

Education Dynamics

Issue 2

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The Education Dynamics Newsletter is published annually and provides key information, data and developments in the Education sector in Cyprus, based on official data from the European Commission and the Government of Cyprus.

At a Glance

The educational system in Cyprus is centralised and fully regulated by the Ministry of Education and Culture (MoEC). Education accounts for a significant proportion of the Cypriot public expenditure, with personnel costs being by far the most important budget item.

The Cypriot authorities have continued to implement the actions included in the Memorandum of Understanding on Specific Economic Policy Conditionality (MoU), agreed with the Troika¹. Specifically, a reform plan has been finalised providing a mechanism safeguarding the fiscal sustainability of the education wage bill and a significant modernisation of the appraisal and promotions systems. With respect to educational benefits, the Cypriot

authorities have shared their plans to consolidate the three existing benefits into one scheme and to modify eligibility criteria, without at this stage aiming at fiscal savings.

As part of the austerity measures agreed with the Troika, the basic minimum salary of teachers was reduced by 8.5% compared to 2009. The MoU reforms include a review of the appropriate system of remuneration and conditions of employment in the public sector in relation to the private sector and other EU countries, based on best practices. The reforms aim to reduce government spending and at the same time enhance students' performance.

¹refer to definitions, page 14

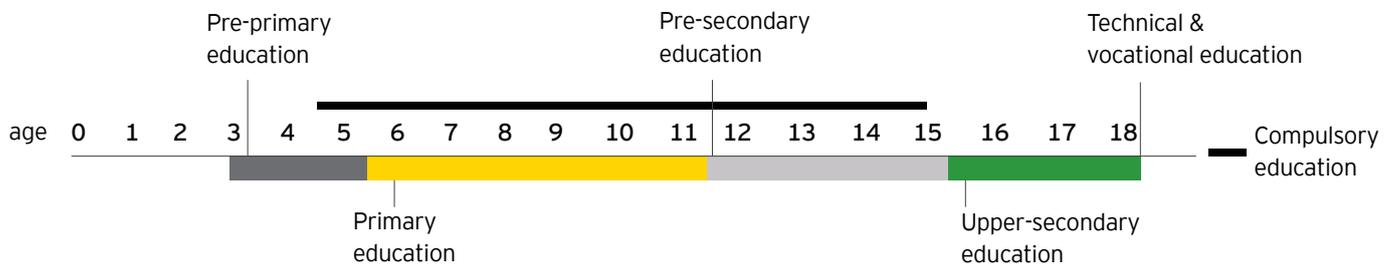
Key Indicators

	EU-28 2015	Cyprus 2015	National target 2020
Public expenditure on education (% of GDP)	5.3**	6.7*	
Private expenditure on education (% of GDP)	0.7*	1.7*	
Annual expenditure on educational institutions for tertiary education per pupil compared to GDP per capita (%)	26.9*	40.3*	
Early leavers from education and training (%)	11.0	5.3	10
Tertiary education attainment (%), 30-34 years old age group	38.7	54.6	46
Lifelong learning ¹ (%)	10.7	7.5	12
School expectancy ¹ (years)	17.6**	14.9**	
Employment rates by level of education attained			
Employment rate (15-64 years old) (%)	69.0	68.0	
Primary	52.6	55.1	
Upper secondary, post-secondary	70.1	64.2	
Tertiary	82.1	78.3	

*2011 figures, **2012 figures

Sources: CyStat, Eurostat

Educational system in Cyprus



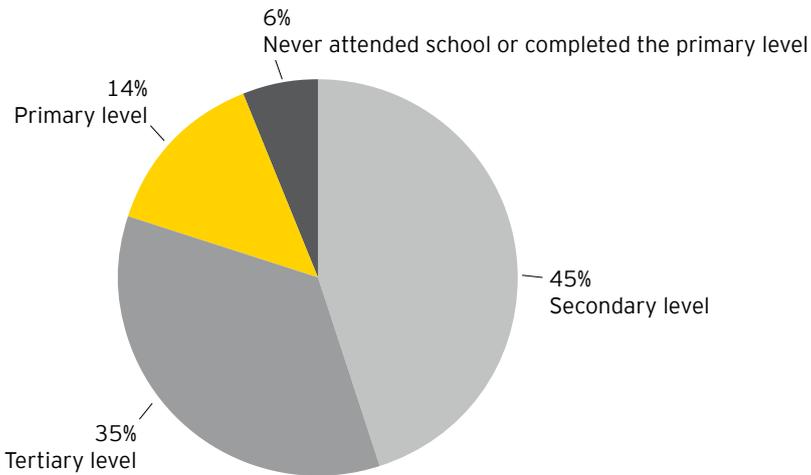
Source: Eurostat, Eurydice

In 2015, as in 2014, Cyprus comfortably exceeded two of the headline targets for education set under the Europe 2020 strategy: the percentage of early leavers from education and training as well as the tertiary education attainment rate. The percentage of Cypriots with higher education qualifications in employment increased to 78.3% in 2015 but it is still lower than the EU-28 average by 4.4%.

Based on the latest available data (2012), Cyprus ranks 5th in the European Union with regard to public expenditure on education as a share of GDP (6.7%). Cyprus has the highest maximum statutory salary for teachers amongst the EU-28 member states, equivalent to 306% of GDP per capita. The percentage of adults participating in lifelong learning is 7.5% for Cyprus compared to an average of 10.7% for the EU-28.

