



# Doing Business in Cyprus 2024: An Analysis of Law and Practice

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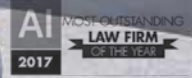
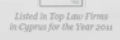
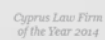
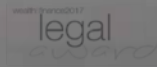


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Cyprus



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# 01 Legal System

## Overview

The legal system of Cyprus is a mix of common law and civil law, influenced significantly by its history as a former British colony and its membership in the European Union. The Constitution of the Republic of Cyprus, adopted in 1960, is the supreme law of the island, providing the framework for governance and protecting fundamental rights and freedoms.

## Key Legislation

Several key pieces of legislation form the backbone of the legal framework governing business operations in Cyprus:

- **Companies Law, Cap. 113:** This is the principal law regulating the formation, management, and winding up of companies in Cyprus. It incorporates many aspects of the UK Companies Act.
- **Contract Law, Cap. 149:** This law governs contractual relationships and is heavily influenced by English common law principles.
- **Immovable Property (Tenure, Registration and Valuation) Law, Cap. 224:** Governs the ownership and registration of immovable property in Cyprus.
- **Partnership and Business Names Law, Cap. 116:** Regulates partnerships and the registration of business names.
- **Insolvency Laws:** A collection of laws including the Bankruptcy Law, Cap. 5, and the Companies (Amendment) (No.2) Law of 2015, which govern the insolvency proceedings of individuals and companies.

## Judicial Structure

Recent reforms have significantly transformed

the judicial structure of Cyprus, introducing several specialized courts to enhance the efficiency and specialization of the judicial process. Here's an updated overview of the current judicial system:

## Supreme Court

The Supreme Court of Cyprus has been restructured into two separate entities: the Supreme Constitutional Court and the “new” Supreme Court. This change aims to enhance specialization and efficiency in handling different types of cases.

- **Supreme Constitutional Court:** This court deals with constitutional and administrative matters. It addresses cases referred by other courts or administrative bodies, including those involving constitutional issues and administrative appeals.
- **Supreme Court:** The new Supreme Court primarily handles civil and criminal matters at the highest level of appeal. This restructuring allows for more focused and efficient adjudication in these areas.

## Court of Appeal

The establishment of the Court of Appeal marks a significant development in the judicial landscape. This court handles appeals from all lower courts, providing a crucial intermediate appellate level that was previously missing. The Court of Appeal aims to expedite the resolution of cases and reduce the burden on the Supreme Court.

## Administrative Courts

Cyprus now has specialized administrative courts to handle various administrative law issues:

- **Administrative Review Court:** This court ad-

dresses first-instance administrative matters.

- **Administrative Appeal Court:** Handles appeals from the Administrative Review Court, ensuring a thorough review process for administrative decisions.

## Commercial Court

The newly established Commercial Court is designed to handle complex commercial disputes involving claims exceeding €2 million. This court deals with a broad range of commercial issues, including competition law, intellectual property disputes, and arbitration-related matters. Notably, proceedings can be conducted in English if requested by one of the parties, making it more accessible for international litigants and enhancing Cyprus's attractiveness as a business hub.

## Admiralty Court

The Admiralty Court specializes in maritime law disputes, taking over jurisdiction from the High Court and the District Courts. This court deals with issues such as shipping disputes, maritime contracts, and other related matters. Like the Commercial Court, the Admiralty Court can also conduct proceedings in English, facilitating international maritime litigation.

## District Courts

District Courts continue to handle a wide range of civil and criminal cases at the first instance. These courts address matters not specifically assigned to the specialized courts. Additionally, they have jurisdiction over summary criminal offences and civil cases that fall within their geographical area.

## Specialized Courts

Cyprus also maintains several specialized courts

to address specific types of disputes:

- **Rent Control Court:** Deals with landlord-tenant disputes.
- **Family Court:** Handles cases related to family law, including divorce, child custody, and maintenance.
- **Industrial Disputes Court:** Resolves employment-related disputes.
- **Military Court:** Addresses matters related to military personnel and their conduct.

## Technological Advancements

The judicial reforms have also introduced a fully-fledged e-Justice system to streamline case management and filing processes. This digital transformation aims to make the judicial process more efficient and accessible, reducing delays and improving overall service delivery.

