ORANGE GROVE

ANNUAL REPORT

2025

A year of incubation, tech transfer and impact across the Orange Grove innovation ecosystem.

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A NOTE FROM THE AMBASSADOR



Dear friends,

In my first year in Athens I had the privilege to also get to know and cooperate with our initiative Orange Grove. I was amazed by the way that it has continued demonstrating the creativity, resilience and drive that define this community. I saw how it offers a vibrant home to innovation and entrepreneurship, helping start-ups grow, having new ideas tested and connections forged across sectors and borders.

Orange Grove also reflects the close ties between the Netherlands and Greece. Through its three pillars (Venture Building, Entrepreneurial University and SDG House Greece) our cooperation supports young entrepreneurs, links research & education to the market and advances impactful technological solutions. Together, our two countries are building an ecosystem where Dutch and Greek talent can meet, learn from each other and create impact. In the coming period, we aim to employ the technological solutions emerging from Orange Grove to support the Embassy's efforts in other fields, so that diplomacy and innovation reinforce each other. An example of that is our new collaborative project Refugees Connected, which aims to better link recognised refugees in Greece with employers facing labour shortages.

I would like to thank all sponsors, partners, mentors and friends of Orange Grove for their dedication and support. Your commitment makes this ecosystem possible and helps its entrepreneurs turn ideas into real-world change.

Barbara van Hellemond
Ambassador of the Netherlands

Introduction to OG

05	Who We Are
10	Partners
11	Metrics Since 2013

WHO WE ARE

A startup incubator powering sustainable, innovative ventures.

Orange Grove is a startup incubator and entrepreneurial ecosystem that empowers talented individuals to build sustainable, innovative businesses. Supporting idea-stage ventures, early-stage startups and forward-thinking SMEs, it offers sector-specific and cross-sectoral programmes focused on skill-building and international expertise. Through a global network of expert trainers and volunteer mentors, participants gain knowledge, connections and access to strategic partners, corporate sponsors and a vibrant alumni community.

Founded in 2013 by the Netherlands Embassy in Greece, Orange Grove is now run by the non-profit Ithaca and primarily funded through grants and sponsorships. With hubs in Athens and Patras, it operates as a remote-first incubator, delivering programmes online to remove geographic barriers and make innovative entrepreneurship training accessible to anyone in Greece whether in an urban city or a remote village.

SERVICES

What we offer to founders.

TRAINING

Intensive workshops

Our programmes help early-stage founders test their ideas and build ventures that can grow. Since 2013, Orange Grove has run more than 30 incubation and acceleration programmes, with workshops led by local and international trainers on the practical skills founders need at each stage.

MENTORSHIP

1-on-1 guidance

Participants are matched with mentors from our network of more than 190 professionals on five continents, including experienced founders and corporate executives. Mentors help founders set milestones, work through specific problems and think through strategic decisions.

COMMUNITY

Knowledge sharing

Each cohort learns together. Founders share their progress, test their pitches on each other and give each other feedback throughout the programme. When they finish, they join an alumni community of more than 700 founders.



ECOSYSTEM

A culture of connectivity.

At Orange Grove, we foster connectivity by linking people, ideas, and ecosystems. Founders gain access to an **international network of mentors**, **trainers and Entrepreneurs-in-Residence**, including visionary entrepreneurs and senior executives from leading global corporations.

Participants join a vibrant startup community, exchanging knowledge, forming lasting relationships and showcasing their ventures through events, panels, and business delegations. We facilitate introductions to strategic partners and investors, connect new cohorts with our alumni and build bridges to other startup ecosystems across Greece, Europe and beyond.

Through collaborations with VCs, corporations, universities, embassies and entrepreneurial organisations, as well as media visibility locally and internationally, Orange Grove helps startups grow, connect and thrive on a global stage.

OUR TEAM

Steering Committee



Alexandra Sarma

Chairwoman
Managing Director & Partner

LinkedIn



Yiannis Nikolopoulos

Vice-Chairman
Co-founder & CEO at Clio Muse

LinkedIn



Barbara van Hellemond

Ambassador of the Kingdom of the Netherlands to Greece

LinkedIn



Yiannis Kanellopoulos

Founder & CEO at Code4Thought

LinkedIn



John Kikidis

Global Ecosystem Lead at Renesas Electronics

LinkedIn



Vassilis Kyriakopoulos

Honorary Consul of the Netherlands to Patras

OUR TEAM

Operations Team



Natasha Apostolidi

Senior Innovation & Entrepreneurship Officer, Netherlands Embassy

LinkedIn



Alexandra Sarma

Managing Director & Partner

LinkedIn



Vanessa Melissourgaki

Head of Programmes & Communication

LinkedIn



Dionysia Mylona

Financial & Accounting Manager

LinkedIn



Nafsika Diamantopoulou

Programmes & Operations Associate

LinkedIn



Marietta Dimakopoulou

Community & Capacity Building Associate

LinkedIn

Partners.

MAIN SPONSORS

REGGEBORGH

Heineken®
open your world

SPONSORS

INTERAMERICAN

FrieslandCampina
nourishing by nature

PHILIPS

DONORS

Iceland Liechtenstein Norway grants

Innovation Norway

OFFICIAL AIR CARRIER

KLM Royal Dutch Airlines

COMMUNICATION PARTNER

THE HELLENIC-DUTCH Association of Commerce & Industry

KNOWLEDGE PARTNERS

University of Amsterdam

ACE

WAGENINGEN UNIVERSITY & RESEARCH

PRENEURZ AMSTERDAM

IdeaHackers
We ♥ talking to people

SCIENCE 2 BUSINESS

METRICS SINCE 2013

Twelve years of momentum.

Venture Building

32
Incubation & Acceleration Programmes

419
Venture Ideas (graduated from programmes)

25
Pitching Competitions & Demo Days

26
Bootcamps

Entrepreneurial University

5
Entrepreneurial University Programmes

22
Universities & Research Centres

202
Academic, Teaching & TTO Staff

SDG House Greece

4
Sustainability Acceleration Programmes

47
SMEs / Startups



Venture Building

14 Incubation Programme

28 "Orange Grow" Alumni Programme

INCUBATION PROGRAMME

Twenty cohorts in!

With 20 rounds completed, the Incubation Programme has become a staple of Orange Grove. In November, we welcomed 16 ambitious and diverse ventures, 38 founders in total, into a six-month journey designed to challenge, support and move them forward. Through two focused cycles, “Validate” and “Build”, founders actively shape their business ideas into real, sustainable startups. With constant experimentation, feedback and iteration, theory is turned into action. Entrepreneurship cannot be learned from a slide deck. We work closely with our participants to practise, refine and build their ventures step by step.



Validate, then Build.

Validate Cycle

The Validate cycle ran for 10 weeks. Local and international experts delivered interactive workshops on the fundamentals of business and entrepreneurship, and guided the 38 participants through testing their business hypotheses, sharpening their propositions and reworking the parts of the idea that didn't survive contact with the market.

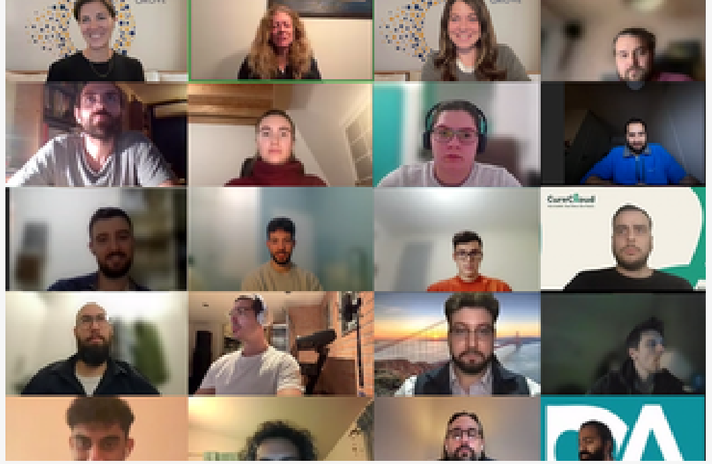
Alongside the workshops, founders had one-on-one mentoring sessions, asynchronous learning material on our platform and ongoing support through dedicated chat groups.

Build Cycle

Fifteen ventures continued into Build, a six-week cycle focused on execution. Workshops became more specialised and each startup was matched with a dedicated mentor from our network of more than 190 mentors worldwide. The mentors worked with founders on strategy, on whatever specific problem was in front of them and introductions to people worth knowing.

Once Build wrapped up, participants received an additional two months of access to the Orange Grove resources and services.


DESIGN
INNOVATION






ORANGE
GROVE



INCUBATION PROGRAMME - VALIDATE CYCLE

Metrics.

38
Entrepreneurs

16
Ventures

32y
Average age

>60
Workshop hours

>50
1-on-1 Mentoring hours

22
International & local trainers

94%
Tech ventures

38%
Service

31%
Product

31%
Service & Product

INCUBATION PROGRAMME - VALIDATE CYCLE

Industries & Geography.

INDUSTRIES

HealthTech	25%
Agri & Food Tech	6.3%
Artificial Intelligence	6.3%
Blue Economy	6.3%
Business & Productivity	6.3%
Culture, Arts & Crafts	6.3%
EdTech	6.3%
Event Management	6.3%
GreenTech	6.3%
Other	6.3%
PropTech / Real Estate	6.3%
Sports & Fitness	6.3%
Sustainability	6.3%

GEOGRAPHY

INTERNATIONAL

- Bulgaria
- Denmark
- Germany
- Greece
- Italy
- Spain
- United Kingdom



GREECE

- Athens
- Alexandroupoli
- Heraklion
- Ioannina
- Kavala
- Korinthos
- Larissa
- Lemnos
- Nafplio
- Neos Marmaras
- Patras
- Serres
- Thessaloniki
- Volos

INCUBATION PROGRAMME - BUILD CYCLE

Metrics.