¹refer to definitions, page 14

Educational attainment of Cypriots*



*Percentage of total educational attainments of Cypriots
Source: CyStat (2014)

Early leavers from education and training²

	2010	2011	2012	2013	2014	2015	2020 TARGET
Men	16.2	15.1	16.5	14.8	11.2	7.7	.
Women	9.8	8.1	7.0	4.2	2.9	3.2	.
Total	12.7	11.3	11.4	9.1	6.8	5.3	10
Total EU-28	13.9	13.4	12.7	11.9	11.2	11	10

Source: Eurostat

The percentage of early leavers from education significantly decreased over the last few years. In 2015, the percentage of early leavers from education and training declined by 22% compared to a decline of 25% in 2014. As a result, in 2015, only 5.3% out of the total number of 18-24 year old students dropped out from education and training. It should be noted that young men are more than two times more likely to drop out from school prematurely than young women (7.7% versus 3.2%). Students aged between 14 and 16 who drop out from secondary school can enter the Apprenticeship Scheme³, administered by the Ministry of Labour and Social Insurance and run by the Cyprus Productivity Centre and the Ministry of Education and Culture. The EU 2020 target for early leavers from education (10%) was successfully met as from 2013.

²The percentage of early leavers from education represents the percentage of 18-24 year old students who have dropped out from primary, lower or upper secondary education. According to the CyStat survey, the early leavers stated they did not receive any education or training in the four weeks preceding the time of the survey.

³The Apprenticeship Scheme applies mainly to students, who after the 3rd grade of Gymnasium, do not intend to continue their education in schools of the system of formal education. Education in the Apprenticeship Scheme lasts for two years. It provides interchangeable Practical and Theoretical Training. Practical Training is provided by employment of trainees in industry, three days a week, on a salaried work basis. Theoretical Training is provided in the Technical Schools, two days a week. The special courses offered by the Apprenticeship Scheme are: Construction worker, Car Engineers, Car Electricians, Rolling mill operators - Solderers, Aluminium Constructors, Plumbers - Welders, Electricians, Cabinetmakers - Carpenters, Cutting - Sewing.

Tertiary Education

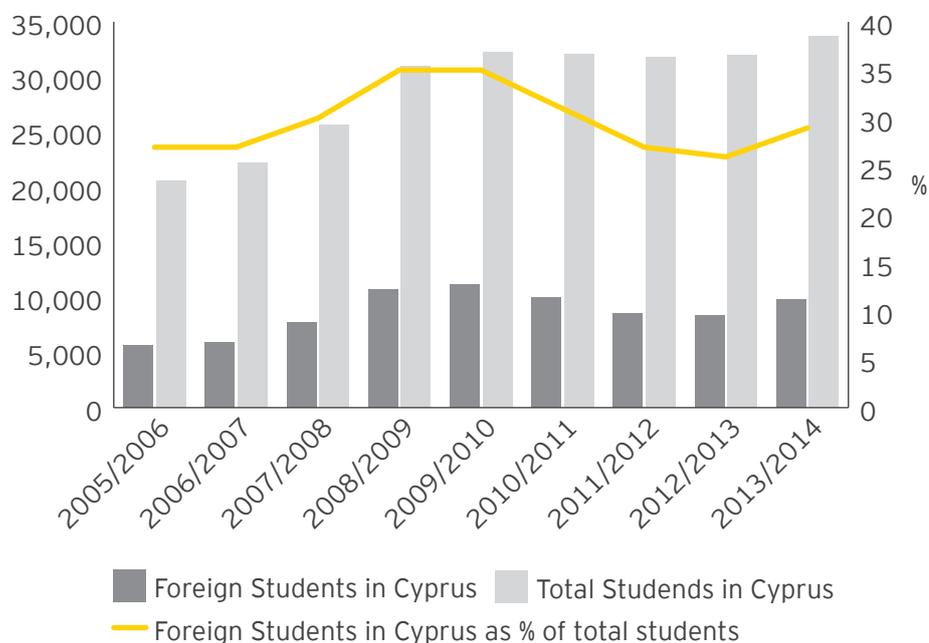
Students attending tertiary education studies in Cyprus increased by 5.3% during the academic year 2013/2014 compared the prior year. For every year in the period between 2009-2014, foreign students studying in Cyprus decreased (-11.9%) while Cypriot students increased (13%).

Tertiary education indicators

	2009/10	2010/11	2011/12	2012/13	2013/14
Total Students in Cyprus	32,233	32,118	31,772	31,965	33,674
Cypriot students	21,095	22,092	23,232	23,590	23,864
Foreign students	11,138	10,026	8,540	8,375	9,810
Cypriot students abroad	20,051	19,199	19,200	19,200	n/a
Total Cypriot students	41,146	41,291	42,432	42,790	n/a
Total students (Cyprus and abroad)	52,284	51,317	50,972	51,165	n/a
Expenditure on tertiary education (per student) (€)	23,466	24,606	22,918	17,526	n/a
Public	19,548	20,237	18,634	13,731	n/a
Private (government financial aid)	3,918	4,369	4,284	3,795	n/a

Sources: Cystat, MoEC

Foreign Students in Cyprus



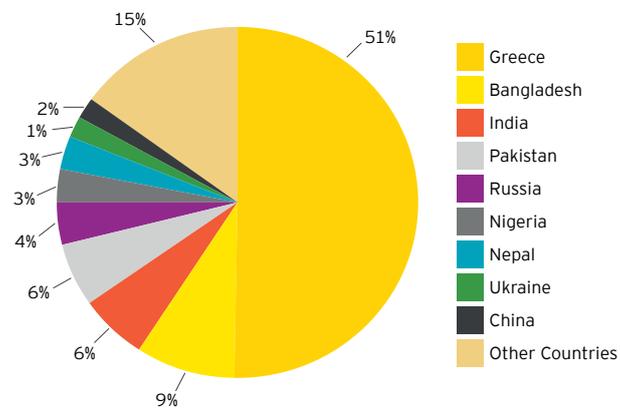
Cyprus has eight public and private universities with an average course duration of four academic years. Regarding educational institutions with no university status, Cyprus has five public higher educational institutions with courses ranging from one to three academic years, and thirty-eight private higher educational institutions that offer academic and vocational programmes of study at both undergraduate and postgraduate levels of education. The national competent authority for the recognition of higher education qualifications is "KYSATS".