These reforms represent a significant milestone in the modernization of Cyprus' judicial system, enhancing its ability to handle complex and high-profile cases efficiently and effectively. The new courts, particularly the Commercial and Admiralty Courts, are expected to improve the business climate and attract foreign investment by providing specialized, expedited dispute resolution mechanisms.

## EU Influence

As a member of the European Union since 2004, Cyprus' legal system is deeply influenced by EU law. The principle of supremacy of EU law ensures that in cases of conflict, EU law prevails over national law. Key areas of EU influence include:

- **Single Market Regulations:** Ensuring free movement of goods, services, capital, and persons within the EU.
- **Competition Law:** Regulating anti-competi-

tive practices and state aid, guided by Articles 101 and 102 of the Treaty on the Functioning of the European Union (TFEU).

- **Consumer Protection:** Various directives, such as the Consumer Rights Directive 2011/83/EU, provide robust protection for consumers.
- **Environmental Law:** Directives like the Habitats Directive 92/43/EEC and the Water Framework Directive 2000/60/EC shape national environmental policies.

## 02 Foreign Investments to Cyprus

### Investment Climate

Cyprus offers a conducive environment for foreign investments, attributed to its strategic location at the crossroads of Europe, Asia, and Africa, a highly educated workforce, and a favorable tax regime. The government of Cyprus actively encourages foreign investments through various policies and incentives.

### Incentives for Investors

Several incentives are designed to attract foreign investment:

- **Tax Incentives:** Cyprus offers one of the lowest corporate tax rates in the EU at 12.5%. Additionally, there are exemptions for dividends, interest, and profits from foreign permanent establishments.
- **Grants and Subsidies:** The government provides grants and subsidies for investments in key sectors such as tourism, renewable energy, and research and development.
- **Residency and Citizenship Programs:** Cy-

prus offers attractive residency and citizenship programs for high-net-worth individuals through investment but also for key personnel that relocates to Cyprus under employment with a Cyprus company of foreign interests.

### Residency Program for Foreign (Third Country) Employees in Cyprus

Cyprus offers an attractive residency program for foreign (third-country) nationals employed by companies of foreign interests. This program, managed by the Business Facilitation Unit (BFU) of the Ministry of Energy, Commerce and Industry, is part of Cyprus' broader strategy to attract international businesses and skilled workers.

### Eligibility Criteria for Companies

To qualify as a company of foreign interests, a business must meet the following criteria:

1. **Investment Requirement:** The ultimate beneficial owner must invest at least €200,000 in Cyprus. This investment can be demonstrated through various means, such as bank statements or investment in business operations like office space or equipment.
2. **Ownership Structure:** The majority of the company's share capital must be owned by third-country nationals.
3. **Office Establishment:** The company must establish and operate offices in Cyprus, separate from any private residences.

### Employment Permits for Third-Country Nationals

Third-country nationals employed by these companies can apply for temporary residence and employment permits subject to a minimum gross monthly salary of €2,500.



## Application Process

The application process is streamlined to facilitate quick integration of foreign employees. Key steps include:

**1. Entry Permit:** Employees must obtain an entry permit from the Civil Registry and Migration Department or a visa from the consular authorities of Cyprus.

**2. Residency Application:** Within seven days of arriving in Cyprus, employees must apply for a temporary residence and employment permit.

## Benefits and Support

The program offers several advantages to foreign employees and their companies:

- **Fast-Track Residency:** Residency permits are processed swiftly, typically within few months.
- **Family Reunification:** Family members (spouse and children under 18) of employees can also obtain residency and working permits, facilitating family relocation. Furthermore, children who are studying abroad and are under 25 can also receive a visa as a visitor family member that will allow them to visit but not work.
- **Quotas:** Foreign employees need to have degree or 2 years of experience at the job they will be hired for and from 2026, 30% employees must be EU citizens and 70% can be from third country.
- **Administrative Support:** The BFU provides comprehensive support throughout the application process, ensuring smooth and efficient handling of all necessary formalities.

