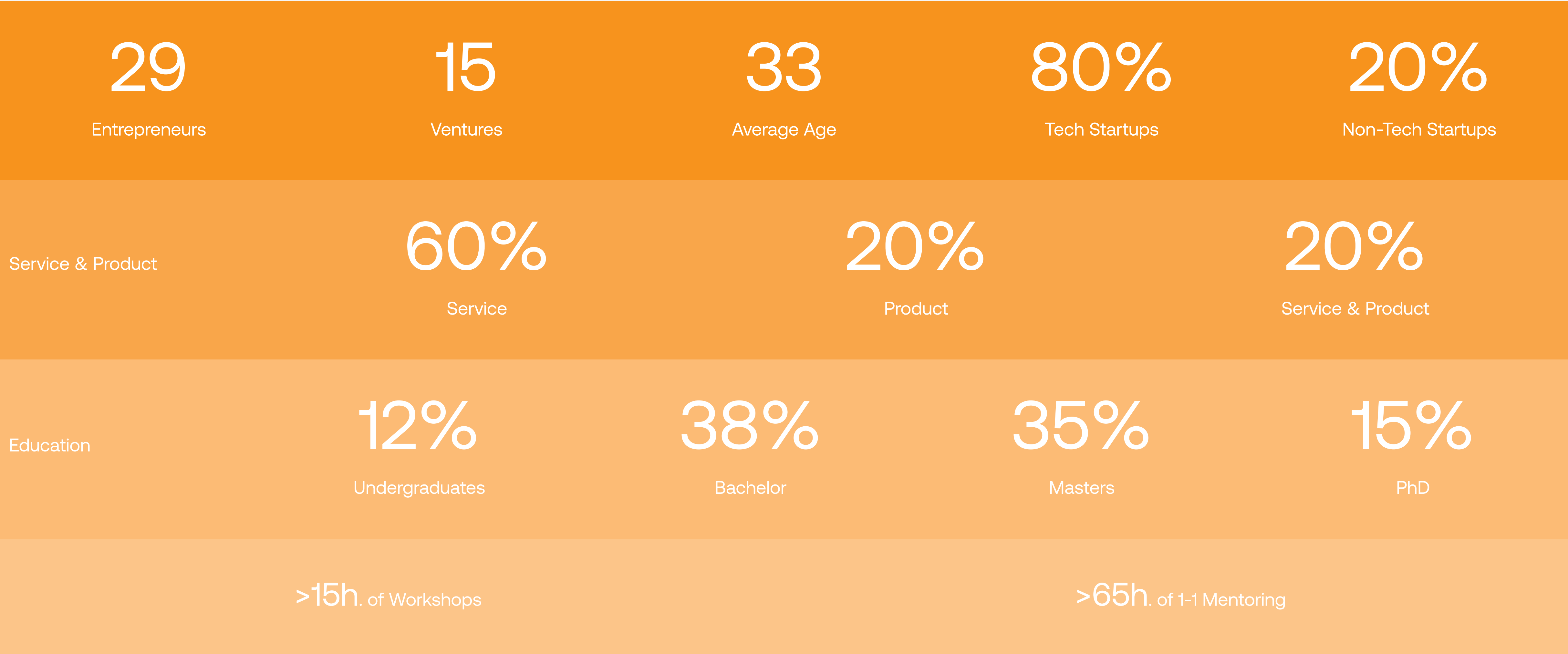
Morocco

Egypt

## Rwanda

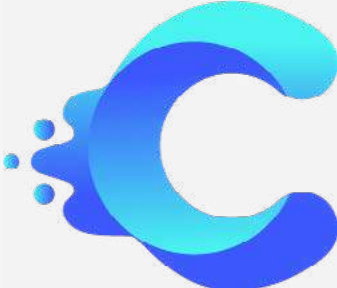


Build Phase





Meet the Cohort 2024

|                                                                                     |                                                                                      |                                                                                       |                                                                                       |                                                                                       |                                                                                       |
|-------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
|    |     |    |    |    |    |
|  |  |  |  |  |  |
|  |   |  |  |  |                                                                                       |

## Beneath the Flavor

Beneath the Flavor is an online platform that connects small producers of authentic Greek products, such as wine, dairy and deli items, with entrepreneurs in the food industry and consumers. This platform utilizes web technology to enable easy searching, showcasing, and connecting producers with interested parties, without engaging in direct sales transactions. By promoting authenticity and transparency in the food market, the platform equips producers with a valuable tool for business development while offering food entrepreneurs an opportunity to enhance their service quality with genuine local products. In doing so, it supports the growth of small-scale producers and enriches the culinary landscape for both consumers and businesses.

## Cogny

At Cogny we believe that the existing tools in Product Management are failing to meet the increasing needs of Product Managers at SMEs. Analysing feedback used to be a problem only for large enterprises with high volume of tickets, but with the rise of LLMs almost every company uses automated agents for customer service. This creates a new set of problems because except for having to analyse the feedback from “classic” means of contact, like email and telephone, now Product Managers also need to analyse chatbot conversations which can reach thousands of words each. This is why at Cogny we are trying to rethink the solution to this problem from the ground up. Our approach focuses on keeping the amount of information a Product Manager needs to handle at once at a minimum. We allow them to split their datasets an infinite amount of times based on their criteria. This offers multiple advantages, such as scalability and configurability. Finally, we offer a feedback centralization platform, that can extract insights from customer feedback and uncover trends before they become costly.

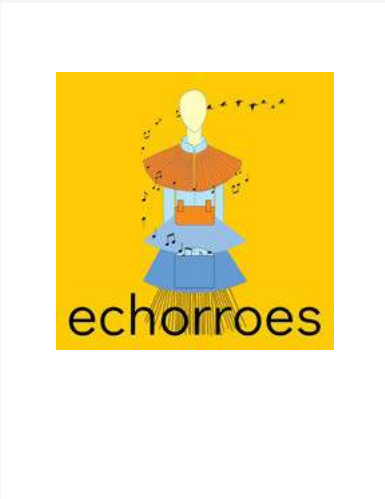
## Dock It Easy

Dock It Easy is redefining the marina industry with groundbreaking AI and Computer Vision technology, bringing real-time Marina Visualisation, instant data insights, and streamlined ERP functionality to the docks. Designed exclusively for marina operations, Dock It Easy allows managers to effortlessly track vessels, optimize berth availability, and automate booking, billing, and customer service. It’s a complete solution that transforms daily operations from manual headaches into seamless, data-driven processes, all through an intuitive platform. We’re not just offering software, we’re setting a new standard. Dock It Easy empowers marinas to unlock hidden revenue, elevate customer experiences, and bring unmatched efficiency to their operations. This is the future of marina management: smart, sustainable, and built to exceed expectations.



## Echorroes

Echorroes uses artificial intelligence in interactive music to create non-verbal musical experiences for all ages, promoting experiential music awareness and holistic learning. Our immersive installations blend interactive music and lighting within specially crafted sets and costumes, inviting visitors into a world shaped by live sound and enriched by play. Echorroes empowers listeners as co-creators of the musical experience. By emphasizing non-verbal communication, the project is universally inclusive, transcending language barriers to welcome diverse community groups. Echorroes’ services include a range of packages that offer music-based, educational, and interactive experiences tailored to various age groups. Currently, we focus primarily on pre-school and elementary school children, with plans for continuous age-group expansion. The installation includes an “intelligent” music algorithm, interactive lighting, and specially designed sets and costumes that invite participants into a world of sound and play. Leveraging artificial intelligence and interactive technologies, Echorroes creates experiential learning environments that provide enjoyable and personalized education.



## Flatpulse

Flatpulse is a cutting-edge platform that aims to introduce the concept of flatsharing in Greece. It seamlessly connects room seekers with room providers -whether individual landlords or real estate agents- and offers robust features that make the entire flatmate-matching process easy and safe. Room providers can sign up on Flatpulse for free, publish their room listing with details about the house, the room, their lifestyle, and their ideal flatmate, and wait for interested users to reach out to them through the platform’s chat. Similarly, those searching for a room can explore listings in their preferred areas, filter results based on their needs and preferences -both for the house and the flatmate characteristics- and when they find a good match, contact the listing’s poster.



## Marcherry’s

Marcherry’s, the flagship product of General Agricole S.A., is a next-generation dietary supplement containing over 80 premium ingredients, including probiotics, cyanobacteria, vitamins and trace elements meticulously selected for their health benefits. General Agricole S.A. is a biotechnology company dedicated to revolutionizing nutrition through sustainable solutions. Our expertise lies in the development of cyanobacteria- and microalgae-based formulations, which serve as the foundation for innovative, nutrient-dense dietary supplements. We ensure the highest quality through strategic collaborations, such as our partnership with the University of Almería in Spain, Wageningen University of The Netherlands and rigorous lab testing with Eurofins. Our long-term roadmap includes launching probiotic-enriched products, advancing protein isolation techniques, and expanding into cultivated meat production. Through cutting-edge science and sustainable practices, we aim to redefine nutrition while minimizing our ecological footprint.