Tertiary education institutions

Public universities	Private universities	Public higher educational institutions
Cyprus University of Technology	European University	Cyprus Forestry College
Open University of Cyprus	Frederick University	Cyprus Policy Academy
University of Cyprus	Neapolis University	Higher Hotel Institute of Cyprus
	UCLan Cyprus	Mediterranean Institute of Management
	University of Nicosia	Tourist Guides School

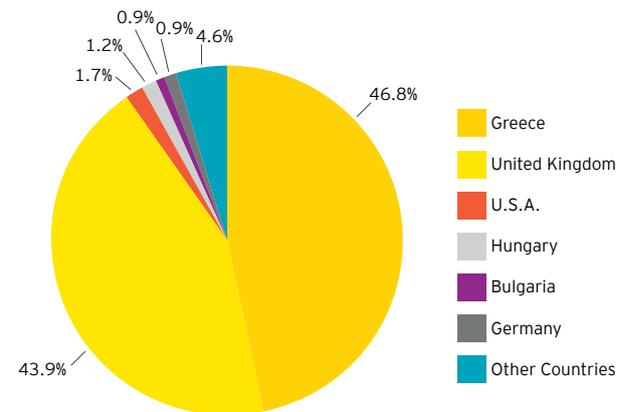
Source: MoEC

Foreign student population by country of origin (Academic year 2012-13)



Source: MoEC

Countries where Cypriot students study abroad

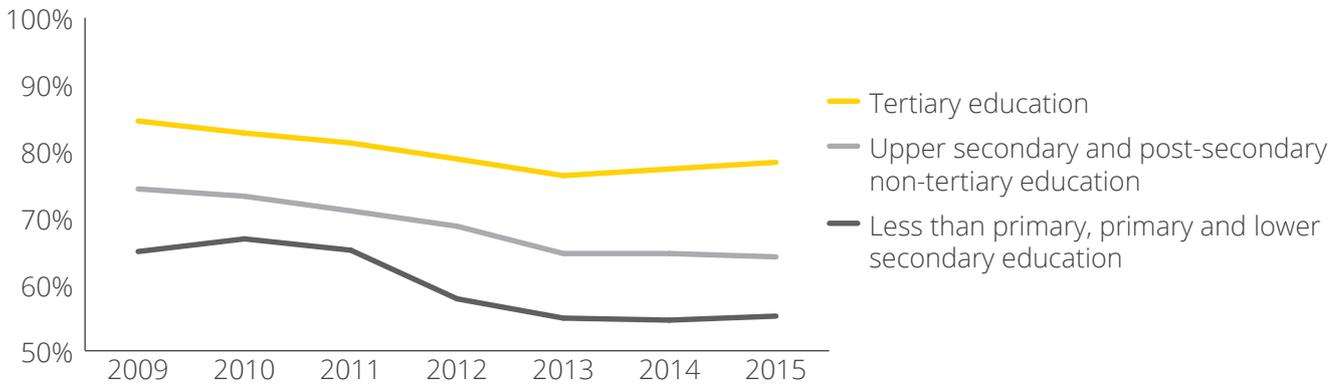


Source: Cystat

According to the latest available data (academic year 2010/11), Greece is the main destination of Cypriot students studying abroad (46.8%) and most non-Cypriot students studying in Cyprus are from Greece (51%). This is largely a reflection of the fact that courses at the University of Cyprus, the island's largest tertiary education institution, are taught almost exclusively in Greek.

Tertiary education attendance and employment opportunities

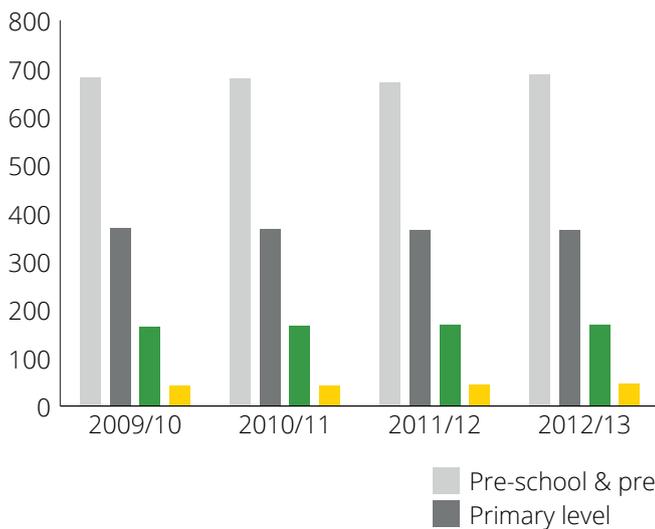
On average, 78.3% of the tertiary education graduates in Cyprus aged between 20 and 64 years old were employed in 2015, while only 64.2% and 55.1% of those with secondary and primary level qualifications respectively were employed. On the other hand, EU-28 has a higher proportion of employed graduates for tertiary and secondary education (82.7% and 70.7% respectively), while the percentage of employed graduates of primary education is lower for the EU-28 (52.6%) than Cyprus.