This program significantly enhances Cyprus' appeal as a business destination by making it easier for international companies to relocate and operate. By offering a streamlined residency process and numerous benefits, Cyprus continues to attract global talent and investment.

## Challenges and Opportunities

While Cyprus presents numerous opportunities, investors may have encountered challenges such as bureaucratic inefficiencies and the need for further regulatory reforms. However, initiatives like the Digital Strategy for Cyprus 2020-2025 aim to address these issues by promoting digital transformation and e-governance.

## Case Studies

Successful investment stories include major multinational corporations establishing regional headquarters in Cyprus, leveraging the island's strategic location and favorable business environment. For example, companies in the shipping and financial services sectors have significantly benefited from the Cypriot legal and tax framework. Additionally during the past years companies in the IT and fintech sectors have relocated their business in Cyprus and have benefited from Cyprus' residency and tax programs for their employees, in addition to the IP Box regime.

# 03 Corporate Vehicles in Cyprus

## Types of Corporate Structures

Cyprus offers a variety of corporate structures suitable for different business needs:

- **Private Limited Company (Ltd):** The most common corporate vehicle, offering limited liability to its shareholders.
- **Public Limited Company (PLC):** Suitable for larger enterprises seeking to raise capital from the public.

- **Partnerships:** General and limited partnerships, governed by the Partnership and Business Names Law, Cap. 116.
- **Branches of Foreign Companies:** Foreign companies can establish branches in Cyprus, subject to specific registration requirements.

### Formation and Registration

The process of forming and registering a company in Cyprus involves several steps:

- **Name Approval:** The proposed company name must be approved by the Registrar of Companies.
- **Memorandum and Articles of Association:** These documents outline the company's structure and governance.
- **Registration with the Registrar of Companies:** Submission of necessary documents, including the memorandum and articles of association, and payment of registration fees.
- **Tax Registration:** Companies must register with the Tax Department and obtain a tax identification number.

### Corporate Governance

Corporate governance in Cyprus is guided by principles of transparency, accountability, and protection of shareholders' rights. In addition to the Companies Law, CAP 113, the Cyprus Stock Exchange (CSE) and the Cyprus Securities and Exchange Commission (CySEC) enforce corporate governance standards, particularly for listed companies.

### Compliance Requirements

Companies in Cyprus must adhere to strict compliance requirements, including:

- **Annual Returns:** Filing of annual returns and financial statements with the Registrar of Companies.

- **Auditing:** Mandatory auditing of financial statements by licensed auditors (IFRS).
- **Anti-Money Laundering (AML):** Compliance with AML regulations, including customer due diligence and reporting suspicious activities.

## 04 Employment Law

### Employment Contracts

Employment contracts in Cyprus are governed by the Termination of Employment Law, Cap. 24, and the Protection of Wages Law, Cap. 219. Contracts can be written or oral, but written contracts are recommended for clarity and legal protection.

### Employee Rights and Obligations

Employees in Cyprus are entitled to various rights, including:

- **Minimum Wage:** Statutory minimum wage for specific occupations.
- **Working Hours:** Standard working hours are 8 hours per day and 40 hours per week.
- **Leave Entitlements:** Employees are entitled to annual leave, maternity and paternity leave, and sick leave, among others.
- **Social Security Benefits:** Contributions to the Social Insurance Fund provide benefits such as pensions, unemployment, and medical benefits.
- **Health System Benefits:** Contributions to the National Health System is mandatory for employers and employees.

### Dispute Resolution

Employment disputes can be resolved through:

- **Mediation and Arbitration:** Provided by the Ministry of Labour and Social Insurance.

- **Labour Disputes Court:** Handles disputes related to employment termination and other labor issues.

## Impact of EU Regulations

EU directives significantly influence Cypriot employment law, ensuring high standards of worker protection. Key directives include:

- **Working Time Directive 2003/88/EC:** Regulates working hours, rest periods, and annual leave.
- **Equality Directive 2006/54/EC:** Promotes gender equality in the workplace.
- **Health and Safety at Work Directive 89/391/EEC:** Sets out the minimum requirements for health and safety at work.