37
Entrepreneurs

15
Ventures

32y
Average age

>15
Workshop hours

>53
1-on-1 Mentoring hours

>18
Mentors engaged

100%
Tech ventures

40%
Service

27%
Product

33%
Service & Product

INCUBATION PROGRAMME - BUILD CYCLE

Industries & Geography.

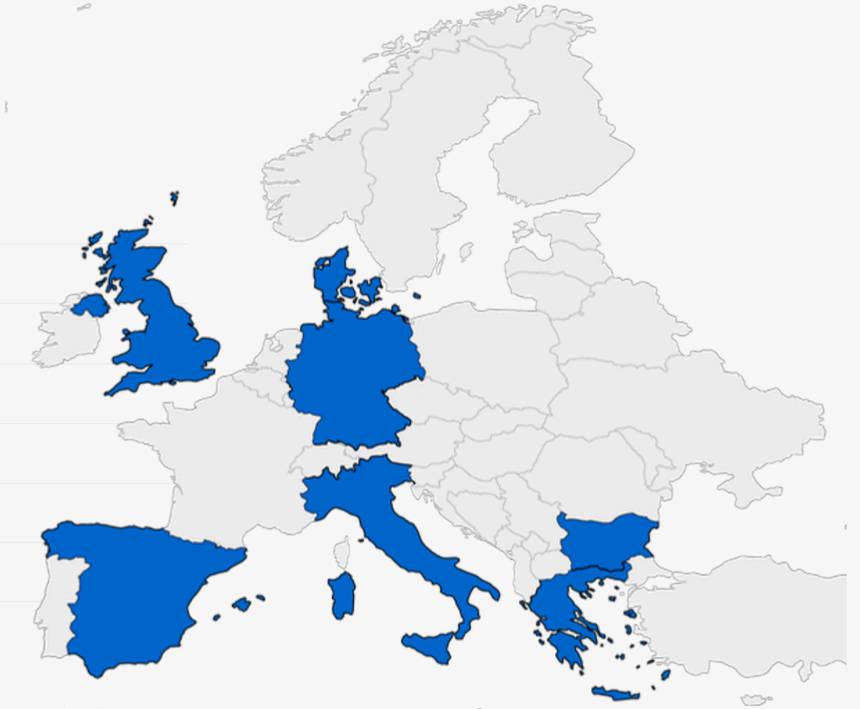
INDUSTRIES

HealthTech	26.7%
Agri & Food Tech	6.7%
Artificial Intelligence	6.7%
Blue Economy	6.7%
Business & Productivity	6.7%
Culture, Arts & Crafts	6.7%
EdTech	6.7%
Event Management	6.7%
GreenTech	6.7%
Other	6.7%
PropTech / Real Estate	6.7%
Sports & Fitness	6.7%

GEOGRAPHY

INTERNATIONAL

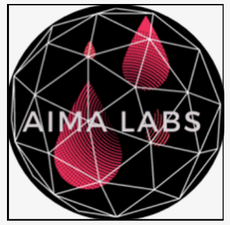
- Bulgaria
- Denmark
- Germany
- Greece
- Italy
- Spain
- United Kingdom



GREECE

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- Neos Marmaras
- Patras
- Serres
- Thessaloniki
- Volos

Meet the 2025FALL cohort.































Aima Labs

1.5 billion patients. One diagnostic gap. One mission. Aima Labs is revolutionising hematology diagnostics with AI that transforms blood smear analysis from a 10-minute manual bottleneck into a 2-minute automated process—delivering 97% accuracy at zero CapEx. We're not just building software; we are democratising access to life-saving diagnosis for the billions left behind by today's healthcare infrastructure.

DiagnAll

DiagnAll is an early-stage medtech team from Greece developing Cardion, an AI-powered wearable heart patch for continuous cardiac monitoring outside the hospital. By combining advanced biosignal analysis with simple, everyday design, DiagnAll aims to help high-risk patients, athletes and families detect silent cardiac deterioration earlier and enable more proactive care.

FlowDiary

FlowDiary is an AI-powered clinical intelligence platform that helps doctors modernise their practice with effortless documentation and automated patient records. It is a HealthTech innovator dedicated to helping healthcare professionals transition into the digital era of medicine. We specialise in automated clinical documentation and digital patient history management to drive professional excellence and legal security for modern practices.

Fluoverse

Fluoverse turns language learning into real conversation. We replace passive study with live, AI-driven speaking experiences. As speaking becomes the default, Fluoverse becomes the new standard for how languages are learned.

KORI

KORI builds AI eye-tracking software to replace outdated tools and expand access to vision care. It enhances telemonitoring, emergency support and early detection, especially in underserved areas. TeleKORI turns smartphone cameras into remote screening devices, letting patients run guided vision tests and share results with physicians. Dr. KORI is a gamified VR headset that engages children and collects real-time metrics. Together, they support patient care in ophthalmology, neurology and ENT.

Locpats

Locpats is a social networking app designed to help expats and international students connect with their new city and the world. Through AI-driven matching and a variety of filters, the platform brings together like-minded people, groups and events, turning relocation into a meaningful social experience. Users can also find roommates who share compatible interests or lifestyles, making it easier to settle and feel at home in a new city.

Mantic

Mantic leverages AI to transform disaster simulations into actionable tools for governments and businesses. It helps scientists bring their solutions into the hands of practitioners in the disaster management industry to prepare for and respond to climate risks before they become crises.

NEREID

NEREID builds an intelligent digital platform that modernises marina management and enhances the boating experience. Through visual tools, AI and real-time data, it turns complex operations into simple everyday workflows.

VoxNatura

VoxNatura is a real-time biodiversity monitoring startup that uses a network of AI-powered bioacoustic sensors (the Vox Sensor) to continuously capture, detect and translate wildlife sound data into actionable intelligence for conservationists, researchers and energy companies.



Perception

Perception is a provider of maritime decarbonisation consulting and vessel performance solutions, dedicated to helping mid-range shipping companies transition towards net-zero operations. Founded in 2022 and based in Athens, the company has tested its in-house code in some of the largest shipping companies in the world.

PraxiOwn

PraxiOwn is a Greek rent-to-own housing platform that empowers middle-income individuals to transition from renting to homeownership. By combining flexible financing options, long-term vendor partnerships and a clear social mission, PraxiOwn offers the opportunity for those left out of the mortgage system to become homeowners.



Takin.Solutions

Takin.Solutions is a semantic data consultancy co-founded by Dr. George Bruseker and Dr. Denitsa Nenova, serving prestigious clients including Getty Museum, Max Planck Institute and Parks Canada. The company developed Shevitsi, an open-source platform that transforms their proven consulting patterns into affordable subscriptions, democratising semantic data expertise for institutions worldwide.

Tenkai

Tenkai is a data automation startup that transforms web sources into clean, structured and ready-to-use datasets. By leveraging AI-powered agents, Tenkai enables businesses and data teams to automate data collection, extract actionable insights, and maintain continuous intelligence without the need for building or maintaining scrapers. Its platform handles all the complexity of web crawling and data extraction, allowing teams to focus on building products and making data-driven decisions.

TennisPanel

TennisPanel is a platform for clubs to manage their members, courts and staff in a simple and effective manner, but also a platform for players to find clubs, courts, services and like-minded players around tennis and padel. Through TennisPanel we create a community of players, clubs and service providers focused around racquet sports starting from tennis and padel.

ToyChat.ai

ToyChat.ai transforms any physical toy into a living, talking companion powered by artificial intelligence. With just a photo and a name, children unlock voice-based conversations where their teddy bear remembers yesterday's adventure, their action hero joins them in imaginary worlds and their favourite plush becomes a real friend. Through advanced AI, voice recognition, and emotional understanding, toys don't just respond, they listen, care and grow alongside each child.

Testimonials.

FLOWDIARY

Orange Grove provides a highly supportive environment for turning ideas into structured ventures, with practical, modern guidance and valuable feedback throughout the process. The network surrounding OG is fantastic, energetic and uplifting. I'm truly grateful for the experience.

Panagiotis Mantas

MANTIC

Joining the cohort was an incredible experience that greatly shaped our trajectory. The programme was instrumental in helping us nail down our foundational business components and connected us with an invaluable network that we continue to leverage today. It has been a massive help to our team's growth and we can't recommend it enough.

Mantic Team

TENNISPANEL

Orange Grove connected us with a community of like-minded founders navigating the same path and facing challenges similar to our own, while providing world-class mentoring and skills development across both the technical and non-technical dimensions of building a startup...

Alex Giamas

KORI

Orange Grove quickly became one of the highlights of my week. Every Monday I left the sessions with practical knowledge I could immediately apply to my startup, while the team created a supportive environment where founders felt comfortable asking questions, making mistakes and growing.

Dimitra Pantelaki

ALUMNI PROGRAMME

Orange Grow.

At Orange Grove, support continues long after graduation. We stand by our alumni throughout their entrepreneurial journey, offering personalised advice, expert mentorship and access to an international network beyond completing the incubation programme. As ventures grow and new challenges arise, we provide the guidance and connections needed to scale with confidence. Through 1:1 mentoring, strategic networking and exposure to international ecosystems, Orange Grove is a long-term partner in our founders' success.

This commitment comes to life through the **Orange Grow** programme, designed for OG alumni entrepreneurs and our wider Greek and Dutch network of companies.



ALUMNI PROGRAMME

Helping alumni as they grow.

Open Sessions

In 2025, alumni were offered a series of workshops on practical topics, including customer experience (delivered with the Dutch organisation *CX Unraveled*), cybersecurity and investor readiness. The sessions are open to OG alumni and companies in our wider Greek and Dutch network.