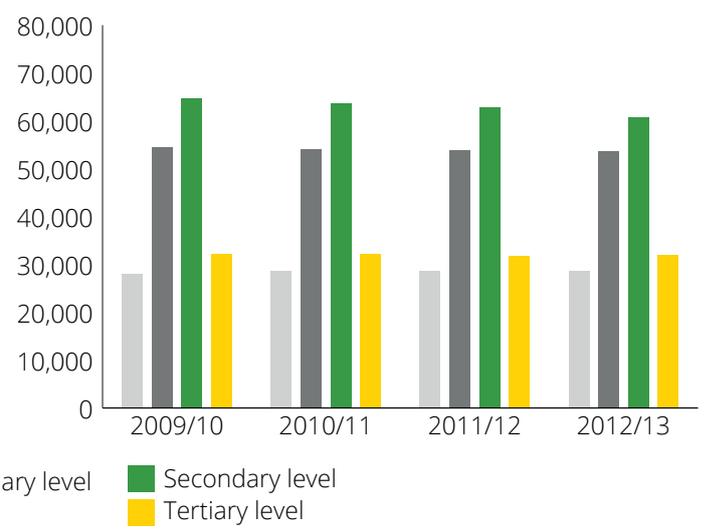
Source: Eurostat

Educational institutions and students

Educational Institutions in Cyprus



Number of students

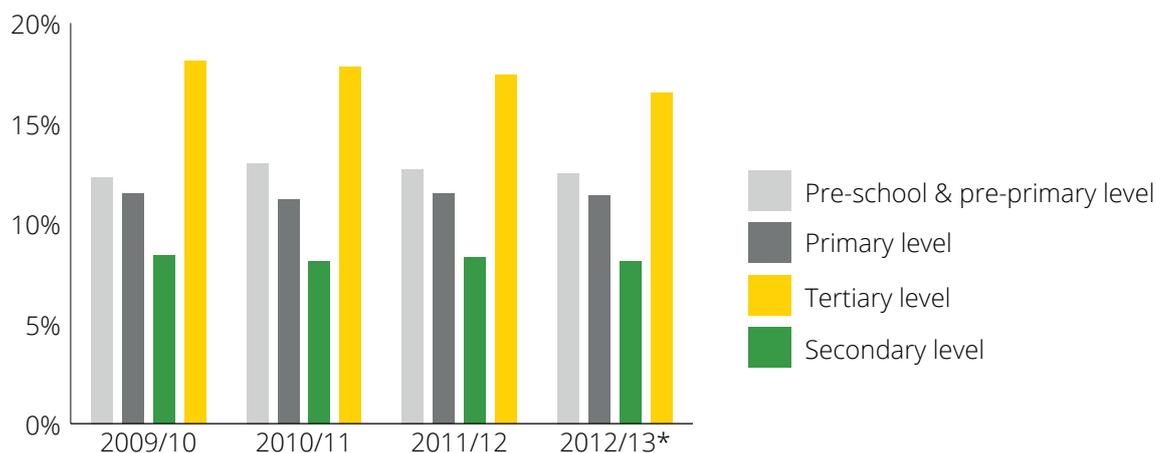


Source: Cystat

“While the number of students has been declining due to smaller cohorts, the number of teachers increased almost continuously since the 90’s and only recently stabilized. Secondary education seems to show the largest excess, with an average of only 8 students per teacher in 2011, compared to the European average of 14 in 2010 for basic education”

-IMF 2014

Student to Teacher ratio



* Estimate for Tertiary, pre-school and pre-primary level

Source: Cystat

The total number of students in Cyprus showed a steady decline over the academic years 2009/10 to 2012/13 with the 2.47% decrease attributed mainly to fewer students in secondary education.

Expenditure on Education

Overall educational expenditure

Funding of education in the EU mainly comes from the public purse, with a smaller role for non-educational private sources (including for example households, enterprises, non-profit organisations and religious institutions) and generally an even smaller role for international organisations⁴.

Increasing and even maintaining funding for education in the context of the financial crisis and the high levels of public debt remains a challenge. Many EU Members States are considering proposals for reforms of education policies and systems to promote development of labour force skills for the future, for the benefit of individuals and society. Approaches to funding that are being explored include tuition fees, administrative or examination charges as well as partnerships between business and tertiary educational establishments.

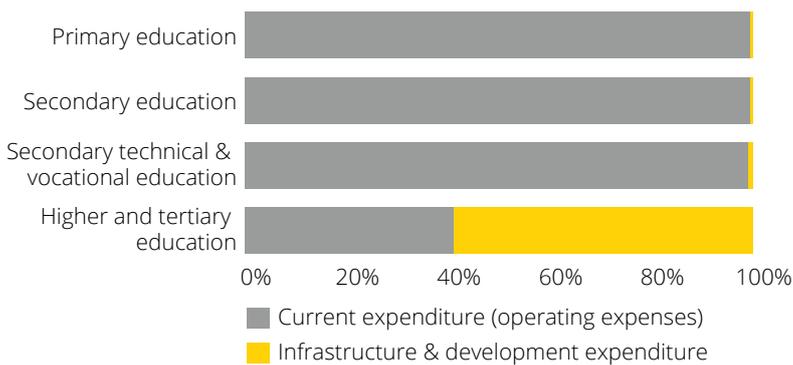
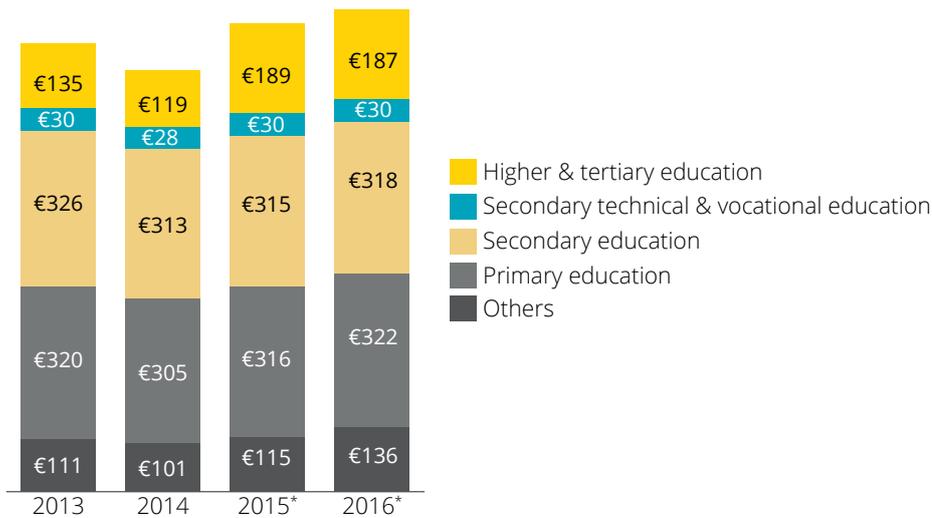
The EU governments' share of total spending on education in 2012 ranged from 69% in Portugal up to close to 100% in Sweden, Finland and Luxembourg (Cyprus c.75%). The cost per child / student increases from pre-primary through to tertiary education. Non-educational private sources (including, for example, households, enterprises, non-profit organisations and religious institutions) and international organisations account for 25% of the education funding in Cyprus, the highest percentage in the EU (along with the UK). Cyprus has the smallest share of spending in pre-primary education in the EU (5.9% of total state funding) and the smallest share of spending in tertiary education. It is also the only country in the EU-28 where expenditure on public and private educational institutions per pupil was highest for upper secondary and post-secondary, non-tertiary education (in the rest of the Union, expenditure on tertiary education is the highest).