# 05 Tax Law

## Corporate Taxation

Cyprus offers a competitive corporate tax regime:

- **Corporate Tax Rate:** 12.5% on worldwide income.
- **Exemptions:** Income from dividends, interest, and profits from foreign permanent establishments are generally exempt from taxation.
- **Intellectual Property (IP) Box Regime:** Provides tax incentives (up to 80% discount on tax) for income derived from IP assets.

## Personal Taxation

Personal income tax in Cyprus is progressive, with rates ranging from 0% to 35%, depending on income levels. For the year 2024, the income tax rates are as follows:

- **Income up to €19,500:** 0%
- **Income between €19,501 and €28,000:** 20%

- **Income between €28,001 and €36,300:** 25%
- **Income between €36,301 and €60,000:** 30%
- **Income over €60,000:** 35%

## Deductions and Allowances

Cyprus offers several deductions and allowances that can significantly reduce taxable income:

- **Social Insurance Contributions:** Mandatory contributions to the Social Insurance Fund are deductible.
- **Pension Fund Contributions:** Contributions to approved pension funds or provident funds are deductible up to certain limits.
- **Medical Fund Contributions:** Contributions to medical funds are also deductible, promoting healthcare savings.
- **Donations to Charities:** Approved charitable donations are deductible, encouraging philanthropy.
- **Mortgage Interest for First-Time Home Buyers:** Interest paid on loans for the purchase of a first residence is deductible, subject to conditions.

## Special Personal Tax Regimes

Cyprus offers special tax regimes to attract foreign talent and high-net-worth individuals:

- **Non-Domiciled Status:** Individuals who are non-domiciled in Cyprus are exempt from taxes on dividends, interest, and rental income. This regime is particularly attractive for expatriates and foreign investors.
- **Highly Skilled Expatriates:** Expatriates earning over €100,000 annually may benefit from a 50% tax exemption for a certain period, provided they were not tax residents of Cyprus before their employment.

## Tax Residency

An individual is considered a tax resident in

Cyprus if they spend more than 183 days in the country within a tax year. Alternatively, under the “60-day rule” an individual can become a tax resident if they:

- Spend at least 60 days in Cyprus within the tax year,
- Are not tax residents of another country,
- Engage in business, employment, or hold an office in a company based in Cyprus,
- Maintain a permanent residence in Cyprus, either owned or rented.

### Double Tax Treaties

Cyprus has an extensive network of double tax treaties with over 60 countries, aiming to avoid double taxation and facilitate cross-border economic activities. These treaties provide relief from double taxation through:

- **Exemptions:** Certain types of income, such as dividends or interest, may be exempt in one of the treaty countries.
- **Tax Credits:** Tax paid in one treaty country can be credited against tax payable in the other country.
- **Reduced Withholding Tax Rates:** Lower withholding tax rates on dividends, interest, and royalties between treaty countries.

### Compliance and Filing

Individuals must file their annual tax returns by July 31st of the following year. Electronic filing is mandatory, simplifying the compliance process. Key compliance requirements include:

- **Self-Assessment:** Individuals must assess their own tax liability and make timely payments.
- **Provisional Tax Payments:** Estimated tax payments are due in two instalments, on July 31st and December 31st, with any balance payable by August 1st of the following year.

- **Late Filing Penalties:** Penalties and interest apply for late filing and payment, emphasizing the importance of timely compliance.

### Tax Incentives

Tax incentives in Cyprus aim to attract businesses and individuals:

- **Non-Domiciled Status:** Individuals who are non-domiciled in Cyprus can benefit from exemptions on dividends, interest, and rental income.
- **Start-up Incentives:** Tax reliefs for new businesses in innovative sectors.
- **Investment Schemes:** Incentives for investments in key sectors, such as shipping, energy, and tourism.

### Double Tax Treaties

Cyprus has an extensive network of double tax treaties with over 60 countries, including major economies like the USA, UK, and Russia. These treaties aim to avoid double taxation and promote cross-border trade and investment.