## Meetie

Meetie is a roommate matching platform, that helps individuals find their ideal roommate and limit their biggest expense: housing! Unlike traditional listing services, we use advanced algorithms to pair users based on compatibility and preferences. Our solution is unique. We focus on detailed user profiles, safety through rigorous verification and a stress-free user experience. We simplify the search process and enhance living experiences for our users, while saving them time and money. Backed by EIT Digital and Orange Grove, we have secured 15,000€ in funding to drive our mission of transforming how people connect for co-living. With a focus on innovation and community, Meetie is more than just a tool, it's a gateway to better shared living. Whether you're moving to a new city or looking for a fresh start, Meetie makes the process seamless, accessible, and stress-free.



## Meta Stevia Farm

Meta Stevia Farm is transforming traditional agriculture by offering a groundbreaking, remote farming model that combines sustainability with cutting-edge digital technology. Focused initially on stevia -a high-demand, natural sweetener- the venture enables anyone worldwide to participate in farming without the need for physical presence. Through its innovative I-meta platform, Meta Stevia Farm leverages IoT sensors, blockchain for transparency, and virtual ownership via NFTs, allowing investors to monitor and manage crops in real-time from anywhere. With plans to expand into other high-value crops, Meta Stevia Farm is on a mission to democratize agriculture by making it accessible, profitable, and environmentally sustainable. Strategic partnerships with leading industry players and a robust management team position the venture as a high-potential investment, bridging the gap between agriculture and technology to meet global food demands efficiently and responsibly.



## My Farmer's Basket

My Farmer's Basket is a community-driven digital platform dedicated to the agrifood sector, friendly and efficient for users, which incorporates AI and other advanced technological features. Our digital marketing platform will give small farmers the opportunity to affordably showcase their products and businesses and gain awareness, share their unique stories, their values and sustainable practices, reach a target audience, make direct sales and grow their businesses by building strong relationships with loyal customers. Consumers, on the other hand, will be able to make choices based on their needs, preferences and values, evaluate products and businesses and build trust-based relationships. Our customers are small farming businesses with processed goods seeking digital transformation and promotion, and other agrifood companies seeking digital promotion while our users are conscious consumers around the globe seeking to buy quality Greek food.



## Privacy Technologies

Privacy Technologies is an innovator in the field of data privacy, specializing in the design and development of cutting-edge Privacy-Enhancing Technologies (PETs). Our mission is to empower individuals, organizations, and governments with the tools necessary to protect sensitive data and maintain privacy in an increasingly interconnected and data-driven world. At Privacy Technologies, we recognize the growing concerns surrounding data security and the risks of personal information exposure in the digital landscape. As cyber threats become more sophisticated, and privacy regulations continue to evolve, we are committed to providing solutions that not only address compliance requirements but also safeguard user autonomy and confidentiality. We specialize in creating robust systems that enable secure data processing, secure communication, and anonymous interactions across digital platforms. Whether it's through end-to-end encryption, advanced cryptographic techniques, data anonymization, or secure multi-party computation, our solutions are designed to ensure that personal and organizational data remains private, protected, and uncompromised.



## Recharge

Recharge is an Athens-based digital solution provider to streamline selection, implementation & operation of sustainable charging infrastructure for a seamless transition to e-mobility. Placing transparency and sustainability at the core of our operations, Recharge delivers tailored electric vehicle charging solutions for homes and businesses, ensuring efficiency and ease of use. Its integrated business model combines an e-commerce platform for charging stations alongside tailored services. Applying its consulting expertise, Recharge guides potential customers through the process of creating sustainable charging infrastructure, aligned to their specific needs, leveraging appropriate design –all focused on minimizing environmental impact. Recharge has developed tools and processes to streamline operations, from assessing optimal power requirements, calculating infrastructure costs to executing surveys, installations, and implementing a management platform for monitoring, maintenance, and monetization. Its established partnerships in Greece and Cyprus, along with a network of specialized installers, ensure widespread market reach. Recharge is committed to continuous innovation, driving the future of e-mobility.



## Recycglobe

Recycglobe is an innovative Greek company specializing in waste management technologies, circular economy, and sustainability. Since its founding, the company has achieved several key milestones, including the development of the RECYCSPOT smart device, an innovative “smart” recycling system designed for efficient waste management and rewards under the “Pay As You Throw” model, which is now at 85% market readiness, and the Recycglobe SaaS platform, operational at over 90% maturity. Recycglobe has successfully collaborated with municipalities and businesses across Greece to significantly reduce CO2 emissions and enhance waste management efficiency. Utilizing cutting-edge technologies such as IoT and cloud computing, the company delivers comprehensive solutions supporting environmental compliance and ESG (Environmental, Social, and Governance) strategies. Recycglobe’s mission is to transform waste management into an efficient, data-driven, and sustainable process.



## Singularis

Singularis is transforming the way the world navigates by developing groundbreaking GPS-independent positioning solutions. Our flagship technology leverages quantum sensors, artificial intelligence, and multi-sensor fusion to enable accurate navigation in challenging environments. By eliminating reliance on traditional GPS infrastructure, we provide resilient solutions to address critical challenges in maritime navigation and defence. Our Universal Navigation Solution is designed to adapt to real-world conditions, leveraging environmental features like magnetic fields, terrain maps, and oceanographic data. This ensures consistent and reliable performance in GPS-denied environments, enabling missions where traditional systems fail. With our scalable and innovative approach, we empower clients to navigate confidently, even in the most demanding scenarios.



## Solarcode

Solarcode is an innovative platform designed to empower residents, businesses, and municipalities to collectively drive the adoption of solar energy in urban communities. Traditionally, investing in solar energy would require substantial personal funds, available space, and technical know-how to set up solar panels. With solarcode, anyone can participate and reap the benefits of solar installations by simply offering capital or rooftop space - no expertise required. By offering rooftop space or providing financial investments, participants can actively support clean energy initiatives that reduce CO2 emissions and make affordable, renewable energy more accessible. Solarcode bridges the gap between individuals, organizations, and local governments, creating a unified approach to achieving sustainability goals within cities. Solarcode’s model democratizes access to solar energy, allowing individuals to benefit from renewable energy without requiring personal rooftop space or large capital investments. This collaborative energy ecosystem not only promotes green practices but also ensures that all contributors share in the environmental and financial rewards of transitioning to clean energy.



## Valpum

Valpum is a company active in the field of IT, web design and application development. Our first and most significant project so far is MyAgrotes, an agricultural digital tool emerging in the agriculture sector to make it easier for farmers to network with directly connected businesses around the agriculture industry such as agribusinesses, service shops and agricultural vehicles - spare parts merchants. Furthermore, on our website farmers can find and explore job opportunities in agriculture, search for plots of land for rent or sale and also stay informed about all the latest news in the industry.



# Testimonials

## Flatpulse

“Participating in Orange Grove has been a transformative experience for me and my startup. The programme structure was really well-designed for an early-stage startup like ours, providing the right balance of guidance and flexibility. The Orange Grove team was incredibly helpful throughout the programme, always ready to support us in every step of the journey. I also had the opportunity to meet experienced entrepreneurs in person and have meaningful conversations that offered valuable insights. The mentorship, resources, and networking opportunities have significantly accelerated our progress, and I highly recommend Orange Grove to any entrepreneur looking to take their startup to the next level!”

Valantis Moustakakis, Co-founder of Flatpulse

“Orange Grove offers an invaluable experience for new entrepreneurs, providing hands-on sessions on key business topics, personalized guidance from seasoned mentors, and valuable connections with established entrepreneurs that genuinely shape one’s entrepreneurial journey.”

Dafni Drosou, Co-founder of Flatpulse

## Singularis

“Orange Grove is an incredible programme that truly exceeds expectations. I found it to be a game-changer, not just in terms of knowledge, but also in the connections, support, and real-world insights it provides. The workshops cover essential topics with depth, and the mentors offer invaluable guidance tailored to each startup’s unique challenges. Beyond that, the community fosters collaboration and a sense of belonging, making the journey feel less daunting.

G.S., Co-founder of Singularis

## Meta Stevia Farm

“Orange Grove is one of the best programmes I have joined. It gave me clear steps, useful tools, and real help to build my startup idea. The people are kind, smart, and always ready to support you. I felt safe to ask questions and grow. I am very thankful to be part of this journey. If someone wants to start a business, I truly recommend Orange Grove!!!”

Theodoros Kerasidis, Founder of Meta Stevia Farm

## Echorroes

“Orange Grove was a great place for us to mature our ideas to real life scenarios, in a context rich in knowledge and safe space with warm human presence.”