⁴It should be noted that part of government expenditure is the transfer and payments for education to the non-educational private sector. This includes subsidies to households and students as well as payments to other non-educational private entities. This part is counted twice, once in government expenditure and a second time in expenditure of households and other non-educational private entities. Whenever government expenditure includes payments and transfers for education to the non-educational private sector, this is denoted as "public expenditure" in this report.

Cyprus Government budget

In 2016, the approved budget for education increased by 2.9% to €993m compared to the revised budget for 2015 of €965m and 14% compared to actual education expenditure in 2014. This is attributable mainly to the increase in the tertiary education budget, which increased from €119m in 2014 to €187m in 2016. 13% of the 2016 MoEC budget (or €112m) are funds allocated to infrastructure and development expenditure (e.g. Buildings and educational equipment).

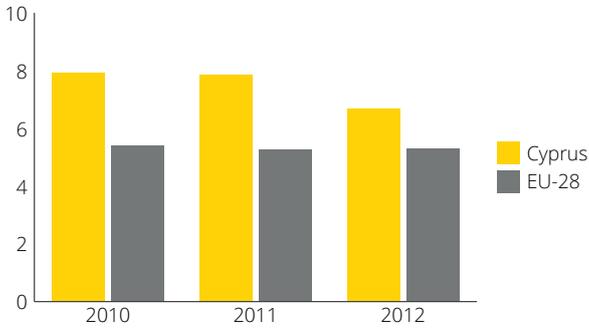
MoEC budget (m)



* Revised budget for 2015, and approved budget for 2016
Source: Cystat

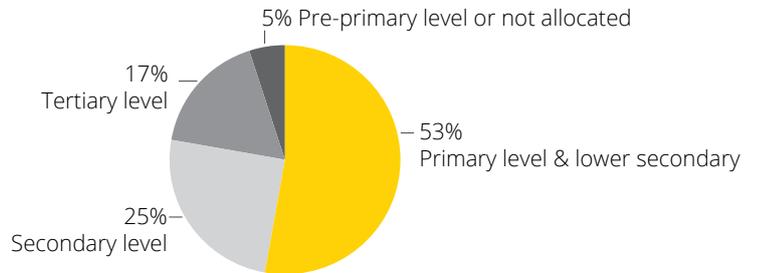
In 2012, public expenditure on education was 6.7% of GDP, which is above the EU-28 average of 5.3%. Public expenditure on primary and lower secondary education constitutes the greatest share (3.55% of GDP), followed by the expenditure on secondary education (1.68% of GDP) and tertiary education (1.14% of GDP).

Expenditure on education



Source: Eurostat

Expenditure on education by level of education % of GDP

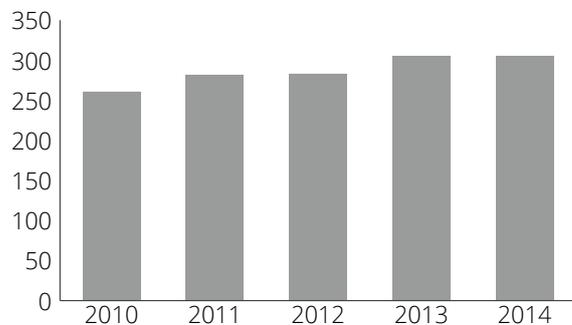


Remuneration of teaching staff

According to 2014 statistics, teachers in Cyprus are paid the highest maximum salary as a % of GDP per capita than any other European country. In addition, Cyprus has the highest maximum statutory salary for teachers at all education levels in Europe, with the rate being at 306% of GDP per capita (Eurydice, 2015). The minimum annual statutory salaries for full time teachers in public schools at all education levels, are at 126% of GDP per capita, with four European countries having higher rates (Germany (129%),

Spain (126%) and Portugal (139%)). After January 2012, there was a 10% reduction in the annual gross salaries of newly appointed teachers in Cyprus public schools. The economic downturn directly affected teachers' salaries in all levels of education, leading to an 8% reduction in their purchasing power in real terms in relation to 2009, as measured by the minimum annual statutory salary.