## 06 Competition Law

### Regulatory Framework

Cyprus' competition law framework is aligned with EU competition law, primarily governed by:

- **Protection of Competition Law 13(I) of 2008 as amended by Law No. 4(I)/2014:** Regulates anti-competitive practices and ensures fair competition.
- **Control of Concentrations between Undertakings Law 83(I) of 2014:** Governs mergers and acquisitions.

## Anti-Competitive Practices

The legal framework addresses various anti-competitive practices:

- **Cartels:** Agreements between businesses to fix prices or limit production.
- **Abuse of Dominant Position:** Practices that exploit a dominant market position to the detriment of competition and consumers.
- **Unfair Trade Practices:** Deceptive, misleading, or aggressive commercial practices.

## Merger Control

Merger control regulations ensure that business consolidations do not negatively impact market competition. The Commission for the Protection of Competition (CPC) assesses mergers and can impose conditions or prohibit them if they significantly impede competition.

## EU Competition Law

Cyprus' competition policies are harmonized with EU competition law, ensuring compliance with European standards and regulations. Key

### EU regulations include:

- **Articles 101 and 102 of the TFEU:** Prohibit anti-competitive agreements and abuse of dominant position.
- **Merger Regulation (EC) No 139/2004:** Provides the framework for the control of concentrations between undertakings.

# 07 Intellectual Property

## IP Rights Protection

Cyprus offers robust protection for intellectual property (IP) rights, encouraging innovation and creativity across various sectors. The

legal framework for IP protection in Cyprus is comprehensive, covering patents, trademarks, copyrights, and industrial designs. This framework aligns with both national laws and European Union directives, ensuring that IP rights are safeguarded effectively.

- **Patents** in Cyprus are protected under The Patents Law, 16(I) of 1998, which provides inventors with exclusive rights to their inventions for up to 20 years from the filing date. This protection encourages technological advancement by ensuring that inventors can benefit financially from their innovations. To obtain a patent in Cyprus, an invention must be new, involve an inventive step, and be industrially applicable. The application process involves a thorough examination by the Department of Registrar of Companies and Official Receiver, which ensures that the invention meets the necessary legal requirements.

- **Trademarks** are governed by The Trade Marks Law, Cap. 268, which protects brand names, logos, and slogans. Trademark protection is crucial for businesses as it helps to differentiate their products or services from those of competitors. In Cyprus, a trademark can be registered for a period of seven years from the date of filing, with the possibility of indefinite renewal every fourteen years. The registration process involves a formal examination to ensure that the trademark is distinctive and not misleading or contrary to public policy.

- **Copyrights** in Cyprus are protected under The Copyright Law, Cap. 264. This law safeguards original works of authorship, including literary, artistic, musical, and software creations. Copyright protection in Cyprus grants creators exclusive rights to use and distribute their works, typically lasting for the life of the

author plus 70 years. This long duration of protection ensures that creators and their heirs can benefit from their intellectual efforts for an extended period. Cyprus also recognizes the rights of performers, producers of phonograms, and broadcasting organizations, providing comprehensive protection across the creative industries.

### Enforcement Mechanisms

Enforcement of IP rights in Cyprus is supported by a variety of mechanisms, ensuring that rights holders can effectively protect their intellectual property. Civil remedies include injunctions, which can prevent ongoing or imminent infringement, and damages, which compensate rights holders for losses incurred due to infringement. Additionally, an account of profits can be ordered, requiring the infringer to hand over any profits made from the unauthorized use of the IP.

For more serious infringements, such as counterfeiting and piracy, criminal sanctions can be applied. These sanctions serve as a deterrent to potential infringers and include fines and imprisonment. Customs enforcement measures are also in place to prevent the import and export of counterfeit goods. The Department of Customs and Excise collaborates with IP rights holders to monitor and seize counterfeit products at the borders.

Cyprus also provides alternative dispute resolution mechanisms, such as mediation and arbitration, which offer efficient and cost-effective ways to resolve IP disputes without resorting to lengthy court procedures. These mechanisms help maintain business relationships while ensuring that IP rights are upheld.