Phivos-Angelos Kollias, Co-founder of Echorroes

# “Orange Grow” Alumni Programme

At Orange Grove, our support for founders doesn't stop at graduation. We are committed to standing by our alumni as they continue their entrepreneurial journey, offering tailored advice, expert mentorship, and access to a dynamic international network of professionals, long after they leave our incubation programme.

As alumni scale their ventures and face new challenges, we provide the guidance and connections needed to help them grow with confidence. Our ongoing support includes 1:1 mentoring, strategic networking, and exposure to international ecosystems, making Orange Grove not just a starting point, but a long-term partner in their success.



## One-on-One Mentoring

We offer personalised, on-demand mentoring sessions to our alumni, connecting them with our trusted network of entrepreneurs, investors, and specialists. Whether they're entering new markets, navigating funding rounds, or addressing internal challenges, alumni receive tailored, practical insights, right when they need them most.

This flexible, founder-first approach ensures Orange Grove alumni continue to make informed, confident decisions as their ventures evolve.



## Networking Opportunities

Through regular introductions and curated events, we actively connect our alumni with high-value contacts, from corporate partners and clients to investors and fellow founders. We foster a strong sense of community across cohorts, encouraging peer learning and collaboration that extends beyond the walls of Orange Grove.

Our expanding ecosystem is designed to keep our alumni plugged into the latest developments, conversations, and business opportunities.



## International Exposure

Orange Grove facilitates international visibility by supporting alumni participation in global fairs, summits, and trade delegations. These opportunities help founders gain perspective, explore new markets, and forge cross-border partnerships.

In 2024, we offered select alumni the opportunity to travel abroad and expand their networks. Vicky Klimi, founder of Grandmama, visited the Netherlands to explore strategic partnerships and study innovation trends in the Dutch Silver Age sector. Spyros Konstantis of Ruler Consult attended the World AI Summit in Amsterdam, one of the world's largest AI gatherings, where he connected with leaders from across enterprise, big tech, academia, and investment. At the same event, we proudly saw our own Yian-nis Kanellopoulos, partner and Board Member at Orange Grove, take the stage to speak on the transformative potential of AI regulation, including the EU AI Act.

Beyond Europe, Orange Grove also facilitated alumni participation in international delegations, exhibitions, and networking events, from Canada to Dubai, ensuring our founders are plugged into the global conversation and ready to seize new opportunities.



# Initiatives

- 31 Entrepreneurial University “Tech Transfer Atelier”
- 42 SDG House Greece “Sustainability Acceleration Programme”
- 45 p-NET Emerging Networks and Verticals

# Entrepreneurial University

Universities are essential drivers of innovation and play a pivotal role in advancing socio-economic development. Now in its fourth year, our Entrepreneurial University Initiative is a comprehensive, multi-layered programme designed to foster an environment where ground-breaking ideas can successfully transition from concept to market, generating real-world impact.

This initiative employs both top-down and bottom-up strategies, facilitating international knowledge exchange and delivering targeted support for university leadership, faculty members, Technology Transfer Offices (TTOs), researchers, and students.



# Tech Transfer Atelier

Launched in Autumn 2024, the Tech Transfer Atelier is the latest addition to our Entrepreneurial University initiative. This programme is designed specifically for researchers and Technology Transfer Offices (TTOs) at universities and research centres, with the goal of bridging the gap between academic research and market application.

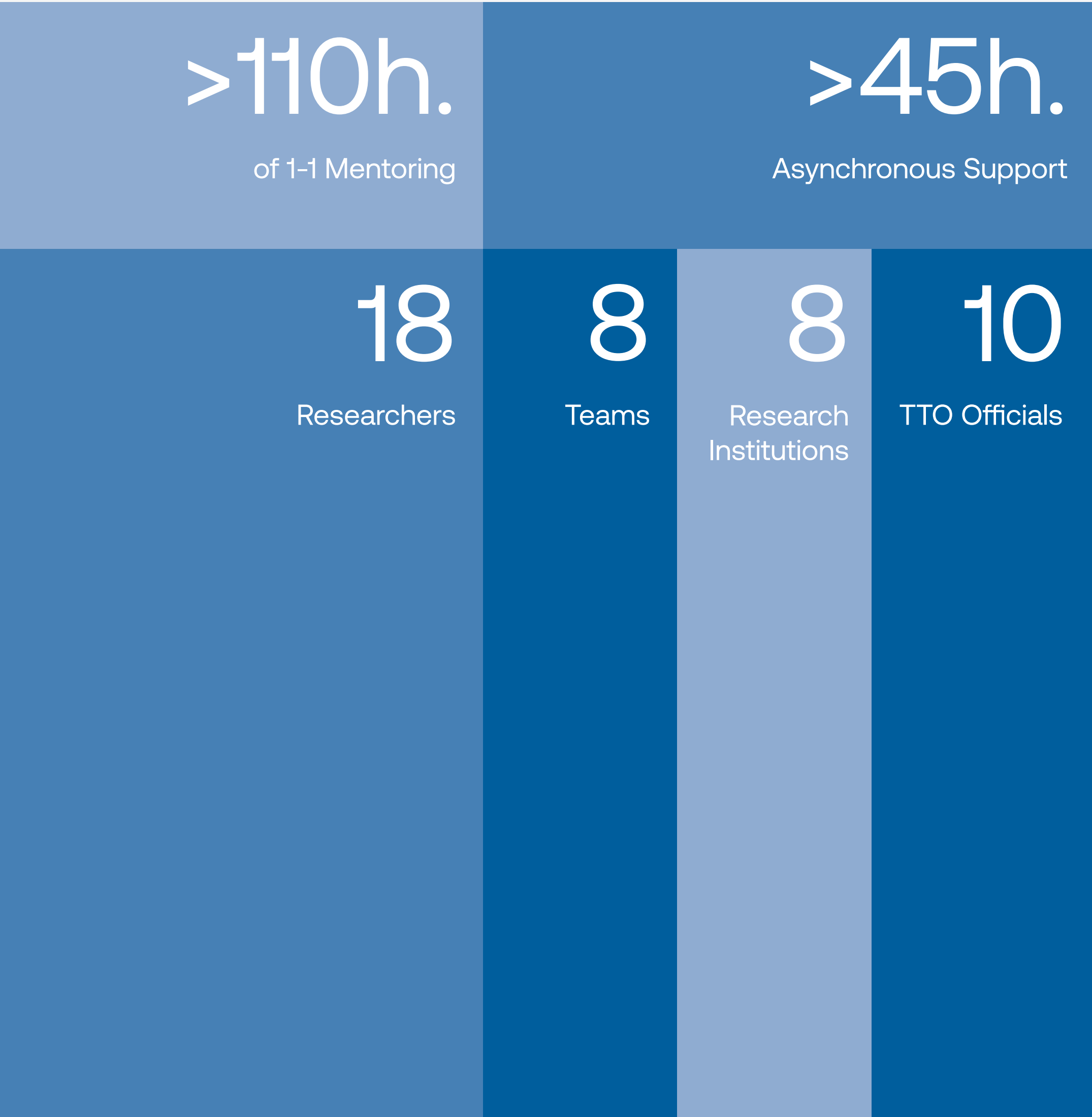
Since its launch in November, eight research teams and individual researchers from institutions across Greece have participated in the programme. Over a period of six months, they received tailored one-on-one consultations, 24/7 asynchronous support, and capacity building in entrepreneurial and commercialization skills, customized to their field and commercialization readiness. While they also explored various pathways including patenting, licensing, co-development, and spin-off creation.

Representing diverse fields such as advanced materials, green chemistry, bioinformatics, robotics, and animation, the cohort brought both depth and interdisciplinary perspective to the programme.

The Tech Transfer Atelier was powered by our key partner, [Science-2-Business](#)