Maximum statutory salary for teachers at all education levels⁵ (maximum statutory salary/GDP per capita)



Source: Eurydice

Expenditure on tertiary education

The main source of funding for higher education institutions (HEIs) in EU member states (70%) comes from the public purse. The public HEIs in Cyprus (three universities and five non-university institutions) receive funding from the national budget, from fees paid by their post-graduate students, and from donations. Private institutions (five universities and 40 non-university institutions) receive most of their funding through private sources: student fees, donations, funding through national and EU research contracts.

⁵Education levels refer to Primary, Lower Secondary (Gymnasium), and Upper Secondary (Lyceum).

Developments

Tertiary Education: Quality Assurance

Two independent bodies are responsible for quality assurance for tertiary education in Cyprus - the Council for Educational Evaluation and Accreditation (SEKAP), which is responsible for the evaluation and accreditation of programmes of study of non-university level private institutions, and the Cyprus Council for the Recognition of Higher Education Qualifications (KYSATS), which is responsible for the recognition of qualifications awarded by institutions of higher education in Cyprus and abroad. The members of the Council of SEKAP were appointed by the Government on 5 November 2015, on the basis of the "Quality Assurance and Accreditation of Higher Education and the Establishment and Operation of an Agency on Related Matters Law, of 2015. SEKAP operates in accordance with the standards and guidelines provided by the European Network for Quality Assurance (ENQA), an organisation which SEKAP is going to join as a member.

SEKAP: areas of competency

- ▶ Institutional, Departmental and Programmatic Evaluation and accreditation of higher education
- ▶ Quality Assurance in higher education on the basis of the European Standards
- ▶ The Evaluation and Accreditation of cross-border forms of education, offered by local institutions in member states or third countries
- ▶ Assessment of the conditions for the provision of cross-border education by foreign institutions in Cyprus
- ▶ Assessment of inter-institutional cooperation of higher education institutions
- ▶ The provision of information on Quality Assurance in higher education

EU Research and Innovation Policy in Cyprus

Research is at the centre of the academic activities of public and private universities which aspire to become centres of excellence. According to the latest Annual Report published by the MoEC, the medium and long term strategic objectives for Research and Innovation in Cyprus are to:

- ▶ Upgrade existing and develop new research infrastructure
- ▶ Involve enterprises in research and innovation activities and increase their contribution to total R&D spending
- ▶ Increase the number of people employed in research
- ▶ Attract experienced researchers and scientists from abroad in order to benefit from their experience and know-how
- ▶ Encourage the participation of Cypriot organisations in European research programmes
- ▶ Promote international networking and cooperation

Implementation of the MoU

The Cypriot authorities have continued to implement the actions included in the Memorandum of Understanding on Specific Economic Policy Conditionality (MoU), agreed with the Troika¹. The authorities have finalised a reform plan providing a mechanism safeguarding the fiscal sustainability of the wage bill (including both the compensation and the number of public employees), as well as a significant modernisation of the appraisal system (through written exams and interviews), the promotion system (opening promotion posts for all qualified candidates and linking further merit and promotion), and the rules governing staff mobility (enhancing mechanisms for staff redeployment). The reforms aim to reduce government spending and at the same time enhance students' performance. With respect to educational benefits, the Cypriot authorities have shared their plans to consolidate the three existing benefits into one scheme and to modify eligibility criteria, without at this stage aiming at fiscal savings.

¹refer to definitions, page 14

⁶The measures in the Youth Guarantee Plan include:

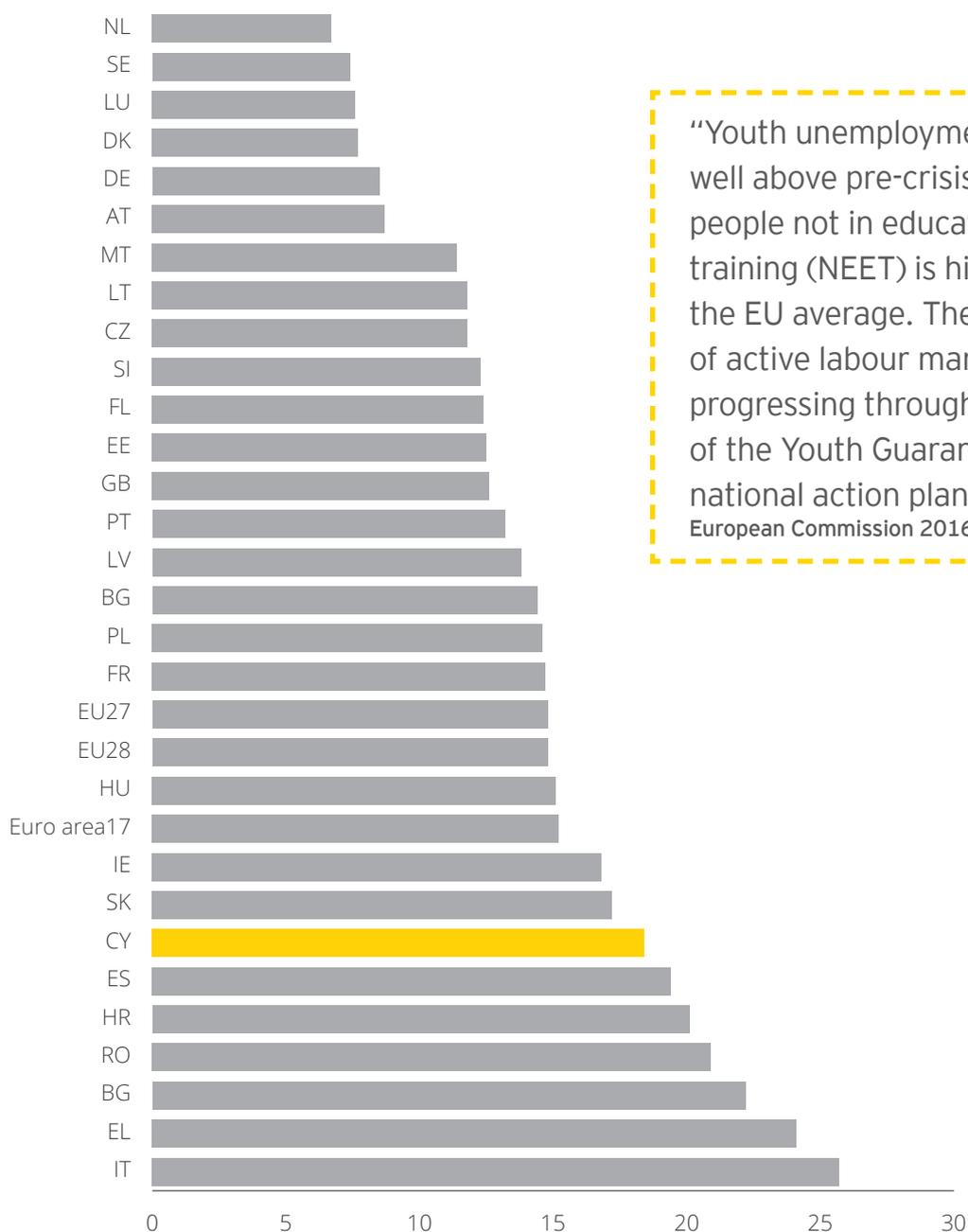
1. Guidance for early school leavers, employment subsidies, vocational education and training
2. Skill enhancement schemes
3. Promotion of entrepreneurship
4. Public and social work programmes
5. Structural reforms including the enhancement of the capacity of public employment services to provide individualised services and to conduct outreach activities