Introductions

Connecting people is a large part of our work with alumni. A founder may come to us looking for a contact. Or, we might make the first move when we think two sides would benefit from meeting. But also companies, investors, journalists and event organisers ask us to recommend startups that fit what they are looking for, and we point them to our alumni. These introductions lead to clients, partnerships, publicity, invitations and much more.

Mentoring Opportunities

Alumni can ask for one-on-one mentoring from our network of entrepreneurs, investors and specialists whenever they need it. Topics range from entering new markets and fundraising to internal challenges. In addition to our ad hoc sessions, in October 2025, we offered our alumni office hours with *John Fox, Senior UI Engineer at Netflix* and a long-standing Orange Grove mentor, who held three days of meetings with our alumni founders in our office.

>20
Hours of Specialised Workshops

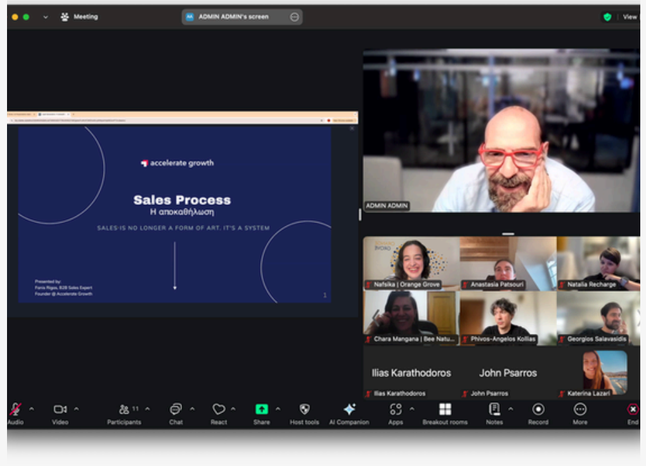
>20
Mentoring Sessions






ORANGE
GROVE
ANTONIOS SPANOS




Meeting
ADMIN ADMIN's screen
accelerate growth
Sales Process
Η αποκάθήλωση
SALES IS NO LONGER A FORM OF ART. IT'S A SYSTEM
ADMIN ADMIN
Ilias Karathodoros
John Psarros


SDG
HOUSE
GREECE

Entrepreneurial University

33 Entrepreneurial University · "Tech Transfer Atelier"

35 Meet the 2025 Tech Transfer Cases

ENTREPRENEURIAL UNIVERSITY

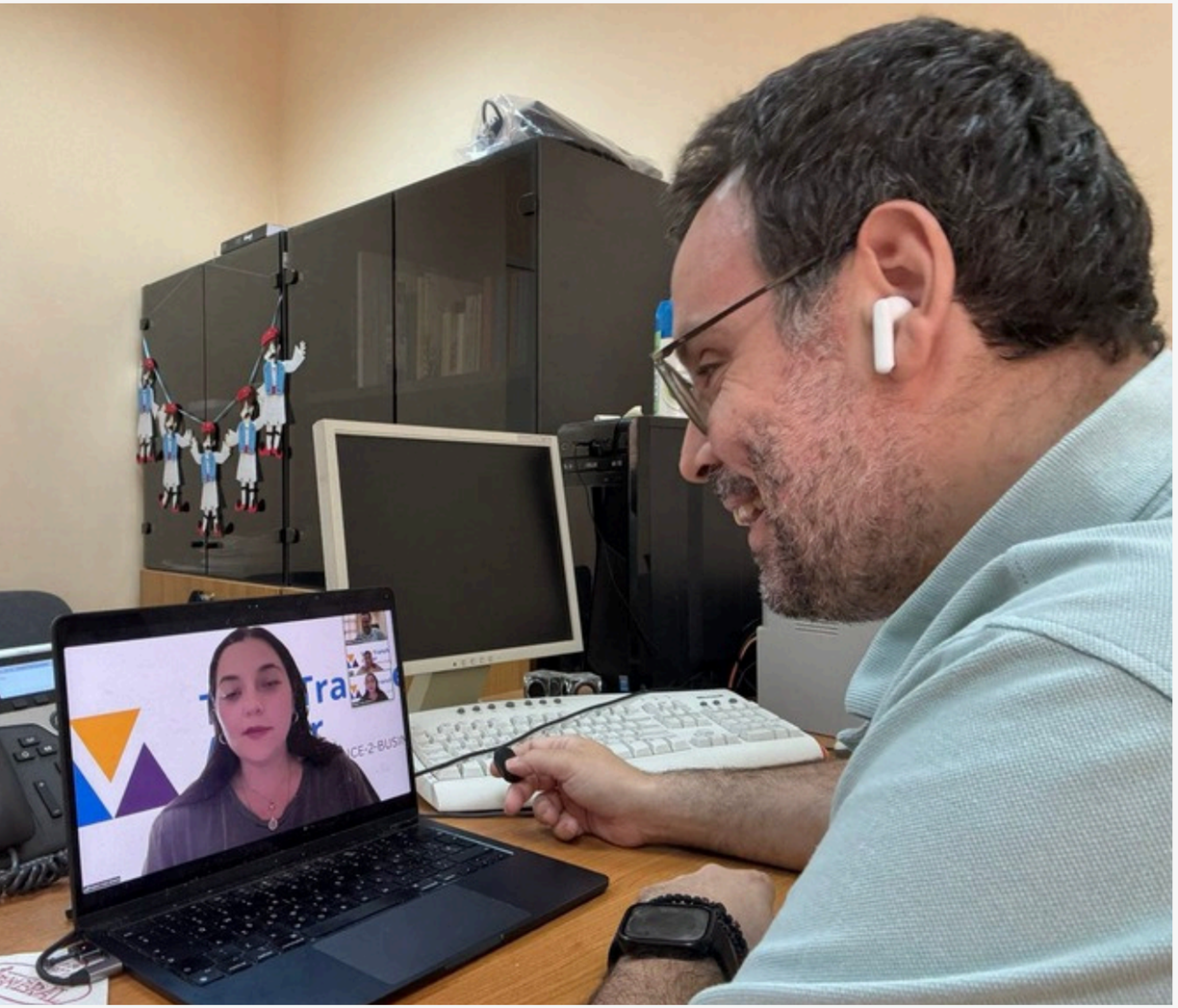
Bridging research and the market.

Universities are key drivers of innovation and crucial to socio-economic development. Our Entrepreneurial University initiative consists of multi-layered programmes designed to help ideas move from concept to market, creating real-world impact.

Combining top-down and bottom-up strategies, it fosters international knowledge exchange and provides targeted support for university leadership, faculty, Technology Transfer Offices (TTOs), researchers and students.

The programmes change from year to year, from open bootcamps to tailor-made formats for small groups. In 2025, our focus was the Tech Transfer Atelier.





TECH TRANSFER ATELIER

Acceleration programme for researchers & TTOs.

In its second year, the Tech Transfer Atelier supported six research teams in translating academic research into potential products or services. The programme equips researchers with entrepreneurial and commercialisation skills tailored to their field and stage of readiness.

Through one-on-one consultations, training and expert support, participants explored pathways such as licensing, co-development, spin-off creation or industry-academia collaborations.

*The programme is delivered in partnership with **Science-2-Business.***

Metrics.

12
Professors - Researchers

6
TT Professionals

2
Scientific coordinators for TT

5
Research institutions

60h+
1-on-1 Mentoring

35h+
Asynchronous support

TECH TRANSFER atelier

Meet the 2025 Tech Transfer Cases.

TECH TRANSFER atelier



Empowering ABCURED Spin-Off and its LPancreas Diagnostic Technology.

DEMOCRITUS UNIVERSITY OF THRACE (DUTH)

THE TECH TRANSFER CASE

Reinforcing Spin-off development: (a) Enhancing Spin-off operational and investability readiness and (b) Improving efficient implementation of Uni and Spin-off framework.

BENEFICIARY RESEARCHER

Professor Katerina Alexiou Chatzaki,
Spin-off Co-founder & Co-inventor
Professor of Pharmacology at the Faculty of Medicine of DUTH.

TECHNOLOGY- IP

LPancreas: Next-generation precision diagnostics technology which integrates in vitro biomarker analysis, in silico analysis of biological data, artificial intelligence, and clinical validation to develop and deploy personalised diagnostic solutions.

TECH TRANSFER OFFICER

Anastasia Berberoglou, Head of Tech Transfer Office, participated in advisory sessions for the preparation of discussions with investors, while she received individual mentoring and document co-creation sessions.

ABCURED
Connecting the genetic dots with AI

LPancreas
Liquid Pancreas Diagnosis

SUPPORT AT TECH TRANSFER ATELIER

Strategic guidance & hands-on support helping:

1. Improve preparedness for investor discussions, managing legal & operational risks.
2. Strengthen Professor's strategic business leadership, re-activating decision-making processes.
3. Re-define key elements of Go-to-Market strategy.
4. Improve efficient implementation of University-Spin-off framework (Spin-off contract) in constructive collaboration between Professor, TTO & University leadership.

Reinforcing inventor readiness for IP exploitation activities on BACTRO-HIT Antimicrobial Technology.

HELLENIC PASTEUR INSTITUTE (HPI)

BACTRO-HIT

SUPPORT AT TECH TRANSFER ATELIER

Strategic guidance & hands-on support to Researcher & HPI TTO on:

1. *EXPLOITATION ALTERNATIVES:* Assessing feasibility and challenges of available exploitation routes.
2. *DEAL SCENARIOS:* Examine scenarios & relevant practical steps for possible licensing or assignment deals.
3. *NEGOTIATION DYNAMICS:* Defining negotiation dynamics & preparation requirements on each scenario.
4. *DOCUMENTATION:* Preparing draft documents for preliminary steps of deals.
5. *PATENT CO-OWNERS COORDINATION:* Practical advice for efficient coordination with patent co-owner to align on a common approach for exploitation actions.