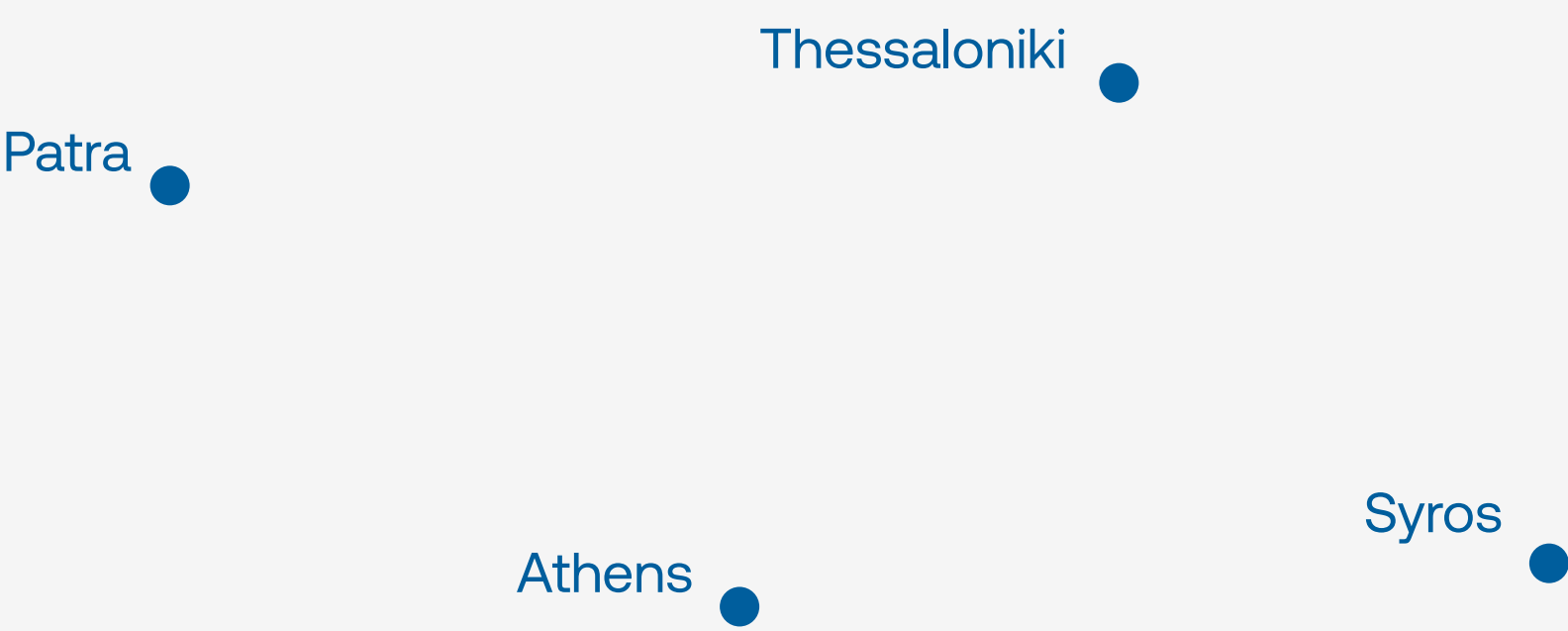
# Metrics



## Industries

|                                |   |
|--------------------------------|---|
| Biotechnology                  | 2 |
| Computer Animation             | 1 |
| Cybersecurity                  | 1 |
| EduTech                        | 1 |
| Green Chemistry                | 1 |
| Nanotechnology                 | 1 |
| Photoelectrochemical Processes | 1 |

## Geography



# Meet the Cohort 2024

















# Climecombs

Climecombs is an inventive technology of carbon-capturing composite materials which can be applied on building envelopes. The Climecombs materials may be based alternatively on cement, gypsum, ceramic and microporous MOF. Thanks to the composites used and utilizing respectively suitable physical or chemical adsorption processes each type of Climecombs material can capture and store CO2. Climecombs materials have a significant CO2 adsorption capacity (depending upon building structure, space and composition). CO2 can be extracted (desorbed) from the materials periodically, permitting a long-term use of the material with continuous adsorption-desorption cycles, thus making the materials reusable. Climecombs materials can also be applied on a building as decorative items, helping to reduce the overall carbon footprint of buildings.

Climecombs materials could be key for bioclimatic buildings, dramatically increasing their ESG-compatibility. Architects in bioclimatic architecture as well as real estate owners/ managers of sustainable building structures are expected to embrace the Climecombs materials. A PCT patent application has been submitted on Climecombs, which is currently under examination at WIPO.

The NKUA interdisciplinary research team of Prof. Marg. Assimakopoulos and Post-Doc Researcher Vas. Duros (Physics Department), along with Post-Doc Researcher Pan. Oikomopoulos (Chemistry Department) participated in the Tech Transfer Atelier programme to receive acceleration support for the commercial exploitation of the Climecombs technology. They were joined by TTO Officers Dr Y. Dimitrakopoulos and Al. Nianaki of the NKUA Archimedes TTO.

At the Tech Transfer Atelier, we validated the technology market potential and identified the requirements for alternative forms of commercialization while defining the key steps for TRL advancement. The research team explored opportunities and challenges of each commercialization alternative setting the objective for a potential spin-off and committed to pursue the required action for TRL advancement, exploring financing opportunities and building key market contacts.



# Hydrorama Spin-Off/ Photox Tech

Photox is an inventive, patent-protected technology designed for the advanced treatment of liquid waste, particularly when containing toxic and hard-to-decompose substances. It combines three distinct mechanisms into an integrated system (a) Electric current, (b) Ultraviolet (UV) radiation and (c) Hydrogen peroxide (H<sub>2</sub>O<sub>2</sub>). What distinguishes it from conventional technologies is that it offers almost complete destruction of toxic organic pollutants without generating secondary waste. Its versatility allows for precise control over processing parameters, making it suitable for a wide range of pollutant flows.

Photox’s innovative characteristics, coupled with its ability to address critical industrial wastewater challenges, position it as a game-changing solution for industries seeking sustainable and effective pollutant management technologies.

CERTH Researcher Dr. Kon. Plakas and Collaborating Research Associate Vas. Sarasidis participated in the Tech Transfer Atelier, along with Spira/CERTH TTO Officers, to receive support in accelerating the set up and further development of the Spin-off company “Hydrorama” for the commercialization of the Photox technology, its wide-ranging applications and their specialized know-how in the wastewater treatment sector.

At the Tech Transfer Atelier (a) we helped the Researchers complete the required business plan for their application to obtain the CERTH approval for the spin-off creation, by defining –among others– their IP and the value proposition of their Photox-based products (b) we guided the Researchers in setting up their business development strategy for specific Photox-based products and (c) we helped them prepare for initial commercialization activities.



# GreenDrasis

GreenDrasis Spin-off develops multifunctional green solvents, with a wide range of applications in the chemical, cosmetic, pharmaceutical and food industry, exploiting the original IP protected technology on green solvents design & production, developed by the co-founding Professors An. Detsi and Andr. Tzani . Green solvents, which are essentially plant-based, are the environmentally friendly alternatives to traditional petrochemical solvents, which are based on fossil fuels and often pose risks to human health and the environment. GreenDrasis green solvents are biocompatible and biodegradable, reducing their long-term ecological impact with low requirements of water and are ideal for plant biomass valorization.

The technology of GreenDrasis on green solvents comprises of (a) original methods of identifying and designing the multifunctional green solvents, which provide solutions for several industrial uses and (b) an IP protected method of producing green solvents through a cyclical no-waste process.

Moreover, GreenDrasis will be exploiting its original Green Solvents Library established by the co-founding professors, based on years of research. The Green Solvents Library of GreenDrasis consists of a range of green solvent formulas, each suitable for specific industrial uses. Based on their Green Solvents Library, the GreenDrasis team will be designing several series of green solvents formulas, based on which they could develop prototype solvents in liquid or hydrogel form. Their initial green solvent series is the NeoExtract series which includes 2 prototype green solvents based on (a) spent coffee grounds and (b) green olive leaves, both of which are incorporated into a GreenHydro Gel. (Under the NeoExtract series, Professors A.Detsi and A.Tzani, within their research activity in NTUA, have developed green solvents for the account of industrial partners in the cosmetics industry).



# Daisy

The Daisy technological system is a robotic assistive system in autism care and education, based on IP protected scientific methods. It functions as a social mediator between the special educator or the caregiver and the autistic individual. The Daisy system combines (a) a child-attractive, programmable robotic assistant: “the Daisy”, designed as a fluffy stuffed toy in the form of a daisy, which can interact with the child (with voice and face expressions) and (b) a user-friendly programming app together with (c) a repository of use cases and user scenarios. Based on its software system and repository, the Daisy system could support an open phygital community of users, special educators of caregivers, who could be bringing in new use cases and scenarios.

Professor N. Fachantidis from the University of Macedonia (UOM) participated in the Tech Transfer Atelier to receive support in accelerating the creation of the “AI-thos Robotics” Spin-off company for the commercial exploitation of the IP-protected “Daisy” robotic assistive system for autism, which he has developed with his research team, through years of research. He was joined by his research team member An. Goulara, prospective co-founder of the Spin-off company.

In the Tech Transfer Atelier, we supported Prof. Fachantidis in setting up the business development strategy to commercialize the Daisy product through the Spin-off and guided him into putting forth key required activities for the commercialization of the Daisy system such as (a) a Daisy phygital community and (b) a potential manufacturing partnership, through a FwF-factory within factory-agreement.



# TrueTag

A research team by HUA and UPatras develops a technology which provides semiconductors authentication, combining the IT-based “Truetag” technology and an optics-based solution. The interdisciplinary research team of HUA Professors Panagiotis Rizomiliotis, Thomas Kamalakis (developing the IT-based Truetag technology) together with UPatras Professor Dimitris Alexandropoulos and UPatras junior Researcher Christos Tselios (developing the optics-based solution) participated in the Tech Transfer Atelier to receive acceleration support on the commercialization of their technology for the authentication of semiconductors.