Youth unemployment

Having experienced one of the steepest increases in youth unemployment in the EU, and a rapid rise of young people not in employment, education or training (NEETs), Cyprus was urged to take swift action to create employment opportunities for young people and improve their employability prospects. To this end, the Cypriot authorities have recently adopted a National Action Plan for Youth Employment, which includes, inter alia, measures envisaged for support under the Youth Employment Initiative covering also the implementation of the Youth Guarantee, in line with the conclusions of the European Council of June 2013. (European Stability Mechanism, 2015). Encouragingly, the latest figures indicate that the unemployment rate declined to 11.6% for Cyprus (April 2016, Eurostat). The youth unemployment rate also decreased (30% in 2015 compared to 34.4% in 2014).

In an effort to tackle youth unemployment¹, the government introduced a Youth Guarantee Implementation Plan⁶ in December 2013, covering the period from 2014 to 2016. The total estimated cost of the Scheme in Cyprus is €11.57m (EC - Employment, Social Affairs and Inclusion). Also, the percentage of young people not in employment, training or education decreased during 2015 (18.4%) compared to 2014 (19.5%) having previously reached a record high in 2013 at 20.4%.

Young people not in employment, education or training 2015 (NEET), (%)

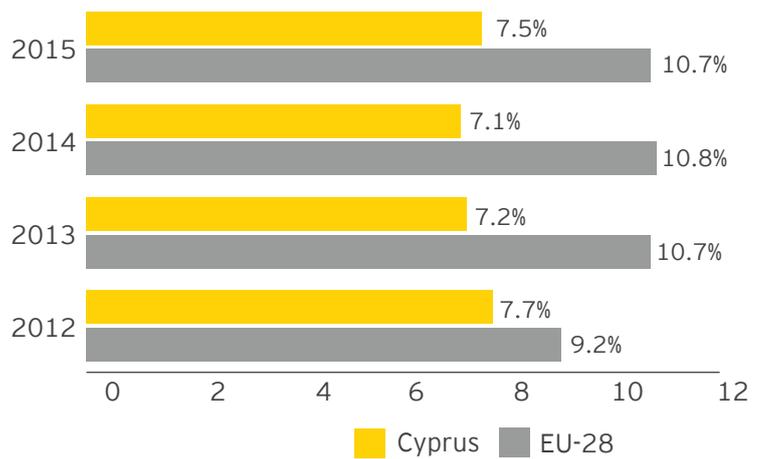


“Youth unemployment is falling, but remains well above pre-crisis levels. The rate of young people not in education, employment or training (NEET) is historically high and above the EU average. The reform of the system of active labour market policies is mostly progressing through the implementation of the Youth Guarantee (YG), as part of the national action plan for youth employment.”
European Commission 2016

Investment in high quality skills-lifelong learning

Lifelong learning comprises continuing education or training, including in-company skills development and it is part of the commitment included in the Treaty on the Functioning of the European Union. According to figures for 2015, participation of Cypriots in lifelong learning remains well below the EU average (7.5% versus 10.7%) and below the national target for adult participation in lifelong learning by 2020 (12%). The government's commitment towards achieving this target is expected to help improve key skills of the workforce and reinforce occupational mobility towards high growth and high value added activities.

Participation in lifelong learning



Source: Eurostat

Introduction of courses of study in English at public Universities

The MoEC submitted a proposal, which was approved by the Parliament, to introduce both graduate and post-graduate courses in English. The Government expects the measure to help attract international students and promote Cyprus as an international educational centre. According to a statement made by the MoEC, the introduction of English courses and the accreditation of higher education institutions by the Agency of Quality Assurance and Accreditation in Higher Education set up last year, will ensure that the quality of Cypriot Universities is enhanced and that they become more attractive to international students.

Research and Development

To address the gap in spending on innovation, research and development between the EU and the US and as part of the target of increasing the level of European investment in research and development to 3% of GDP, the European Commission plans to allocate EUR80bn for the period 2014-2020 to the Common Strategic Framework for Research and Innovation, complemented by structural funds. The initiative has already provided EUR5.5bn for 3200 projects since its inception in 2014.