THE TECH TRANSFER CASE

Enhancing HPI Readiness for Commercialisation Deals: (a) HPI Strategy Consolidation on exploitation of co-owned patent, (b) Negotiation readiness of HPI Researcher and TTO on potential licensing deal, and (c) Efficiency of coordination with patent co-owner.

BENEFICIARY RESEARCHER

Researcher & Co-inventor Dr. Paraskevi Miriagou*
Research Director and Head of the Laboratory of Bacteriology at the Hellenic Pasteur Institute (HPI), internationally recognised for her expertise in molecular microbiology, antimicrobial resistance and DNA-based diagnostic methods.
**Dr. Paraskevi Miriagou is one of 5 co-inventors of the patented technology Bactro-Hit.*

TECHNOLOGY

BACTRO-HIT (IDACYD): A patented therapeutic technology restoring the effectiveness of antibiotics against multidrug-resistant Gram-negative bacteria. It addresses the global challenge of antimicrobial resistance (AMR).

INTELLECTUAL PROPERTY - INVENTORS

The BACTRO-HIT patent (IDACYD) is owned jointly by the Hellenic Pasteur Institute (HPI) and NCSR Demokritos (NCSRD), while the inventors are overall 5: Dr. Paraskevi Miriagou (HPI), Dr. Konstantina Giannakopoulou (NCSRD), Dr. Stathis Kotsakis (HPI), Dr. George Milionis (former HPI), Dr. Marco Agnes (former NCSRD).

TECH TRANSFER OFFICER

Dr. Dimitra Toubanaki, Tech Transfer Lead of HPI. She participated actively and benefited from the support of the Tech Transfer Atelier.

The Tech Transfer Case for the CRISI climate intelligence system:

Proactive readiness for commercialisation of intellectual assets.

UNIVERSITY OF THE AEGEAN

THE TECH TRANSFER CASE

Proactive readiness for protection & commercialisation of intellectual assets and potential IP on PhD research work: (a) Identifying potential IP on the intellectual assets of PhD research work, (b) Defining requirements for tech transfer readiness on the IP under development, and (c) Commercialisation scenarios on the IP under development on PhD research work.

BENEFICIARY RESEARCHER

PhD Researcher & Innovator Evangelos Zaftis is in the final stage of his PhD research at the Tourism Department of University of the Aegean.

TECHNOLOGY- SCIENTIFIC SOLUTION

CRISI (Climate Resilience Investment Scoring Intelligence) is an emerging climate intelligence and decision-support solution, examining the impact of climate change on tourism, by combining predictive modelling and spatial analysis to assess climate risks. Relevant intellectual assets are currently under development. The solution is being developed in the framework of PhD research work. IP has not yet been established on the intellectual assets of the scientific solution and the PhD research.

TECH TRANSFER / UNI OFFICERS

Eleftheria Kiale, Tech Transfer Officer and TTO Lead
Zacharo Kavakli, Uni Officer at SARG (Special Account for Research Grants).

SUPPORT AT TECH TRANSFER ATELIER

Educational coaching, strategic guidance, simulations & documentation helping:

1. Identify potential IP & prepare IP protection.
2. Define commercialisation readiness & assess potential valorisation pathways.
3. Examine R&D collaboration & commercialisation scenarios with potential partners.
4. Enhance Researcher & TTO preparedness for potential commercialisation deals.

Commercial Exploitation of VERISPECIES:
Molecular method for high-precision detection of adulteration of dairy products.

NATIONAL AND KAPODISTRIAN UNIVERSITY OF ATHENS

THE TECH TRANSFER CASE
Strategic design & preparation for commercial exploitation of *VERISPECIES* patented technology: (a) Defining suitable exploitation alternatives, (b) Identifying potential licensees or co-development partners, (c) Enhancing inventor readiness for commercialisation, (d) Documentation to contact potential licensees/co-development partners.

BENEFICIARY RESEARCHER
Professor & Inventor Athena Markou
Professor of the Department of Chemistry of NKUA

TECHNOLOGY - IP
VERISPECIES is a DNA-based molecular detection method on the adulteration of dairy products, which leverages the stability of genetic material in processed food. It enables high-precision species identification, performance in complex processed matrices and adaptation into simplified and rapid assay formats. An EPO Patent is pending (patent application no EP24827680.0 EUROPCT) with a priority date: 11/12/2023, while a patent has been granted in Greece (GR GR1010912).

TECH TRANSFER OFFICER
Dr. Yiannis Dimitrakopoulos, TTO Lead
Aliki Nianaki, TTO Officer, Archimedes-NKUA TTO

SUPPORT AT TECH TRANSFER ATELIER
Strategic guidance, coaching & hands-on support for:

1. Defining suitable commercialisation route, upon assessment of alternatives.
2. Defining value proposition for co-development project with company.
3. Identifying potential co-development partners in Europe, primarily among scale-up companies.
4. Information exchange with food regulatory authority (EFET) for evidence on market need.
5. Engage into contact with 4 potential co-development partners in Europe (among which, one in Greece) & examine potential deal scenarios with suggested companies.
6. Prepare commercially fit technology presentation (snapshot and overview).
7. Prepare preliminary deal-building documentation for initial discussions (collaboration outline, term-sheet, relevant e-mails).

The Knowledge Transfer Case for BiHELab:

Enabling exploitation of scientific know-how of Research Team through knowledge transfer collaborations.

IONIAN UNIVERSITY

THE KNOWLEDGE TRANSFER CASE

Strategic advice & preparatory activities enabling knowledge transfer collaborations for the exploitation of the research team's scientific know-how. We provided:

1. Building a knowledge transfer collaboration strategy.
2. Enhancing research team readiness for knowledge transfer.
3. Identifying suitable forms of knowledge transfer & partner profiles.
4. Collaboration-building activities & documentation.

BENEFICIARY RESEARCH TEAM

The Bioinformatics and Human Electrophysiology Laboratory (BiHELab), based at the Department of Informatics of Ionian University, is an established interdisciplinary research laboratory with more than a decade of activity in bioinformatics, computational biomedicine and neuroscience. Led by Professor Panagiotis Vlamos, the laboratory brings together six faculty researchers and a wider team of approximately a dozen research associates and doctoral researchers, combining expertise in informatics, mathematics, artificial intelligence, molecular biology, chemistry, biomedical engineering and clinical sciences.

The research team has a substantial track record in scientific publications, national and European research projects, and international collaborations, particularly in neurodegenerative disease research. Notable achievements include the development of computational tools for disease progression and biomarker analysis, participation in the Hellenic Initiative Against Alzheimer's Disease in collaboration with Johns Hopkins researchers, and the establishment of the international GeNeDis conference series, running since 2014.

SCIENTIFIC KNOW-HOW FOR KNOWLEDGE TRANSFER

The research team of BiHELab have advanced expertise in biomarker modelling and biomedical data analysis suited for data-intensive, high-impact biomedical domains. They have a primary focus on neurodegenerative diseases and notable experience in Alzheimer's disease research. They integrate and interpret complex molecular, imaging and physiological data for a broad range of diagnostic and therapeutic applications.

The scientific backgrounds of the research team members (professors/researchers) are highly complementary, combining expertise in biomedical data analytics, AI-driven modelling and decision-support systems with expertise in computational molecular biomedicine, structural bioinformatics and drug modelling. Together, these capabilities bridge data-driven biomedical intelligence with molecular-level analysis and therapeutic discovery, supporting an integrated approach from complex biomedical data to potential diagnostic and therapeutic applications.

SUPPORT AT TECH TRANSFER ATELIER

Strategic guidance & hands-on support to develop the research team's capacity and readiness for knowledge transfer collaborations:

1. *KNOWLEDGE TRANSFER COLLABORATION STRATEGY:* Identifying alternative pathways for knowledge transfer through R&D, consultancy and co-development collaborations.
2. *RESEARCH TEAM READINESS FOR COLLABORATION:* Enhancing research team readiness through practical guidance for initial contacts & documentation (targeted R&D profile, collaboration briefs).
3. *IDENTIFICATION OF POTENTIAL COLLABORATORS:* Mapping relevant European biotech and scale-up companies, identifying suitable collaborator profiles and direct contacts.
4. *TARGETED COLLABORATION-BUILDING ACTIVITIES:* Designing and implementing targeted engagement activities, such as the "Scientific E-Brunch" initiative.
5. *BUILDING CONTACTS:* Introductory contacts with selected organisations.

The Knowledge Transfer Case for OPENPAST Spin-off:

Exploitation of public history scientific know-how into culture, tourism, education & content creation.

IONIAN UNIVERSITY

THE KNOWLEDGE TRANSFER CASE

Strategic guidance & practical assistance for exploitation of social sciences know-how through creation of Spin-off:

1. Building a know-how exploitation strategy through Spin-off.
2. Defining know-how under exploitation & framework for future IP established in Spin-off.
3. Enhancing researchers' readiness for Spin-off establishment and operation.
4. Venture design & business readiness.
5. Guidance on the institutional framework for Spin-offs.

OPENPAST
PUBLIC HISTORY PHYGITAL PROJECTS

BENEFICIARIES (PROFESSORS, RESEARCHERS) / INSTITUTION

The core beneficiary was Dr Efstathios (Stathis) Pouliassis, collaborating researcher of the Ionian University, initiator of the OPENPAST business venture and intended founder of the new Spin-off. The founding team also includes Professor Konstantinos Angelakos, Professor at the Ionian University, whose scientific know-how and expertise will also contribute to the activities of the company. OPENPAST is a Spin-off of the Ionian University, where the scientific know-how and research results to be exploited by OPENPAST have been developed through the founders' research activity.

SCIENTIFIC KNOW-HOW FOR EXPLOITATION

The scientific expertise of OPENPAST's founding researchers encompasses three complementary fields, Public History, Oral History and Digital History combining rigorous historical research with participatory approaches, digital technologies and innovative methods of communicating and experiencing the past.