They were joined by the HUA Tech Transfer Official Professor Cleopatra Bardaki & TTO Officer Antonis Mallidis along with UPatras Tech Transfer Official Stavria Mathiou.

In the Tech Transfer Atelier, along with the team, we validated the authentication technology market potential and identified the requirements for prospective product development & commercialization.

The Research team defined the commercialization challenges ahead and committed to focus on advancing the technology readiness with the aim of setting up an entrepreneurial venture-a potential Spin-off-in the near future.



# Theravir

Theravir derives from an interdisciplinary re- search approach for the development of small molecule SARS-CoV-2 inhibitors with the collab- oration of scientists in the fields of computation- al biology, cellular biology, medicinal chemistry and virology. Existing antiviral drugs target en- zymes that are activated after infection by SARS- CoV-2. Theravir provides a therapeutical solution addressing the initial stage of human infection by SARS-CoV-2 protecting against virus spreading. Theravir could also be employed against other coronaviruses that use the same mechanism as SARS-CoV-2 for cell entry and infection. Thera- vir adoption could have significant impact in the healthcare sector having a catalytic contribution to pandemic preparedness, in accordance with the directions set in recent WHO policy.

A Theravir patent could be commercially exploit- ed through licensing deals or co-development agreements with biotech companies focused on drug discovery and development – primar- ily those which develop therapeutical solutions based on small molecules, interested in devel- oping therapeutical solutions for SARS-related viruses. Moreover, the patent could be exploited for “freedom-to-operate” licenses to companies interested in exploiting Theravir mechanism of therapeutic action in relevant fields.

CERTH Researcher Dr. Sp. Petrakis together with NHRF Researchers Dr. Th. Calogeropoulou and Dr. M. Koufaki participated in the Tech Transfer Atelier programme as three leading co-inven- tors (out of totally 11 co-inventors) of invention defined in (pending) patent no EP2024060458/ WO2024218171A1 about the novel therapeuti- cal approach for the treatment of SARS-CoV-2, described as “Theravir”. The Researchers par- ticipated in the Tech Transfer Atelier to exam- ine options and accelerate the IP exploitation of the Patent. They were joined by Spira/CERTH TTO Officer M. Chatzigiannis and Head of Spira/ CERTH TTO Kat. Papadopoulou and NHRF Ad- ministrative Director & TTO Official I. Petrohilou.

In the Tech Transfer Atelier (a) we explored the requirements of reaching out to potentially inter- ested licensees, with hands-on experience on specific market contacts, (b) we set forth an IP ownership and IP management framework for the patent and (c) we helped the Researchers decide on their next steps about the exploita- tion of the Theravir patent, after having exam- ined constraints, challenges and opportunities of alternative forms of exploitation.



# UAegean know-how transfer for the Aegean Animation Hub

In the Tech Transfer Atelier we supported the knowledge transfer of the University of Aegean (UAegean) to the “Aegean Animation Hub”, through the exploitation of the know-how of Professor Kyriakoulakos on animation production & animation technology within the contribution of UAegean to the Hub.

The Aegean Animation Hub is a collaborative initiative on Greek animation by the Hellenic Film and Audiovisual Centre (EKKOMED), the University of the Aegean University and two key institutions in the field of animation, ASIFA Hellas, and Animasyros, with the shared vision of empowering and showcasing the Greek animation ecosystem. Each organization brings a distinct institutional role and within the Hub they converge in creating an integrated platform which will provide structured support, education & know-how to Greek animators, production companies, and emerging professionals.

The Hub is planned to serve as a cooperation and innovation platform linking creators, academics, researchers of audiovisual technologies, and industry professionals, while providing access to innovative methods and state-of-the-art technology in the field of animation. Moreover, it aims at promoting animation co-productions

at an international level, actively facilitating connections with festivals, production houses, and funding sources.

Professor Pan. Kyriakoulakos from the Aegean University (AegeanUni) and El. Kiale, AegeanUni Tech Transfer Officer participated in the Tech Transfer Atelier for the acceleration of the knowledge transfer Professor’s know-how through his leading contribution in setting up the Aegean Animation Hub.

In the Tech Transfer Atelier, we helped Prof. Pan. Kyriakoulakos and El. Kiale define how the former could effectively exploit his know-how on animation production and animation & audiovisual content technology within his contribution at the Aegean Animation Hub. We provided hands-on support both (a) in designing and organizing how the Professor and AegeanUni would contribute to the Hub, preparing a solid proposal for the Hub’s operation as well as for the Hub’s communication strategy, integrating such contribution as well (b) in preparing for potential know-how transfer or consultancy agreements with production companies and creators within the framework of the Hub.

Aegean  
Animation  
Hub

# IN3 Computational Biology System

The IN3 is an inventive, tri-modal computational biology system which fuses in silico, in vitro, and in vivo approaches into a single framework for the whole spectrum of computational functions (i.e. design, assessment, repurposing, prediction or validation) in a wide range of biological, pharmaceutical or healthcare applications. The IN3 is an original innovative system, developed by NHRF Researcher Dr. Th. Katsila and as such is protected by copyright.

Based on the tri-model approach IN3 system, within the NHRF Biomarkers Discovery Lab, the research teams of Dr Katsila have designed and developed a series of 8 targeted technological solutions in the areas of biology & biochemistry, pharmacology and nanomaterials: 1) IN3 – BIO – Biocompatibility assessment, 2) IN3 – TOX – Toxicity prediction / Toxicity validation, 3) IN3 – OM-ICS Multi-omics integration, 4) IN3 – Rx Clinical pharmacology – Drug validation, 5) IN3 – DRUG Drug repurposing / Therapeutic Discovery, 6) IN3 – MED Systematic drug evaluation across modalities, 7) IN3 – NEURO Neurotechnologies / CNS-targeted drug / material pipelines, 8) IN3 – NANO Nanomaterials assessment/repurposing

Dr. Th. Katsila, Head of the Biomarkers Discovery & Translational Research Lab at NHRF, partici-

pated in the Tech Transfer Atelier programme to examine options, define a commercialization strategy and accelerate the exploitation of the innovative technological solutions produced at the lab, based on the “IN3” inventive computational biology system which she has developed.

In the Tech Transfer Atelier, we helped Dr. Katsila (a) define the key IP items among the innovative technological solutions developed in the lab and (b) explore the key commercialization alternatives (licensing, co-development or spin-off), examining the requirements and opportunities of each option. Moreover, we worked with Dr. Katsila on the mindset of communicating scientific innovation in the business world, opening up research commercialization perspectives.



# SDG House Greece

Orange Grove’s initiative to promote sustainable entrepreneurship, SDG House Greece, continued to gain momentum in 2024. The programme is designed to equip entrepreneurs with the tools and knowledge to build ventures that combine positive social and environmental impact with strong financial performance. It also supports aspiring founders in developing innovative, forward-looking business models and assists corporate leaders -boards, shareholders, and stakeholders- in embedding sustainability into the core of their operations, beyond isolated CSR activities or one-off sustainability projects.

Our approach is rooted in a simple principle: if we want people to do the right thing, we must make it easier for them to do so. SDG House Greece does this by removing barriers and providing the resources, frameworks, and expert guidance that enable sustainable business development. It is designed for ventures that understand *Why* sustainability matters but need support in figuring out *How* to achieve it.