EU IP Directives

Cyprus adheres to several European Union directives that harmonize IP protection across member states. Key directives include:

- **Directive 2004/48/EC** on the enforcement of intellectual property rights, which sets out measures, procedures, and remedies necessary to ensure the enforcement of IP rights.
- **Directive 2016/943** on the protection of trade secrets, which aims to harmonize the laws of member states regarding the unlawful acquisition, use, and disclosure of trade secrets.
- **Regulation (EU) No 2017/1001** on the European Union trade mark, which provides a unified system for registering trademarks across the EU.

These directives ensure that IP protection in Cyprus is aligned with European standards, providing a consistent and reliable framework for rights holders across the continent.

### Emerging Issues and Future Developments

The IP landscape is continuously evolving, with new challenges and opportunities arising from technological advancements and global trends. In Cyprus, there is a growing focus on digital IP, including the protection of digital content and software. The rise of the digital economy has highlighted the need for robust IP frameworks that can adapt to new forms of creativity and innovation.

Blockchain technology and its application in IP management are also gaining attention. Blockchain offers a secure and transparent way to record IP rights and transactions, potentially transforming how IP is registered, monitored, and enforced.

Cyprus is committed to staying at the forefront

of these developments by continuously updating its IP laws and policies. Ongoing efforts to improve IP awareness and education among businesses and the public are crucial to fostering a culture of innovation and respect for intellectual property.

## 08 Data Protection

### GDPR Compliance

Cyprus fully complies with the General Data Protection Regulation (GDPR), ensuring that businesses operating within its borders adhere to the highest standards of data protection. The GDPR, which came into force on May 25, 2018, is a comprehensive regulation that aims to protect the privacy and personal data of individuals within the European Union. In Cyprus, the Office of the Commissioner for Personal Data Protection is the regulatory authority responsible for overseeing compliance and enforcing data protection laws.

The GDPR has several key principles, including lawfulness, fairness, and transparency; purpose limitation; data minimization; accuracy; storage limitation; integrity and confidentiality; and accountability. Businesses in Cyprus must incorporate these principles into their data processing activities, ensuring that personal data is handled responsibly and ethically.

### Data Security Measures

To comply with GDPR, businesses in Cyprus must implement robust data security measures. This includes technical and organizational measures to protect personal data against unauthorized access, accidental loss, destruction, or

damage. Common practices include:

- **Encryption:** Encrypting data in transit and at rest to prevent unauthorized access.
- **Access Controls:** Implementing strict access controls to ensure that only authorized personnel have access to personal data.
- **Regular Audits:** Conducting regular security audits and vulnerability assessments to identify and mitigate potential risks.
- **Data Anonymization:** Applying techniques to anonymize data, where possible, to enhance privacy protection.
- **Incident Response Plans:** Developing and maintaining incident response plans to address data breaches swiftly and effectively.

### Rights of Data Subjects

The GDPR grants several rights to data subjects, ensuring that individuals have control over their personal data. These rights include:

- **Right to Access:** Individuals can request access to their personal data and obtain information about how it is being processed.
- **Right to Rectification:** Individuals can request the correction of inaccurate or incomplete personal data.
- **Right to Erasure (Right to be Forgotten):** Under certain conditions, individuals can request the deletion of their personal data.
- **Right to Restriction of Processing:** Individuals can request the restriction of processing of their personal data under specific circumstances.
- **Right to Data Portability:** Individuals can request to receive their personal data in a structured, commonly used, and machine-readable format, and to transfer that data to another controller.
- **Right to Object:** Individuals can object to the

processing of their personal data for specific purposes, such as direct marketing.

- **Right to Automated Decision-Making and Profiling:** Individuals have the right to not be subject to decisions based solely on automated processing, including profiling, which produces legal effects or significantly affects them.

## Cross-Border Data Transfers

Cross-border data transfers are an essential aspect of global business operations, but they pose significant data protection challenges. The GDPR regulates the transfer of personal data to countries outside the European Economic Area (EEA) to ensure that the level of protection afforded to personal data is not undermined. Businesses in Cyprus must adhere to these regulations when transferring data internationally. Mechanisms for lawful cross-border data transfers include:

- **Standard Contractual Clauses (SCCs):** These are legal tools approved by the European Commission that provide safeguards for data transferred outside the EEA.
- **Binding Corporate Rules (BCRs):** These are internal rules adopted by multinational companies to ensure that personal data transferred within the group, but outside the EEA, complies with GDPR standards.
- **Adequacy Decisions:** The European Commission can determine that a non-EEA country offers an adequate level of data protection, allowing for data transfers without additional safeguards.
- **Derogations:** In specific situations, data transfers may be allowed based on explicit consent, contractual necessity, or other GDPR provisions.