The exploitation potential of this scientific know-how lies in transforming historical research and methodologies into innovative products and services for culture, tourism, education and content creation. OPENPAST combines scholarly expertise with experiential, digital and hybrid (phygital) approaches to develop historically grounded content, educational programmes, participatory activities and tailored experiences for diverse audiences and organisations.

SUPPORT AT TECH TRANSFER ATELIER

Strategic guidance & hands-on support to develop the co-founding researchers' readiness for know-how exploitation and Spin-off creation:

1. *KNOW-HOW EXPLOITATION STRATEGY:* Developing a strategy to transform research-based expertise in Public History into market-oriented services and applications across culture, tourism, education and content creation.
2. *KNOW-HOW & INTELLECTUAL PROPERTY FRAMEWORK:* Identifying and defining the scientific know-how to be exploited through the Spin-off and establishing principles for the ownership, management and exploitation of future intellectual property.
3. *CO-FOUNDERS' READINESS:* Supporting the founding team in defining roles, responsibilities, management arrangements, operational requirements and potential collaborations, while identifying key business and institutional risks.
4. *VENTURE DESIGN & BUSINESS READINESS:* Developing the business concept, Business Model Canvas, service portfolio, target markets, customer segments, revenue and delivery models, and supporting preparation of the Spin-off Business Plan.
5. *INSTITUTIONAL FRAMEWORK & UNIVERSITY RELATIONSHIP:* Providing guidance on the legal and institutional framework for university Spin-offs, including access to university resources, use of institutional identity, reporting and conflict-of-interest arrangements, and hands-on preparation of the draft University–Spin-off Agreement.

OPENPAST
PUBLIC HISTORY PHYGITAL PROJECTS

IONIAN UNIVERSITY

SDG House Greece

45 Sustainability Acceleration Programme

46 RE:OLIVE Programme

SUSTAINABILITY ACCELERATION PROGRAMME

Sustainable entrepreneurship at scale.

In 2025, SDG House Greece, Orange Grove's initiative for sustainable entrepreneurship, continued to grow and expand its impact. The programme equips entrepreneurs with the tools and knowledge to build ventures that combine social and environmental impact with strong financial performance. It also supports aspiring entrepreneurs in shaping forward-looking business models and helps corporate leaders embed sustainability in the DNA of their strategy, moving beyond isolated CSR actions.

SDG House Greece provides the practical frameworks, resources and expert guidance businesses need to turn intention into action. It is designed for those who understand why sustainability matters and are ready to learn how to make it work in practice.





RE:OLIVE PROGRAMME

Rewiring the olive economy.

Under the SDG House Greece initiative, in late 2025 Orange Grove and the Embassy of the Netherlands in Greece launched the RE:OLIVE project in collaboration with LIA Olive Oil Hub.

RE:OLIVE draws on global innovation models to unlock new circular value chains across the olive lifecycle. From olives and oil, to leaves, prunings, wastewater and by-products, the goal is to build new innovation ecosystems and revenue streams, reduce waste and strengthen long-term resilience for the entire sector. The project opens pathways into industries such as cosmetics, pharmaceuticals, food, fashion, packaging, fertilisers and biofuels while protecting soil and ecosystems for generations ahead.

Projects

P-NET

p-NET Emerging Networks & Verticals.

As a founding partner of the p-NET Emerging Networks & 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 2025, p-NET advanced its 5G Standalone testbed into a fully operational experimentation facility, became the first organisation worldwide designated as a Principal Lab by the Metaverse Standards Forum, and saw its private 5G testbed recognised as Market Ready by the EU Innovation Radar.

The Competence Centre also expanded its Horizon Europe portfolio across six new 6G and 5G research initiatives, organised cybersecurity workshops at Techritory and TEDxPatras, and welcomed government officials and international audiences to its facilities and events. From network slicing and Digital Twins to cybersecurity and next-generation connectivity, p-NET continues to drive progress in emerging technologies while fostering openness and responsible innovation.









P-NET

Some of this year’s highlights.

Advancing 5G Standalone Innovation and Next-Generation Network Capabilities

As part of the evolution of p-NET’s infrastructure within 2025, the facility has become a fully operational and flexible Testing and Experimentation Facility for advanced connectivity and digital services. Within this environment, p-NET is actively evaluating advanced network capabilities that enable more intelligent, application-aware and performance-driven networks.

Current activities focus on Network Slicing and Quality of Service, together with advanced RAN features. These capabilities allow network resources to be dynamically allocated, prioritised and isolated according to the needs of different applications and services. At the same time, p-NET is validating API-driven network capabilities, including Quality-on-Demand. This enables applications to request network resources, monitor connectivity conditions and receive network events, bringing the network closer to application and service requirements.

p-NET Recognised as the First Principal Lab by the Metaverse Standards Forum

In 2025, p-NET Emerging Networks and Verticals became the first organisation to be designated as a Principal Lab by the Metaverse Standards Forum (MSF). This international recognition reinforces p-NET's position as a leading Competence Centre for Emerging Technologies and acknowledges its advanced infrastructure, expertise, and contribution to developing and validating open, interoperable, and scalable metaverse technologies. The appointment reflects p-NET's ongoing commitment to driving innovation, collaboration and the real-world adoption of next-generation digital solutions.





p-NET Innovation Recognised by the EU Innovation Radar

In 2025, an innovation developed by p-NET in collaboration with NOVA Telecommunications & Media and the University of Patras, under the Horizon Europe-funded FIDAL project, was recognised by the EU Innovation Radar as Market Ready.

The recognised innovation is a private 5G testbed designed to support the experimentation and validation of advanced 5G/6G applications across multiple industry sectors. This distinction highlights the technological maturity and commercial potential of the platform, while reinforcing p-NET's role as a Key Innovator in Europe's next-generation digital infrastructure ecosystem.



p-NET Participation in Key Horizon Europe 6G and 5G Research Initiatives

In 2025, p-NET expanded its Horizon Europe portfolio through participation in several new flagship 6G and 5G projects, including AMAZING-6G, COP-PILOT, CURIUM, SUSTAIN-6G, X-TREME 6G, and CARFI-5G. These initiatives span key areas such as large-scale 6G trials for vertical industries, cross-domain orchestration, trustworthy and certified digital infrastructures, sustainable 6G system design, advanced microelectronics and chiplet-based architectures, and reconfigurable RF technologies for next-generation communications. Across all projects, p-NET plays a central role by contributing its advanced 5G/6G experimentation infrastructure, supporting system design and architecture definition, enabling large-scale testbed validation, and facilitating integration of innovative solutions across radio, core, edge and vertical application domains. Through these activities, p-NET strengthens Europe's research ecosystem by accelerating the development, testing and real-world validation of next-generation network technologies.



Networking & Community Events

52	Meetups
55	OG Networking Drinks
56	SDG House Networking Drinks
58	Community Events

NETWORKING EVENTS

Community meetups.

Meetups are at the heart of Orange Grove's DNA, bringing our community together and strengthening the connections that drive our ecosystem forward. While much of our programme is delivered online, gatherings at our Athens space offer a unique moment for entrepreneurs, mentors, trainers and alumni to meet in person, exchange ideas and build long-lasting relationships.

Throughout 2025, we hosted a vibrant mix of community meetups, from structured cohort welcomes and fireside chats to relaxed networking sessions following workshops. No matter the format, each gathering created an open and welcoming space where genuine conversations flowed and ideas were shared, and everyone connected over drinks and pizza.









NETWORKING EVENTS

Meet & Greet meetup.

In December, we had the pleasure of hosting our Meet & Greet for the newest participants of our Incubation Round, officially welcoming them into the Orange Grove community. The evening opened with remarks from Naomi Yorks, Deputy Head of Mission of the Embassy of the Netherlands in Greece, alongside our Managing Director Alexandra Sarma and Yiannis Nikolopoulos, Vice-Chairman of Orange Grove and Co-founder of Clio Muse Tours. Following introductions, participants had the opportunity to present their startup ideas and network with fellow founders, mentors and other members of the wider OG ecosystem.





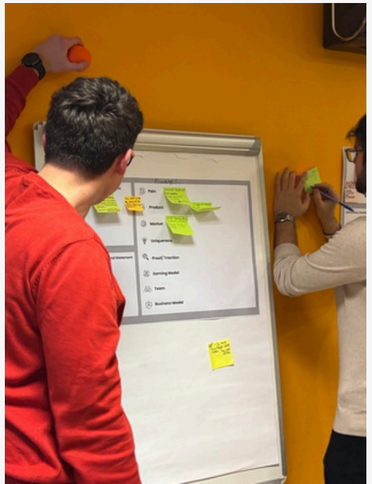



NETWORKING EVENTS

Pitching meetups.

Pitch Lab

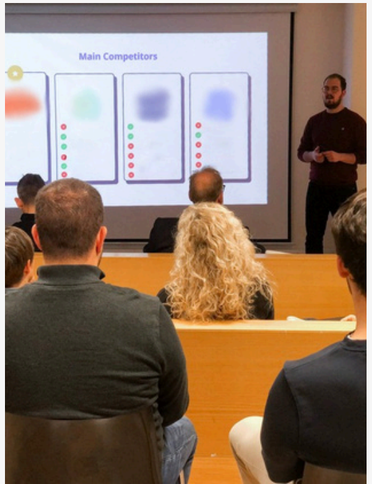
During our Pitch Lab, we brought participants of our Incubation programme together for a hands-on interactive deep-dive into pitching. Teams ditched the slides to focus on structure, clarity and storytelling, using post-its and leveraging peer-driven feedback to iterate and collaborate. The participants left with sharpened ideas, clearer messages and powerful narratives built through collaboration and a willingness to rethink.