Horizon 2020, the 8th framework programme for research and innovation, is the largest EU programme specifically supporting research and innovation activities. The programme's current budget is EUR74.8bn (2014-2020). Cyprus participates in 382 projects benefiting from a total of EUR92m of EU funding. The programme is organised around three main pillars - Excellent Science, Industrial Leadership, and Societal Challenges - and provides funding through a large range of instruments and actions, for example:

- ▶ grants to individual researchers for research projects or to support their mobility;
- ▶ funding for cooperative research projects;
- ▶ support and funding for public-public and for public-private partnerships;
- ▶ specific instruments supporting research and innovation in SMEs.

European capital of Culture

The European Capital of Culture is a title designated by the European Union for a period of one year during which a city is given the opportunity to highlight the importance of cultural development, to involve citizens and creators in this process and to promote European cultural identity. The European Capital of Culture Programme was launched in 1985 and by 2019 the title will be awarded to 60 cities in 30 countries. In 2017, Pafos will be hosting the title of the European Capital of Culture and the Pafos2017 Organisation was established in 2013 as a non-profit limited company assigned with the task of creating a programme of cultural and community events of the highest standard. The Pafos2017 Organisation is responsible for the implementation and management of the European Capital of Culture project, based on the proposal that secured the title for Pafos in 2012. Pafos2017 will be organising 300 events and projects all over the city and region and in other cities of Cyprus. Through cultural events, community involvement activities, visitor focused projects and city legacy programmes, the Organisation envisages to attract to Pafos large audiences both local and foreign, creating a distinct cultural character for Pafos and by extension for Cyprus. The development of the implementation of this Project started in 2014, was enhanced in 2015, will be extended in 2016 and will finally culminate with a spectacular programme of events throughout Pafos and other cities of Cyprus in 2017. The events are based on the concept of the Open Air Factory and the motto "Linking Continents, Bridging Cultures."

Abbreviations

CyStat - Cyprus Statistical Service

EC - European Commission

ECB - European Central Bank

Eurostat - European Statistical Service

GDP - Gross Domestic Product

IMF - International Monetary Fund

HEI - Higher Education Institution

MoEC - Ministry of Education and Culture

MoU - Memorandum of Understanding on Specific Economic Conditionality

NEET - Not in education, employment or training

Public and private institutions of tertiary education

	Public	Private
1	The Higher Hotel Institute of Cyprus	A.C. American College
2	The Cyprus Forestry College	Aigaia School of Art and Design
3	The Mediterranean Institute of Management	Alexander College (Larnaca)
4	The Police Academy	Arte Music Academy
5	The School for Tourist Guides	Atlantis College (Famagusta)
6		Casa College
7		C.D.A. College (Nicosia, Limassol, Larnaca)
8		City Unity College Nicosia
9		College of Tourism & Hotel Management
10		Cyprus College (Nicosia)
11		Cyprus College (Limassol)
12		Cyprus International Institute of Management (Nicosia, Limassol)
13		Cyprus School of Molecular Medicine
14		Frederick Institute of Technology (Nicosia, Limassol)
15		Global College
16		Institute of Professional Studies (IPS), UCLan Cyprus
17		Intercollege (Nicosia)
18		Intercollege (Limassol)
19		Intercollege (Larnaca)
20		InterNapa College (Famagusta)
21		KES College
22		Larnaca College (Larnaca)
23		Ledra College
24		Mesoyios College (Paphos)
25		M.K.C. City College Larnaca (Larnaca)
26		P.A. College (Larnaca)
27		Susini College (Nicosia)
28		Susini College (Limassol)
29		The CTL EuroCollege (Limassol)
30		The Cyprus Institute
31		The Cyprus Institute of Marketing (Nicosia)
32		The Cyprus Institute of Marketing (Limassol)
33		The Limassol College - T.L.C. (Limassol)
34		The Philips College
35		Vladimirov Kafkaridis School of Drama

Country codes

AT: Austria
BG: Belgium
BG: Bulgaria
CH: Switzerland
CY: Cyprus
CZ: Czech Republic
DE: Germany
DK: Denmark
EE: Estonia
EE: Estonia
EL: Greece
ES: Spain
ES: Spain
FL: Finland
FR: France
GB: United Kingdom
HR: Croatia
HU: Hungary
IE: Ireland
IT: Italy
LT: Lithuania
LU: Luxemburg
LV: Latvia
MT: Malta
NL: Netherlands
NO: Norway
PL: Poland
PT: Portugal
RO: Romania
SE: Sweden
SI: Slovenia
SK: Slovakia

¹Definitions

Centralised educational system: The financial resources, school curricula and additional programmes, as well as the teaching staff are regulated by the Government.

Youth unemployment: Includes all the youth (people between the ages of 15 and 24, inclusive) who are unemployed.

School expectancy: Corresponds to the expected years of education over a lifetime.

Lifelong learning: Refers to persons aged 25 to 64 who stated that they received education or training during the survey.

Troika - EC, ECB and IMF

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Annual Report 2014 Cyprus Ministry of Education and Culture, 2015

The structure of the European education systems 2014/2015, Eurydice, 2014

Teachers' and School Heads' Salaries and Allowances in Europe 2014/2015 Eurydice Facts & Figures, European Commission, 2015

Budget 2016, Ministry of Finance

Horizon 2020, The New EU Framework Programme for Research and Innovation, Telemachos Telemachou

DG Research & Innovation, European Commission

Ministry of Finance - Memorandum of Understanding on Specific Economic Policy Conditionality

Ministry of Finance - Memorandum of Understanding on Specific Economic Policy Conditionality - 7th review

European Stability Mechanism

Youth Guarantee country by country, Cyprus 2016, European Commission

www.pafos2017.eu

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