# Sustainability Acceleration Programme

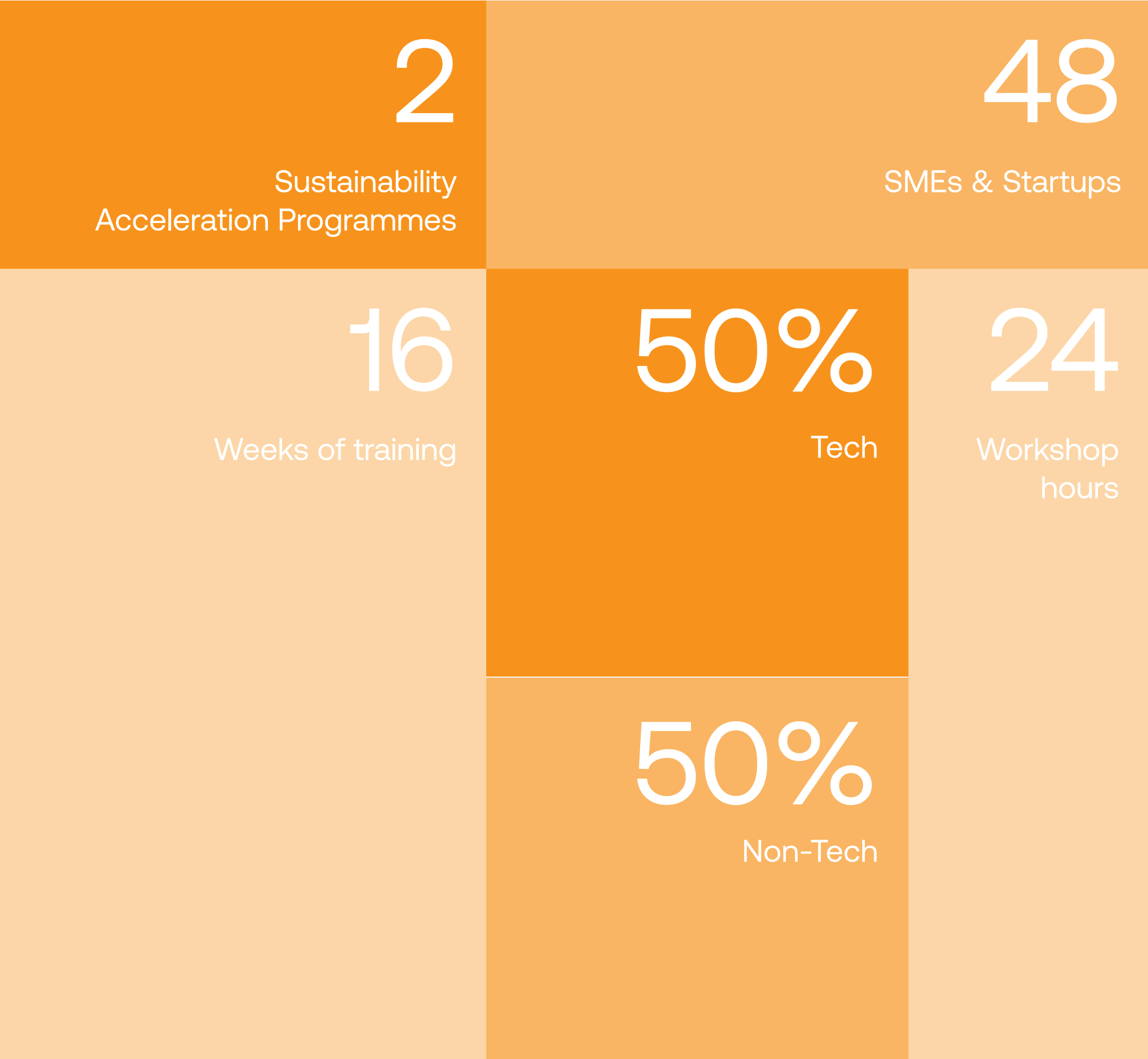
In 2024, SDG House Greece successfully delivered two new rounds of its Sustainability Acceleration Programme, supporting a total of 48 startups and SMEs in their transition toward impact-driven business models.

Each cohort of the programme, which ran in February and again in November, received training for an intensive eight weeks respectively. Participants engaged in expert-led workshops delivered by our network in the Netherlands and Greece, focused on developing actionable sustainability strategies and transition plans. The training helped entrepreneurs integrate sustainability principles across all areas of their business, from operations and product development to supply chains and stakeholder engagement.

Additionally, participants gained practical insights into current and emerging sustainability standards, regulations, and reporting frameworks. This allowed them to start building compliance strategies early, laying the groundwork for long-term, sustainable growth in a rapidly evolving regulatory landscape.



# Metrics



## Industries

|                               |   |                                     |   |
|-------------------------------|---|-------------------------------------|---|
| Traveltech, Tourism & Leisure | 8 | ICT / Telecom / Mobile              | 2 |
| Sustainability                | 4 | Agri & Food Tech                    | 2 |
| Business & Productivity       | 3 | Mobility / Transport / Accesibility | 2 |
| Education                     | 3 | Social Entrepreneurship             | 1 |
| Tech                          | 3 | Engineering                         | 1 |
| Energy                        | 2 | Energy                              | 1 |
| Fashion                       | 2 | Event Management                    | 1 |
| Food & Drinks                 | 2 | Publishing                          | 1 |
| Health Tech                   | 2 | Other                               | 1 |
|                               |   | Sports & Fitness                    | 1 |

## Geography



# p-NET Emerging Networks and Verticals

As a founding partner of the p-NET New Generation Emerging Networks and Verticals, Orange Grove is proud to be part of a Competence Centre that plays a pivotal role in shaping Europe’s digital innovation landscape. In 2024, p-NET expanded its presence in global technology ecosystems, secured funding for major EU projects, actively participated in high-profile events and attracted significant media attention. From immersive XR and metaverse applications to pioneering work in 6G, cybersecurity, and digital infrastructure, p-NET continues to drive progress in emerging technologies while fostering openness, and responsible innovation. Here is a selection of news:



## Open AR Cloud Ecosystem

In 2024, p-NET joined the Open AR Cloud ecosystem as a Partner. With over 300 members, 60 partners and 4 OSCP testbeds, the Open AR Cloud aims to advance open and interoperable AR Cloud technology, data, and standards, seamlessly connecting the physical and digital worlds for everyone’s benefit. Committed to developing standards, guidelines, tools, and data, it aims to safeguard individual and collective freedoms, privacy, dignity, and opportunities for all.

## EU-funded Projects

In 2024, p-NET secured participation in five new EU-funded projects focused on cybersecurity, digital infrastructure, and 6G innovation. All five projects signed their Grant Agreements and kicked off in early 2025.

Project CURIUM, funded by the Digital Europe programme supports the implementation of the Cyber Resilience Act, while COP-PILOT, funded by Horizon Europe, will develop a Collaborative Open Platform for orchestrating end-to-end services across multiple industries.

The following three projects are funded by the SNS Joint Undertaking: a) SUSTAIN-6G: Promoting sustainability in next-gen networks b) X-TREME6G: Accelerating innovation in 6G chip design, and c) AMAZING-6G: Running large-scale 6G trials in healthcare, energy, transport, and public safety. Projects SUSTAIN-6G and X-TREME6G are part of the SNS JU Lighthouse Programme, backed by over €500 million in investment. p-NET is proud to contribute to shaping the future of secure, connected, and sustainable technologies in Europe.



## Events

p-NET gained important exposure through a number of events it was invited to participate as content partner, panel speaker or other. Here is a selection of some of the events:

### Competence Centres: Modern Innovation Support Structures

p-NET participated in the event titled “Competence Centres: Modern Innovation Support Structures”, in May, at the National Hellenic Research Foundation. Organized by the General Secretariat for Research and Innovation, the event featured participation from all ten Competence Centres of Greece. p-NET’s Managing Director, Dido Prevedourou showcased the Competence Centre’s services, activities, and infrastructure.

### Summer School “Tech Revolutions”

p-NET participated as a Content Partner in the Summer School “Tech Revolutions” organized by the IEEE Student Branch University of Peloponnese in May at the Regional Growth Conference, where Marios Nicolaou delivered an insightful presentation on “5G and the Metaverse”.



## XR & the Metaverse: For Culture & Tourism

Joseph Psistakis represented p-NET at the ACG Summer Seminar on Design Thinking & Emerging Technologies, held in June, with a presentation on “XR & the Metaverse: For Culture & Tourism”. The event was dedicated to VR and other state-of-the-art technologies, where participants were introduced to the dynamic world of emerging technologies and their connection to Design Thinking.

## 5G T 024

Marios Nicolaou, Business Development Director at p-NET Emerging Networks & Vertical Applications, and Prof. Spyros Denazis from the University of Patras participated in a panel discussion on “Immersive XR Technologies and Digital Twins” during the 5G Techritory held at the end of October. The panel explored groundbreaking advancements in these fields and their transformative potential across diverse industries, emphasizing their pivotal role in shaping the future of digital innovation. The p-NET team also captivated 5G Techritory’s audiences with an engaging XR demonstration, giving attendees firsthand experience of the transformative potential these technologies hold for smart cities.



# Networking Events

- 50 Meetups
- 51 “Sustainability Ecosystem Building” Networking Drinks

# Meetups

Meetups remain a core element of Orange Grove's DNA, strengthening connections within our community. While much of our programme delivery takes place online, these gatherings at our Athens hub provide a valuable opportunity for entrepreneurs, mentors, trainers, and alumni to come together, exchange ideas, and build lasting relationships.

Throughout 2024, we hosted a series of community meetups, ranging from structured events like cohort welcomes and fireside chats, to more casual networking sessions following workshops. Regardless of the format, these gatherings consistently created a warm, inclusive space for meaningful interaction, accompanied by drinks and pizza.

To kick off the year, a New Year Meetup was held in January, bringing together mentors, alumni and our programmes participants from across the Orange Grove community to reconnect, network, and toast to new beginnings. In March, we connected participants of our SDG House Greece cohorts in a vibrant meet up focusing on impact-driven entrepreneurship.

In November, we hosted a Meet & Greet at our Athens hub to welcome the newest cohort of our Fall 2024 Incubation Programme. The event opened with welcoming remarks from Naomi Yorks, Deputy Head of Mission at the Netherlands Embassy, and Yiannis Nikolopoulos, Vice-President of Orange Grove. Following their introductions, participants had the opportunity to present their startup ideas and network with fellow founders, mentors, and other members of the wider Orange Grove ecosystem.