Mock-Pitching I

In February, we hosted our Mock-Pitching event, where founders pitched their startup ideas to fellow entrepreneurs, mentors, trainers and community members. The OG office was filled with constructive energy as mentors and peers shared practical guidance, valuable insights and focused feedback, helping founders refine their pitches. These gatherings capture the essence of Orange Grove as a dynamic and supportive ecosystem built on collaboration, knowledge exchange and a shared ambition to turn bold ideas into impactful ventures.





Mock-Pitching II

As we drew towards the end of the Incubation Programme, the founders had the opportunity to test again their pitches in a supportive but realistic setting at another one of our Mock-Pitching events. Founders stepped up to present their now-evolved business ideas and gain constructive feedback from fellow entrepreneurs and mentors from the Orange Grove community. Fresh perspectives, practical tips and insights helped teams strengthen their storytelling, refine their value proposition and build confidence when presenting their ideas.

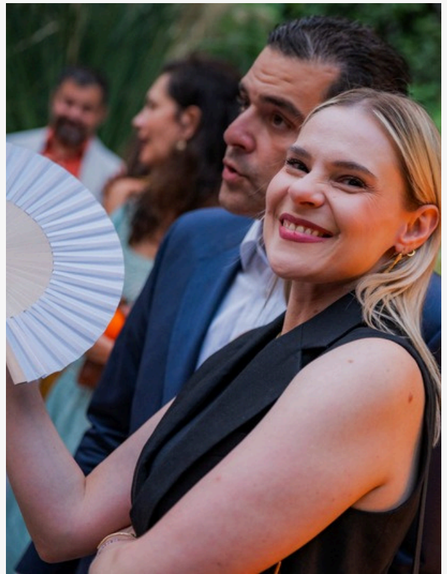












NETWORKING EVENTS

OG networking drinks.

Orange Grove organised its networking event, to celebrate the completion of the 2024-25 cycles. The event, which was dedicated to fostering connections and supporting the continued development of its community, took place in June and was hosted at the residence of the Ambassador of the Netherlands to Greece, Susanna Terstal.

The event brought together a great mix of mentors, academics and researchers, public officials, corporate leaders, investors and participants from our Incubation programme, the newly launched Tech Transfer Atelier and the Sustainability Acceleration Programme by SDG House Greece.

Throughout the evening, videos showcasing Orange Grove's 12-year journey and evolution were projected, reminding attendees of the shared journey and each individual's unique contribution to this community. The celebration continued with live networking, during which participants engaged with one another, explored potential collaborations and exchanged ideas to further sustainability and innovation in entrepreneurship.





NETWORKING EVENTS

SDG House networking drinks.

In October, SDG House Greece hosted its annual Networking Event, together with the Embassy of the Netherlands in Greece. The event brought together a vibrant community of impact-driven startups and SMEs, innovative entrepreneurs, impact investors, researchers and organisations to connect, exchange ideas, and spark new opportunities for sustainable growth.

Opening the evening, H.E. Barbara van Hellemond, the newly appointed Ambassador of the Netherlands to Greece, shared her enthusiasm for dialogue and collaboration, highlighting that diplomacy is fundamentally about building connections, exchanging perspectives and working together toward shared goals: a more sustainable and inclusive future.























COMMUNITY EVENTS

Beach cleanup.

Orange Grove marked the Dutch King’s Day 2025 with a beach cleanup, celebrating the birthday of His Majesty King Willem-Alexander. Our OG team and mentors participated, bringing family and friends, and joining dozens of volunteers to clear the coastline. By the end of the day we had collected 30 bags of waste, including glass and plastic, which went to HELMEPA, the Hellenic Marine Environment Protection Association, for recycling.

The cleanup was organised by the Embassy of the Netherlands in Greece, together with HELMEPA. For us it was a chance to put our sustainability commitments into practice and to celebrate the day in a way that left something behind.

OG & the Ecosystem

60 New Partnerships

61 Discussion Panels, Workshops & Jury Panels

66 Hosting

68 Community Partnerships

New partnerships.

MOU SIGNING WITH THE HELLENIC DEVELOPMENT BANK

In October, Orange Grove signed a Memorandum of Understanding (MoU) with the *Hellenic Development Bank*, starting a collaboration to support startups and SMEs in Greece. The partnership brings together the networks and tools of both organisations to help Greek businesses gain access to skills, markets and funding, with a particular focus on sustainability.

Through this MoU, Orange Grove and HDB plan to work on training and mentoring programmes, connect the InnoAgora platform with Orange Grove's network, and support startups in sectors such as AgriTech, Renewable Energy, Blue Economy and Circular Economy. The collaboration also opens space for joint actions with international organisations and embassies, adding to the international reach of Greek startups.

Read here →



Discussion panels.

Bio3 Innovation Forum 2025

We were delighted to participate in the *Bio3 Forum 2025*, organised by **BioInnovation Greece**, which took place in September and brought together over 160 world-class speakers and senior executives from more than 60 leading biotech, pharma and healthtech companies. The forum provided a platform to explore the cutting-edge innovations shaping the future of the biotech sector.

Our Managing Director, Alexandra Sarma, joined a distinguished panel alongside N. Huber (*King's College*) and M. Romanos (*Imperial College*), moderated by G. Kokaraki (*BioInnovation Greece*). The discussion highlighted emerging trends, challenges and opportunities in biotech innovation, showcasing the impact of knowledge exchange across the industry.

Regional Growth Conference

In May, OG participated in a panel discussion on funding trends and developments in the Greek startup ecosystem, held during the Regional Growth Conference *"Regional Policy Ahead",* in Patras, organised by local stakeholders.

The conversation brought together a dynamic panel of key stakeholders in the innovation and investment landscape, including Th. Athanasiou (*L-Stone Capital*), D. Trachana (Uni.Fund), L. Panayotopoulos (*American-Hellenic Chamber of Commerce*), G. Karantonis (*Metavallon VC)* and A. Sarma (Orange Grove), moderated by G. Nikolaou (*NBG Business Seeds)*. The discussion explored current funding trends, opportunities and challenges for regional startups, while highlighting the role of policy in accelerating innovative entrepreneurship across Greece.

Career Days by University of Peloponnese

In May, we also had the honour of participating in the *Career Days*, organised by the **Department of Electrical and Computer Engineering at the University of Peloponnese**. During the event, we discussed entrepreneurship as a potential career path with students, exploring the theme "*Journeys in Entrepreneurship: Challenges, Lessons and New Beginnings".*

The sessions sparked a lively conversation, featuring a diverse panel of speakers, including A. Tzortzakakis (*5G Ventures*), V. Chronaki (*ACEin*), A. Sarma (*Orange Grove*) and M. Fahim (*Helpee*).

The discussion offered students valuable insights into the entrepreneurial journey, highlighting the challenges, lessons learned and opportunities for starting their own ventures.

Innovation Greece 6.0 by NBG Business Seeds

For yet another year, in January, Alexandra Sarma, Managing Director of Orange Grove, participated in the **NBG Business Seeds** conference, *"Innovation Greece 6.0: Innovation in Greece and the Bodies that Support it"*. Alongside fellow panellists Dionissis Spiliopoulos, George Nikolaou, and Konstantinos Geros from the Greek innovation ecosystem.

Alexandra reflected on over a decade of Orange Grove's operations, highlighting how our programmes empower early-stage entrepreneurs. She also shared updates on our newest initiatives, SDG House Greece and the Tech Transfer Atelier, the latter powered by our partners at Science-2-Business, underscoring our ongoing commitment to fostering innovation and entrepreneurship in Greece.

Workshops for partners.

Entrepreneurial Diplomacy at Panteion University

In March, Natasha Apostolidi, Senior Innovation and Entrepreneurship Officer at the Netherlands Embassy, together with Alexandra Sarma, Managing Director of Orange Grove, shared valuable insights on Entrepreneurial Diplomacy during an online session for the **MA in Digital Transformation** at **Panteion University**.

The speakers highlighted the Embassy of the Netherlands in Greece's key initiatives, including Orange Grove, SDG House Greece and Entrepreneurial University, which actively foster entrepreneurship, sustainability and innovation across the Greek ecosystem. Their presentations sparked a dynamic and thought-provoking discussion on e-Diplomacy and impact-driven engagement, offering students a forward-looking perspective on the evolving role of diplomacy in the digital age.

Hellenic Development Bank "Value of Incubators"

In April, our Managing Director, Alexandra Sarma, delivered a webinar for InnoAgora, powered by the **Hellenic Development Bank**, exploring the vital role of incubators and accelerators in entrepreneurship. She examined their offerings, key differences and the value they provide to entrepreneurs, investors and the broader economy, using Orange Grove as a practical example.

Alexandra also highlighted the transformative impact of startups in fostering innovation, creating jobs and building entrepreneurial capacity, sharing real-life success stories from alumni of Orange Grove's programmes over the years. Her insights underscored how incubators and accelerators are essential for nurturing sustainable, impactful entrepreneurship.

Entrepreneurial Acceleration at the Ionian University

Our Orange Grove team was invited to deliver two workshops on the transition from research to entrepreneurship at the **Ionian University**, in collaboration with our partner at Science-2-Business, Faye Orfanou.

The sessions were delivered as part of the initiative "Ionian Research & Beyond!" of the Ionian University, within the framework of the "Educational & Training Services project" on Tech Transfer, assigned to Science-2-Business.

DIEM Horizon Marie Curie Athens Hackathon

Innovation, entrepreneurship and community were at the heart of the **DIEM Hackathon** held in Athens in November, bringing together master's students and PhD candidates from around the world ready to turn ideas into action.

Natasha Apostolidi from the Netherlands Embassy presented Orange Grove as a case study, highlighting its long-standing impact on Greece's startup ecosystem and the power of partnerships. Alexandra Sarma, Managing Director of Orange Grove, shared insights on how incubators drive collaboration and help startups scale.

