

Greece's Corporate Board Gender Quota — Law 4706/2020 Raised to 33% by Law 5178/2025

Gender Equality · Good practice · Greece

Quality score: 52/100

Evidence strength: Descriptive / self-reported

Summary

Greece introduced its first binding board gender quota (25%) for listed companies in 2020. Law 5178/2025 raises this to 33% for large listed firms by mid-2026, backed by penalties of up to 3 million euros or 5% of turnover, though post-law compliance data is not yet published.

Key dimensions

Dimension	Score
Transferability / replicability	2/3
Impact on gender equality	0/1
Effectiveness	0/1
Efficiency	0/1
Evaluated outcomes	0/1
Sustainability	1/1
Achievement / evidence	1/1
Gender-mainstreaming embedding	1/1
Curator validation	1/1

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-09-22

[Hellenic Capital Market Commission / Hellenic Parliament](#) — accessed 2026-09-22

[EY Greece — New Rules for Gender Balance in Corporate Boards](#) — accessed 2026-09-22

[IFLR — Greece Takes Pivotal Step in Corporate Governance and Gender Diversity](#) — accessed 2026-09-22

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