These gatherings reflect the heart of Orange Grove: a supportive, collaborative community that thrives on connection, shared knowledge, and collective ambition.



# Sustainability Ecosystem Building

In October 2024, SDG House Greece and the Netherlands Embassy in Greece organized a large networking event at the Dutch Ambassador’s Residence. Solution builders, change-makers and members of the wider impact community came together for a unique event on sustainability ecosystem building.

The event was kicked off by Ambassador Susanna Terstal, who welcomed this diverse group of attendees, fostering sustainability and impact-driven innovation in Greece. The evening featured a focused panel discussion on sustainability in the Greek SME business environment, with insights from Natalia Speranskagia of Recharge, Dimitris Axiotis of CorkCycle, and Angeliki Savvidou, also known as Finance Lady. They shared their experience as entrepreneurs in the fields of e-mobility, cork recycling, and financial literacy, while addressing key issues such as training, legislative hurdles, and the role of impact investment in scaling sustainable practices.

The evening continued with vibrant networking, where participants connected, explored synergies, and exchanged ideas on how to drive sustainability and innovation forward in entrepreneurship.



# OG & the Ecosystem

- 53 Events
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- 58 Community Partnerships

# Events

## Innovation Greece 5.0

For yet another year, in January, Orange Grove had the pleasure of joining the NBG Business Seeds conference “Innovation Greece 5.0: Innovation in Greece and the bodies that support it” at NCSR “Demokritos” in Athens. The conference focused on the implementation of innovation in Greece today, the financial tools available and the organizations that support it. Among the 20 panels, Orange Grove had the chance to add to these discussions as our Managing Director Alexandra Sarma delved into how we support early-stage entrepreneurs and create an environment that fosters innovation with a positive impact. Distinguished guest speakers joining this panel were Orfeas Voutyras (Corallia), Konstantinos Geros (Found.ation), Alexis Komselis (Alba Hub of Entrepreneurship and Development), Antonis Ilias (OK!Thess), Dionysis Spiliopoulos (KEMEL) and Eleni Foti (EBEA) while journalist Giannis Rizopoulos moderated the discussion.

## Beyond 2024

In April, Orange Grove was in Thessaloniki for the Beyond Expo, joining the “Innovation Northern Greece 5.0: Innovation in Northern Greece and the bodies that support it” side event, co-organized by NBG Business Seeds. In the discussion panel about early-stage venture support and innovation, our Managing Director Alexandra Sarma shared how Orange Grove, together with our initiative SDG House Greece, are dedicated to empowering innovative and impactful businesses. Fellow panel speakers were Antonis Ilias (OK!Thess), Angeliki Karagiannaki (ACEin), Costas Tramantzas (Alexander Innovation Zone), Pantelis Angelidis (University Western Macedonia), Eleni Foti (EBEA), Theodora Tsokanari (THINC) and Byron Chrysovergis (Walk AUTH).

## Impact 2024

In April, Orange Grove also participated in the IMPACT 2024 conference, in Patras, joining a panel discussion on Entrepreneurship and Scale-ups. The discussion was centred around the growth of Patras’ innovation ecosystem in recent years, as along with representatives of the companies Code4thought, AviSense.AI, BriteSolar and, our alumni, Umate.gr we delved into the challenges and opportunities of being an entrepreneur in Greece and of impact creation. The panel was initiated by Minister of Development in Greece, Maximos Senetakis and Vice Governor for Entrepreneurship Research and Innovation Region of Western Greece, Takis Papadopoulos.

## European Youth Week

The work and impact of Orange Grove was presented at the “The Road to the 2024 European Elections” event, organized by the European Parliament office in Greece together with the Ministry of Social Cohesion and Family Affairs, as part of European Youth Week, in April. Natasha Apostolidi, Senior Innovation & Entrepreneurship Officer at the Embassy of the Netherlands in Greece and a key member of the Orange Grove family, highlighted the importance of cultivating youth entrepreneurship and the steps Orange Grove takes to foster such an environment.

## AI & Startups in AgriFood

In November, the Managing Director of Orange Grove, Alexandra Sarma, together with Cristina Stribacu, an Orange Grove alumna and CEO of LIÁ Premium Olive Oil, joined the panel discussion of “Incentives for Empowering Women’s Entrepreneurship in the Agrifood sector” at the Artificial Intelligence & Startups in Agrifood conference, organized by A Woman Can Be and EIT Food. During the panel discussion, Alexandra highlighted the significant gender gap in funding of startups that persists, with the percentage of funding going to all-female founded startups remaining in single digits. While Cristina offered valuable insights from her first-hand experience on the state, challenges and opportunities of female agri-preneurship today.

## Startup Week Patras

In October, Orange Grove participated at the Startup Week Patras 2024, where Yiannis Kanellopoulos, Orange Grove’s partner and BoD member & founder of code-4thought, delivered a workshop guiding aspiring entrepreneurs in their journey of building a startup. It was exciting to share the floor with two Orange Grove alumni startups, Givelink and Pop2See, who also shared their insights and experience with the attendees.

## GSEA Opening Event – Patras

Orange Grove actively contributed and supported the Global Student Entrepreneur Awards (GSEA) Opening Event in Patras, organized by EO Greece, in November, at the PwC Patras premises. Yiannis Kanellopoulos, partner and BoD member at Orange Grove & founder of code-4thought, presented Orange Grove’s work and services to the buzzing audience of students. He then joined a fast-paced panel discussion with successful entrepreneurs from Patras, where they shared their exciting yet challenging entrepreneurial journeys.

## Women Do Business

Creating positive impact through entrepreneurship is one of our core beliefs at Orange Grove, so we were happy to join Women Do Business in their Women Elevation programme. Vanessa Melissourgaki, our Head of Programmes, participated in their “Funding Opportunities and Accelerators” workshop, in April, sharing how Orange Grove actively supports female entrepreneurship through our programmes and initiatives.



# Hosting

The Orange Grove office has always been a space for community building and supporting the ecosystem. In 2024 we were excited to see our space being used by impactful organizations, startups and initiatives.

Among other, we hosted AELIA for their L&D bootcamp tailored for professionals. By offering hands-on practice in tackling L&D-related challenges, AELIA’s participants collaboratively create L&D solutions defining specific goals, setting specifications, and brainstorming actionable initiatives to achieve these objectives. Through engaging activities, they set evaluation criteria for L&D initiatives, focusing on cost, time, relevance, and alignment with the defined goals. Explored techniques to boost employee participation, brushing up their marketing skills along the way.

We were also particularly proud to regularly provide our space to our alumni startups who had outgrown their office spaces and needed a larger venue for targeted activities, such as trainings, team buildings and small events.



# Judges Panels

Supporting the ecosystem and partnering with organizations that promote its growth is a priority for Orange Grove.

## NBG Business Seeds

In April, we were honoured to participate at the selection committee of the 4th NBG Business Seeds Bootcamp. Nine innovative ideas who had successfully completed the Bootcamp pitched for a spot at the next round of the NBG Business Seeds Competition, in front of a judges’ panel consisting of representatives from the ecosystem. A selection of high-potential ideas was also offered as a prize participation to the upcoming Orange Grove incubation programme.

## GRBossible 2024

In December, we contributed at the selection committee of the GRBossible 2024 Awards, under the 7th Startup GRBossible Festival “Stay Connected”, organized by skywalker.gr. Innovative ventures submitted their business ideas on 9 categories, including innovation, sustainability, the environment, business ethics and more. The highest rated business ideas were then awarded during the GRBossible Festival.



# Community Partnerships

As Greece’s entrepreneurial landscape continues to grow, we are proud to remain actively engaged in supporting the broader innovation community. In 2024, beyond participating in key ecosystem events, we strengthened our role as a collaborative partner to support the impactful work of fellow organizations and initiatives. We continued to contribute to the visibility and momentum of the local startup ecosystem, whether by serving as community partners or by promoting events and programmes through our channels, such as the 14th Annual Capital Link Sustainability Forum, the GRBossible Awards, the Startup Universe Greece online accelerator programme, Bizrupt’s Foundit programme for young aspiring entrepreneurs in Crete and the Dodecanese, and many more.



# Alumni Awards, Distinctions & Publicity

- 60 Alumni Awards & Distinctions
- 65 Publicity

# Alumni Awards & Distinctions

At Orange Grove, we witness firsthand the dedication and hard work our startups invest in building successful ventures. It is always rewarding to see their efforts recognized, both in Greece and internationally. Whether it’s securing investment, receiving a prestigious distinction, or gaining recognition for their societal and economic contributions, we take great pride in seeing our alumni grow, progress, and reach new milestones.



## BFlex

FlexThis, an all-in-one bike marketplace (spin-off of bFlex) successfully closed a €198,000 first funding round, organized by Investing for Purpose. This funding represents a major milestone in FlexThis’ mission to minimize transportation-related pollution in Greece by promoting sustainable e-mobility solutions. More information [here](#).