We were also proud to see OG alumnus Vassilis Kalavrouziotis, Founder of Keon Energy, contribute his expertise on blockchain in energy and e-mobility.


NETWORK


REGIONAL
GROWTH
CONFERENCE
RGC CHAT


bio
FORUM


Accelerate Success,
Learn from Failure




INNOVATION GREECE 6.0
SMART ATTICA

Jury panels.

In 2025, Orange Grove nominated its alumnus Agrinow (formerly Agro-U), to represent Greece at the European Young Innovators (EYI) Festival, organised by the World Summit Awards (WSA) in Graz, Austria. As nominators, our team was invited to Graz, where Alexandra Sarma and Nafsika Diamantopoulou served on the EYI jury and joined networking sessions and trainings.

Agrinow was named European Champion 2025, chosen from 13 finalists from across Europe. As jury members could not vote for nominees from their own country, the decision rested with the rest of the jury. Agrinow also received a special distinction from the Junior Achievement Awards jury.

A few months later, Orange Grove also nominated its alumnus Honestli, founded by Thomas Bountouridis, for the World Summit Awards, which made it to the WSA 2025 Shortlist for actively contributing to the advancement of the United Nations' Sustainable Development Goals (SDGs). *See Awards section.*

WSA is a global multi-stakeholder community initiative that champions innovation ecosystems in 182 UN member states.






EYI
European Young Innovators Festival
2026
connect.
create.
collab.

Hosting.









True to our role as a hub for innovation and collaboration, 2025 saw us hosting at our OG premises:

- A working breakfast with the **Economic and Commercial Diplomats Club** (ECDC), to discuss the evolution and current trends in the innovation and startup ecosystem in Greece.
- The Dutch organisation **CX Unraveled** organising a series of immersive CX masterclasses, workshops and networking, for Greek corporations & startups.
- A series of HR Learning & Development bootcamps by **AELIA**.
- A workshop by **“Living Postcards”** on Female Entrepreneurship & Digital Transformation.
- An experiential workshop by the **Gender Alliance Initiative** with Via Berlin and EKKE.

We also welcomed the **Stichting Studytour Science & Policy Students Utrecht**, together with the Embassy of the Netherlands, to introduce them to the innovation ecosystem of Greece.

Through initiatives like these, we continue to help activate entrepreneurial mindsets, empower founders and promote the Greek ecosystem internationally.

Hosting.

In March 2025, Athens hosted the first *B Corp Summit* in Greece. It was organised by the country's first certified B Corps (APIVITA, Danone Nutricia Greece, Plan(e)t Foods and Polypan Group) with B Lab Europe, under the auspices of CSR Hellas. The summit brought together B Corps, impact investors and sustainability professionals around real examples of how sustainable practices support long-term business growth.

As one of the three trained B Leaders in Greece, our Managing Director Alexandra Sarma supported the organisation of the summit, together with fellow B Leaders from Greece and Romania. Our Orange Grove alumni community came in full force, with founders actively contributing to the works of the summit.

The day after the summit, SDG House Greece hosted a *working breakfast* at our Athens office for the organisers and B Lab Europe, to discuss how to grow the B Corp movement in Greece and how to better support companies that want to make their business more sustainable.















Community partnerships.

As Greece’s entrepreneurial landscape continues to grow, we are proud to remain actively engaged in supporting the broader innovation community. In 2025, we continued to strengthen our role as a catalyst for collaboration, learning and impact across the ecosystem, while further supporting the impactful work of fellow organisations and initiatives.

We also contributed to the visibility and momentum of the local startup scene by serving as community partners and promoting events and programmes through our channels, such as the first *Panathēnea Festival*, the inaugural *Greeking Out in Amsterdam*, the *15th Annual Capital Link Sustainability Forum*, and the *15th Athens Sustainability Forum*, while we also proudly supported the *16th Innovation & Technology Competition* of NBG Business Seeds.

Awards, Distinctions & Publicity

70 Awards & Distinctions

75 Publicity

RECOGNITION

Alumni awards & distinctions.

At Orange Grove, we see up close the passion, resilience and hard work our startups pour into building strong ventures. Watching their efforts gain recognition, both in Greece and internationally, is deeply rewarding for us and reminds us why this work matters. Whether they’re securing investment, earning prestigious distinctions, winning international competitions or being acknowledged for their social and economic impact, we are incredibly proud to see our alumni grow, evolve and reach new milestones.



Alumni awards & distinctions.



Agrinow

Agrinow (formerly Agro-U) has been recognised multiple times for its work toward a modern, fair agricultural sector. The team won first place at the inaugural Panathēnea Startup Competition, earned first place at the WSA European Young Innovators Festival 2025 in Graz, and received a special distinction from the Junior Achievement Awards jury at the same festival. Agrinow also secured third place at Alpha Bank's FinQuest competition.

Learn more →



bFlex

FlexThis, the fast-growing marketplace for electric mobility solutions in Greece, and a spin-off of the pioneering bFlex bike subscription service, secured an interim funding round of €100,000 through a SAFE (Simple Agreement for Future Equity), coordinated by Investing for Purpose (IFP).

Learn more →



Bee Naturalles

Bee Naturalles won a total of ten awards at the prestigious Specialist Awards 2025, bringing their total to 61 awards in Greek and international competitions over the course of nine years.

Learn more →

Alumni awards & distinctions.



DiagnAll

DiagnAll, a participant in our 2025FALL incubation programme, won first place at the Startup Universe Greece 2025 during their Demo Day.

Learn more →



Geomiso

Geomiso has signed a strategic agreement worth €2,342,200 with Exalco, to deliver the first international digital twin of aluminium industrial production, leveraging isogeometric analysis to create significant benefits for both the Greek economy and the environment.

Learn more →



Givelink

The team set up their entry into the United States, the largest philanthropy market in the world. This move will allow them to create even greater impact and bring back to Greece best practices from the world's most mature philanthropic ecosystem. At the same time, the team successfully raised $165,000 in a new funding round to support growth and accelerate their launch in the USA while already securing two partnerships with national suppliers.

Learn more →

Alumni awards & distinctions.



Grandmama

The startup has taken a major step toward international recognition, winning the Startup World Cup Greece Regional Finals 2025. Grandmama went on to represent Greece in San Francisco as one of the world's Top 100 startups, earning a spot at the Startup World Cup Grand Final and the chance to compete for the $1,000,000 prize.

Learn more →

Grandmama won first prize at the Beyond Expo Startup Pitching Competition and was also the winner in the Family Care category at the Startupper Awards 2025.

Learn more →



Honestli

Honestli raised its first funding round of €60,000 through angel investors. The startup, which aims to fight misinformation, was also a Global Shortlist Finalist for the WSA, recognised for its commitment and strong sense of responsibility. Their work delivers meaningful impact while actively contributing to the advancement of the United Nations' Sustainable Development Goals (SDGs). Honestli was also a Finalist at the prestigious Innovation in Politics Awards 2025, specifically in the "Democracy Technologies" category.

Learn more →



LIA Extra Virgin Olive Oil

LIA Extra Virgin Olive Oil has once again been featured in the Flos Olei international guide, earning a top score among the world's finest olive oils. Often called the "Michelin Guide of Olive Oil," Flos Olei recognises only the most exceptional producers from over 50 countries and 500 estates worldwide.

Learn more →

The brand also announced a new partnership with the Slow Food international network through the Slow Food Farm Movement, furthering its commitment to sustainable and traditional farming practices.

Learn more →

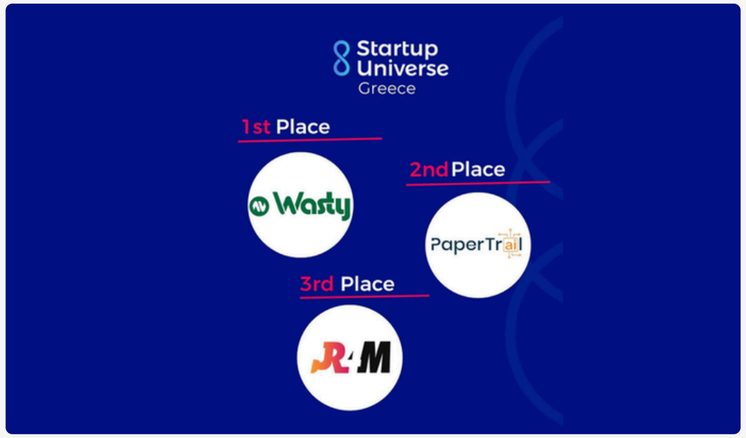
Alumni awards & distinctions.



Mismatch

Mismatch (formerly Metargus) was one of the four innovative business ideas selected for the second cycle of the Deloitte StartUp Acceleration Program at Brainzone, Deloitte's innovation hub in Patras. Through collaboration with Deloitte executives, the team was offered the opportunity to develop their idea into a full-fledged business.

Learn more →



Run4More

Run4More won third place at the Demo Day of Startup Universe Greece 2025! The competition brought together some of the most promising startups in Greece, giving them a platform to showcase their innovations and connect with investors, mentors and industry leaders.

Learn more →

OG PUBLICITY

Orange Grove in the news.

News about Orange Grove and the ventures we support captured strong interest, generating over 100 mentions across local and international media. From articles and interviews to press releases highlighting our latest programmes and activities, Orange Grove enjoyed broad visibility, while our startups stole the spotlight. Their achievements were featured across multiple media outlets and highlighted through promotional content on our own social media channels.

60+
Mentions of Orange Grove

50+
Mentions of our startups



OG PUBLICITY

Interviews & articles.

ANT1

#HEpixeirisiSouMporei by Vodafone Business

Our Managing Director, Alexandra Sarma, shared insights in an interview on *#HEpixeirisiSouMporei by Vodafone Business*, highlighting how Orange Grove empowers entrepreneurs through our diverse programmes.