## Enforcement and Penalties

The Office of the Commissioner for Personal Data Protection in Cyprus has the authority to investigate data breaches, conduct audits, and impose fines for non-compliance with data protection laws. Penalties for GDPR violations can be severe, reaching up to €20 million or 4% of the global annual turnover of the preceding financial year, whichever is higher. The stringent enforcement measures underscore the importance of compliance for businesses operating in Cyprus.

**Data Protection Impact Assessments (DPIAs)**  
Businesses engaging in high-risk data processing activities must conduct Data Protection Impact Assessments (DPIAs) to identify and mitigate potential privacy risks. DPIAs are essential for processing activities that involve large-scale processing of sensitive data, systematic monitoring of publicly accessible areas, or other activities that could significantly impact individuals' privacy.

## Employee Training and Awareness

Ensuring that employees are aware of data protection principles and practices is crucial for compliance. Businesses must provide regular training and awareness programs to educate employees about GDPR requirements, data security measures, and their responsibilities in protecting personal data.

# 09

## The Way Forward

### Future Trends

Cyprus is on track to embrace several emerging trends that will boost its business environment



and economic growth. One of the key trends is the digital transformation happening across various sectors. The government's Digital Strategy for Cyprus 2020-2025 aims to improve e-governance, encourage fintech innovations, and enhance digital literacy among citizens. The growing use of digital technologies is expected to make business operations smoother, cut down on bureaucratic delays, and open up new opportunities in the tech sector.

Another important trend is the shift towards green energy and sustainability. Cyprus has great potential for renewable energy, especially solar and wind power. The government is dedicated to meeting the EU's climate goals and reducing carbon emissions. Investments in renewable energy infrastructure and incentives for green technologies are expected to drive growth in this sector, create new business opportunities, and promote environmental sustainability.

### **Policy Recommendations**

To keep attracting businesses, Cyprus needs to continue with policy reforms that tackle current challenges. Streamlining administrative processes is crucial. Even though there have been improvements, bureaucratic inefficiencies still present obstacles for businesses. Simplifying regulatory procedures and speeding up approvals and registrations will make doing business easier.

Investing in digital infrastructure is also a key priority. High-speed internet and reliable digital services are essential for modern businesses. Expanding the country's digital infrastructure will support the growing tech industry and boost overall business productivity. Additionally, fostering innovation by supporting start-

ups and research and development activities will drive economic growth. The government should offer incentives like grants and tax breaks to encourage investment in innovative projects and emerging technologies.

### **Strategic Initiatives**

Several strategic initiatives are underway to position Cyprus as a competitive international business hub. The National Strategy for Research and Innovation aims to boost the country's competitiveness through innovation. By encouraging a culture of research and development, Cyprus can attract high-tech industries and diversify its economy.

The Cyprus Digital Strategy focuses on promoting digital transformation across both public and private sectors. This includes improving digital skills, enhancing e-government services, and supporting the growth of the digital economy. These efforts are expected to increase efficiency, reduce costs, and create new business opportunities.

Sustainable development is also a major focus, in line with global sustainability goals. Cyprus is committed to the United Nations Sustainable Development Goals (SDGs), working to promote responsible consumption, reduce waste, and protect natural resources. These initiatives not only contribute to global environmental goals but also create a sustainable business environment that attracts eco-conscious investors and companies.

### **Conclusion**

Cyprus offers a promising environment for businesses in 2024, with a strong legal framework, a favorable investment climate, and strategic initiatives that drive growth and innovation. The

country's commitment to digital transformation, sustainable development, and regulatory reforms positions it well to overcome existing challenges and capitalize on emerging opportunities. By continuing to improve its business environment and adapting to global trends, Cyprus can solidify its status as a top destination for international business.



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