## Enaleia

Enaleia’s director Lefteris Arapakis was distinguished as one of the Young European Leaders, referring to individuals who inspire action and generate change, by Friends of Europe. Meet the European Young Leaders Class of 2024 [here](#).



## FarmVent

FarmVent received the Future Planet Award at the “Wageningen Entrepreneurship Grant 2024” that was accompanied by a €25,000 prize to help them continue their mission and make a positive impact on the future of food sourcing with their modular in-store vertical farms. Learn more [here](#).



FEAC

FindYourCoach

Givelink

FEAC Engineering was awarded the prestigious Seal of Excellence from the European Commission for PITHEA-CP, an innovative system designed to improve the monitoring and protection of marine infrastructure leading the way of digitalization. They were, also, awarded the Defence Innovation prize by the European Defence Agency (EDA) for their dedication to deliver innovative solutions that drive positive change. Learn more [here](#) and [here](#).

FindYourCoach received the “Athenian Agora” Award at the Athenian Nexus Summit International Startup Competition organized by Start for Future and the Athens University of Economics and Business, for their business coaching platform. See details [here](#).

Givelink secured €200,000 in funding during their pre-seed Round from Erietta Kourkoulou Latsi’s Family Office and Vasileiadis Group of Companies (V Group). Discover how Givelink, is transforming philanthropy through technology with their innovative donation platform [here](#) and [here](#).



## Grandmama

Grandmama has been recognized multiple times for their exceptional services. They won the first place in the “Hackathon for Health and Wellness Crete 2024” and placed third in the “Women’s Innovation Start-up Competition” organized by the Athens Chamber of Commerce and Industry (EBEA) for connecting the elderly and patients with specially trained and reliable caregivers through their platform.  
[Explore further.](#)



## LIA’ Cultivators

LIÁ Extra Virgin Olive Oil won four Gold Awards in Italy, Turkey, Argentina, and Cyprus for their premium olive oil. View more [here](#) and visit their [website](#) to learn more about their journey.



## Medipass

Medipass won second place in the competition “Hackathon for Health and Wellness Crete 2024”, for revolutionizing the fertility care sector with an AI-powered platform, providing tailored guidance and streamlining the decision-making journey. Find more information [here](#).



## Project Parenting

The company Kappa Perla, owned by Erietta Kourkoulou Latsi's Family Office is entering the share capital, demonstrating strong support for Project Parenting's development plans. Read more about their vision [here](#).



## Run4More

Run4More was awarded third place in the 6th Entrepreneurship Support Program of the Municipality of Kifissia for their commitment to reward physical activity and sustainable urban mobility. Get more information [here](#).



# Publicity

News about Orange Grove and the ventures we support gained wide attention, resulting in over 100 mentions across local and international media. With a focus on its latest programmes and activities it contributed to, Orange Grove received significant media exposure through articles, interviews and press releases, while our startups shined, as their accomplishments were shared in multiple media outlets and through promotional content posted on our own social media channels.



# Orange Grove in the News

## Newmoney Interview

“Our support for the Greek startup community – The challenges for the ecosystem”

In our interview by New Money, we explored Orange Grove’s impact on the Greek startup ecosystem and introduced SDG House Greece. We also shared the launch of the Sustainability Acceleration Programme, which supports businesses in transitioning to more sustainable practices. Read the full interview [here](#).

## Epixeiro Interview

“Startups: The organizations supporting the Greek ecosystem share their views – The current landscape and the next steps”

In an interview by epixeiro.gr showcasing organizations that support the Greek entrepreneurial ecosystem, our Managing Director, Alexandra Sarma, discussed the evolving startup funding landscape in Greece. She also highlighted upcoming services and activity expansions from Orange Grove and SDG House Greece. Read [here](#).

## Naftemporiki Interview

“Orange Grove: The new incubation cycle starts in November”

Our Managing Director, Alexandra Sarma, highlighted the impact of our work and shared insights on the Incubation Programme during her interview on NMag TV by Naftemporiki TV. Dive into the interview [here](#).

Orange Grove in the News

# MONOKEROS

by Startupper Interview

Reflecting on 11 years of impact, our Managing Director, Alexandra Sarma, explored Orange Grove’s journey and its evolving programmes in an interview with Monokeros TV show. She also introduced our latest initiative, SDG House Greece, which supports ventures across the country in adopting more sustainable business practices. Watch the full interview and learn more [here](#).



# Our Alumni in the News

## Afrosocially

Afrosocially debuted the first African community engagement platform in Greece. Precious Obediah and Grace Nwoke, co-founders of Afrosocially, shared their personal stories and what led them to the creation of the platform. Read more [here](#) about the founders’ stories in this article by Kathimerini.

## Athens Fashion Club

Marlen Vytinidou, founder of Athens Fashion Club, discussed topics such as sustainable fashion, wearable technology garments, the process of creating milk fabric, and the color-changing properties of thermochromic fabrics during her interview on the 2Night Show. Watch the interview [here](#).

## BioCoS

Stelios Arhondakis, founder & CEO at BioCoS, gave an insightful interview at Naftemporiki TV sharing the work that BioCoS does, as well as the role of DNA in the protection of the food supply chain. Watch the interview [here](#).

## BeeNaturalles

The co-founder of Bee Naturalles, Giorgos Athanasiadis, gave a radio interview on Talk Radio 98.9 by Alpha, where he delved into the critical role of bees in the ecosystem and human agriculture. Listen to the interview [here](#).

## bFlex

Robbert van der Meer, founder of bFlex was featured in an article by TA NEA newspaper to discuss bicycle leasing in Greece. This new trend is making the bicycle an even more accessible and flexible means of transportation, especially in urban environments like Athens. Read the article [here](#) or listen to the SGTalks podcast episode [here](#) where he introduces their ‘all-in-one bicycle’ marketplace.

## Bloode

This year, Bloode celebrated a decade of raising awareness about blood donations and actively striving to reform policies for the establishment of a sustainable and resilient blood donation system. Learn more from Natalia Kritsali, founder of Bloode, [here](#).

### ClicktoTherapy

Panagiotis Charamis, co-founder and CEO of ClicktoTherapy, was interviewed by Naftemporiki TV, where he shared insights about the platform’s development journey and its broader impact. He highlighted how the service has contributed to job creation in Greece, now employing over 350 therapists and offering support to more than 5,000 users. Watch the full interview [here](#).

### Clio Muse Tours

Daphne Tsevreni, co-founder of Clio Muse Tours, gave an interview at A8inea for their “Working Girl” column discussing the entrepreneurial journey of co-founding Clio Muse Tours together with Yiannis Nikolopoulos and Andreas Fatouros and highlighting the important values that are integrated in all their services and products. Daphne also made an appearance on the Monokeros TV show, where she reflected on the challenges they faced during their first year of operation, how they overcame them and shared their future steps. Read the interview [here](#) and watch the Monokeros episode [here](#).

### Enaleia

Lefteris Arapakis, co-founder of Enaleia, shared his vision for the company in an interview by Kathimerini. Read more about their mission on tackling marine plastic pollution and promoting sustainable fishing practices [here](#), and get insights on their Mediterranean Cleanup programme in this article by CNN [here](#).

### FindYourCoach

Katerina Lazari and Lenia Anastasopoulou, co-founders of FindYourCoach, were featured in an interview with itsPossible, where they shared the story behind the founding of their startup. They also offered valuable insights into the landscape of business coaching in Greece, including the most in-demand industries where employees are actively seeking guidance. You can read the full interview [here](#).

### Geomiso

Panagiotis Karakitsios, founder & CEO of Geomiso, made an appearance on Monokeros TV show to discuss their pioneering software as well as their plans for expansion in emerging international CAD and CAE markets. Watch the episode [here](#).

### Givelink

Panagiotis Kokmotos, representing Givelink, discussed their mission to close the gap between donors’ contributions and the real needs of charitable organizations during an interview on the Monokeros TV show. He emphasized their commitment to making sure that support is directed where it’s truly needed. Watch the interview [here](#).

Grandmama

Grandmama joined forces with Buurtzorg Wolvega e.o., a global pioneer in the field of community-based healthcare as they aim to enhance preventive healthcare measures and foster a more efficient primary care system in Greece. Learn more about the partnership between grandmama and Buurtzorg [here](#).

LIA Cultivators

Cristina Stribacu’s participation in the panel discussion at the “Artificial Intelligence & Startups in Agrifood” conference was shared in an article by ESG Stories. The article highlights Cristina’s points where she presented some of the challenges and opportunities of the agricultural sector and underlined the urgent need to attract more young people. Read the article [here](#).

Project Parenting

The founder and CEO of Project Parenting, Marina Arplia, was interviewed by Real Voice regarding the important role of the startup in “breaking the stereotypes and myths about parenting” while also empowering and supporting parents by providing the resources they need. Read the interview [here](#).



# Contact Details

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