She introduced our latest initiative, the Tech Transfer Atelier, which helps researchers bring their technologies to market, emphasised the importance of nurturing innovative business solutions and underscored the urgent need to transition towards sustainable business models that create positive impact.



CAPITAL LINK

“Sustainable Entrepreneurship as a Competitive Advantage” Article

In the opinion article titled “Sustainable Entrepreneurship as a Competitive Advantage”, contributing to *Capital Link’s Sustainability Forum Digital Handbook*, our Managing Director, Alexandra Sarma, shared insights on how sustainability can drive long-term business value and innovation.

Read here →



EPIXEIRO

Epixeiro Interview

In an interview with *Epixeiro*, Orange Grove, along with various other organisations that support the Greek entrepreneurial ecosystem, delved into the startup funding landscape in Greece and how it has evolved in recent years. We also discussed the expansion of the services of both Orange Grove and SDG House Greece and shared some of the future activities of the coming months.

Read here →



ALUMNI PUBLICITY

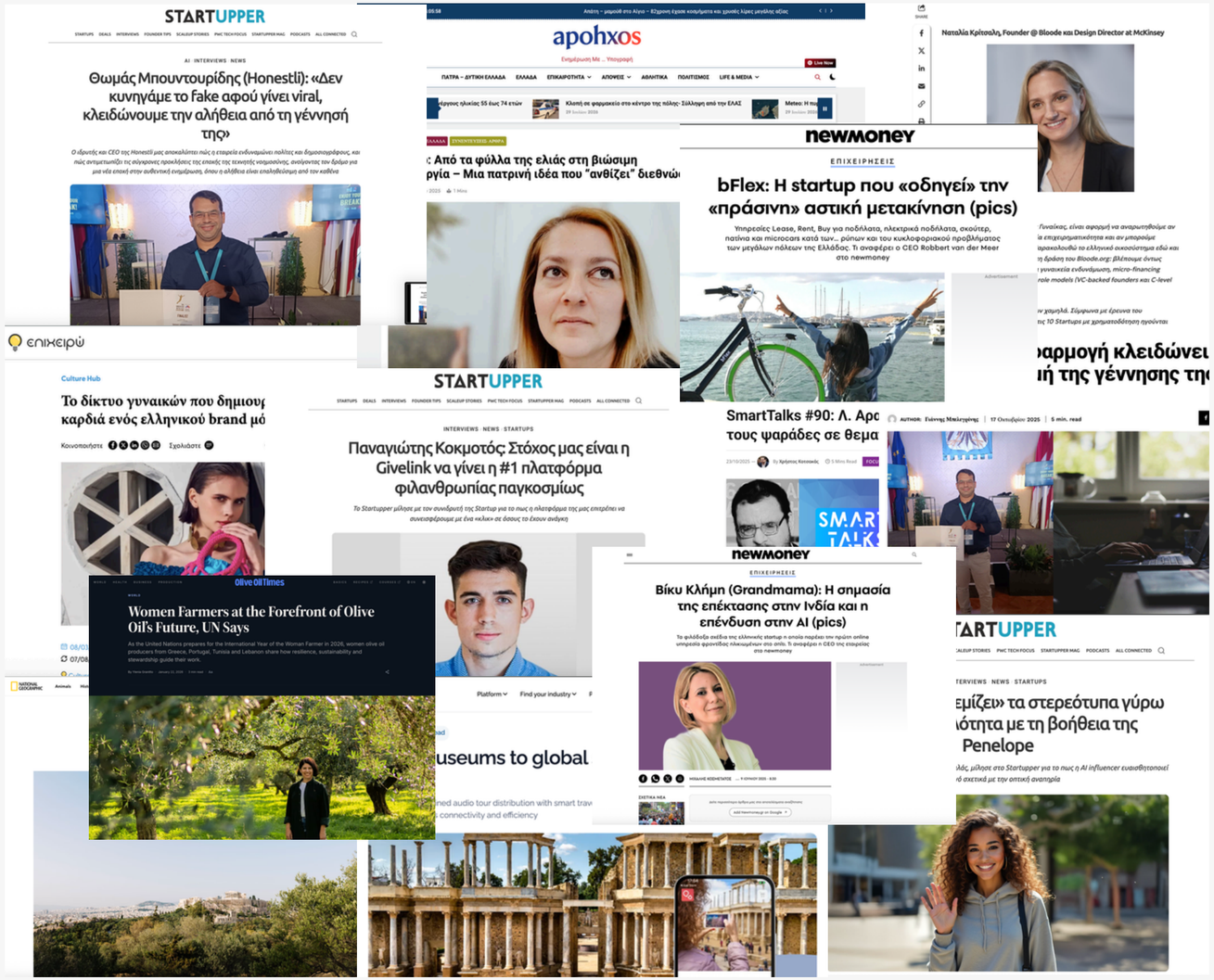
Our alumni in the news.

bFlex

The founder of bFlex, Robbert van der Meer, took part in a rather unconventional interview while biking, discussing micromobility in Greece in an episode of *Micromobility Talks by GetElectric*. Watch the interview **here**. Learn more about how bFlex is driving green urban mobility in Greece from a mission that started with just two bikes to a full platform offering leasing, rental and purchase of e-bikes, scooters and microcars, making sustainable transport more accessible and helping reduce pollution in cities like Athens, in this article by *New Money* **here**.

Enaleia

Lefteris Arapakis, Director and Co-founder of Enaleia, explains how empowering local communities, embracing the circular economy, and leveraging technology can create a sustainable future for the sea and its people. Listen to the story of Enaleia in the *SmartTalks* episode **here**.



Our alumni in the news.

Bloode

On the occasion of International Women's Day, Natalia Kritsali, founder of Bloode (and Design Director at McKinsey), gave an interview about women's entrepreneurship and the progress made in recent years on the role and representation of women in the ecosystem. Read more stories from ecosystem leaders in the *Startupper* article **here**. She also gave another interview about how Bloode activated thousands of blood donors, turning the need for blood into a culture of giving. Read it on *Savoirville* **here**.

Clio Muse Tours

Daphne Tsevreni, co-founder of Clio Muse Tours, joined the *CNN Greece* panel discussion "Experiential Tourism as a Travel Proposal for Attica". She shared insights on designing audio tours with the goal of making culture accessible to everyone, a mission they are already accomplishing in over 30 countries. Yiannis Nikolopoulos, CEO and co-founder of Clio Muse Tours, also discussed the recent partnership with Palisis, highlighting how Clio Muse focuses on delivering top-tier audio tours while Palisis provides the connectivity needed to scale efficiently, ensuring smooth operations and continued expansion. Watch the interview **here** and read the article **here**.

Givelink

Panagiotis Kokmotos, co-founder of Givelink, shared on *Startupper* how the platform is redefining philanthropy by making donations transparent and impactful. Donors directly buy the products that charities need in real time, track their delivery and receive proof of receipt, bringing clarity and trust back to giving. Learn more about Givelink **here**. View the team's pitch on *Dragons' Den Greece*, where the team presents their platform and mission to the show's investors **here**.

Finance Lady

Angeliki Savvidou, founder of Finance Lady, discusses the importance of personal branding and financial literacy, highlighting the emotional side of money, the need to overcome financial fears, and the value of separating personal and business finances. Listen to the episode *"Overcoming Financial Fears"* for practical advice on navigating your financial journey with confidence **here**.

FindYourCoach

CEO of FindYourCoach Lenia Anastasopoulou dived into how their platform connects individuals with certified coaches to help companies create more sustainable working environments. Explore on *SGTalks* **here** how FindYourCoach is transforming professional development and making coaching available to everyone.

Latomi Farm

Co-founders of Latomi Farm Ilias Karathodoros and Maria Bellitou share how they turn Greek almonds into natural products with impact. Listen to the full episode on the *Ypaithros Chora* youtube channel to explore how innovation can help revive and reshape agricultural cultivation **here**.

Our alumni in the news.

Grandmama

Grandmama expanded into India, bringing its innovative, technology-powered model and a network of over 10,000 trusted caregivers to one of the world's fastest-growing markets. Discover more about their mission to revolutionise home care globally and explore their services in the article **here**. Alumna Vicky Klimi was also featured in an article by *Forbes* discussing her collaborations and ambitious expansion plans for the future. Read more **here**.

Honestli

Thomas Bountouridis, founder and CEO of Honestli, explains how their startup uses blockchain technology to bring transparency and reliability to content verification. Honestli's platform generates a unique "digital birth certificate" for every piece of content, recording it immutably on the blockchain so anyone can verify its authenticity. Explore more in this article by *Startupper* **here** and by *itspossible* **here**.

MissPolyplexi

Vasiliki Theodorou, founder of MissPolyplexi, talks about how a passion project grew into an international Greek fashion brand with products now sold in 17 countries and 40 stores worldwide. Read more about how the brand built a community of women artisans who knit and create handmade crafts **here**.

LIA Extra Virgin Olive Oil

Cristina Stribacu, co-founder of LIA Extra Virgin Olive Oil, was featured in an article highlighting the leading role of women farmers in shaping the future of olive oil through innovation and sustainability. She also leads olive oil tastings in Filiatra, overlooking the Bay of Navarino, and is featured in *National Geographic's* coverage of olive oil tourism in Greece. Read more **here** and **here**.

Liofyllo

Alexandra Makrygeorgou, co-founder of Liofyllo, shares the journey, challenges and successes of her women-led team, and their vision to become a global ambassador of Greek green innovation. Read the full interview **here**.

Pop2See

Co-founder Spyros Tsoukalas shared insights on how their AI influencer helps raise awareness around visual impairment. Read this article by *Startupper* **here**, discover how the team is working to shed light on how visually impaired people experience the world, challenging stereotypes and fostering greater inclusion.

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Let's connect.

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