



SUSTAINABILITY PROGRESS REPORT

2025

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Sustainable
Development Goals
and Targets

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INTRODUCTION

SUSTAINABILITY REPORT 2025

At EVERLEGAL, we believe that sustainable growth is built through responsible decisions, strong institutions and long-term commitment to people. As a law firm operating in wartime Ukraine, we see sustainability not as a separate initiative, but as a principle that guides how we support clients, develop our team and contribute to the country's recovery. This report provides an overview of our progress during the reporting period and highlights how we continue to create value for our stakeholders while contributing to Ukraine's resilience and future development.





ABOUT THIS REPORT

This is the Sustainability Progress Report of EVERLEGAL for the reporting period from 1 June 2025 to 31 May 2026. The previous report was published in 2024. EVERLEGAL publishes this report annually to reaffirm its commitment to transparency, accountability and responsible business practices. The report highlights the firm's progress across environmental, social and governance (ESG) topics, including people and culture, client and societal impact, environmental responsibility and corporate governance.

Scope of report

The report encompasses the firm's entire operations under a single office in Kyiv, Ukraine, including partners, counsels, senior associates, associates, paralegals and administrative staff, regardless of their work format or employment arrangement.

The report reflects EVERLEGAL's operations during the ongoing full-scale war in Ukraine and outlines the measures implemented to ensure business continuity, team safety and uninterrupted client service. It covers the firm's ESG performance, including corporate governance, professional ethics and compliance.

Reporting framework

This report has been prepared in accordance with the principles of materiality, transparency, completeness, consistency, comparability and reliability. It is informed by the United Nations Sustainable Development Goals (SDGs) and internationally recognised ESG frameworks relevant to responsible business reporting.

The information presented is based on internal HR records, BD and time-tracking systems, the Culture & Wellbeing Survey 2025, financial and operational data, and internal governance, policies and compliance documentation. Unless otherwise stated, all data relate to the reporting period from 1 June 2025 to 31 May 2026. The information contained in this report has not been subject to independent external assurance.

A note on measurement maturity

EVERLEGAL continues to strengthen its approach to sustainability measurement. People, client impact and governance indicators are based on established internal processes and provide a consistent baseline for year-on-year comparison. Environmental reporting remains at an earlier stage of development: the firm tracks environmental initiatives and practices but does not yet conduct systematic emissions measurement. We intend to expand the scope and maturity of environmental data collection in future reporting cycles.

LEADERSHIP MESSAGE



As the war entered its fourth year, Ukraine continued to test the resilience of its people, institutions and businesses. The challenges we face daily have not diminished, but our response to them has evolved. Against this backdrop, EVERLEGAL made a conscious choice: not simply to adapt to uncertainty, but to build for the future.

The past year reinforced an important lesson: resilience is built not only through adaptation, but through creating lasting systems and partnerships.

2025 was a year of consolidation and growth. We strengthened the foundations of our firm by formalising policies, introducing clearer governance structures, investing in our people, and embedding greater accountability across our operations. Many of these practices had long been part of our culture. This year, we turned them into systems that can scale, endure and create lasting value.

We continued to support businesses operating in one of the most challenging environments in the world. Our team delivered more than 260 client projects, expanded our ESG, RRRD and business protection capabilities, and strengthened partnerships with international organisations, humanitarian actors and institutions working on Ukraine's recovery. At the same time, we remained committed to ensuring that legal expertise serves not only business objectives, but also broader societal needs.

This year also brought important recognition. EVERLEGAL became the first Ukrainian law firm to win a Financial Times Innovative Lawyers Award, while our disputes team was recognised at The Lawyer European Awards. We see these achievements not as destinations, but as confirmation that Ukrainian legal expertise can compete and lead on the international stage.

Responsible business is no longer a separate agenda. It has become an integral part of how organisations build trust, manage risk and create long-term value. At EVERLEGAL, sustainability is embedded in how we work with clients, develop our people and contribute to the communities around us.

As we look ahead, our priorities remain clear: strengthening career transparency, improving how we measure our impact, advancing responsible innovation, and continuing to support the people and institutions shaping Ukraine's future.

This report marks the fifth edition of our Sustainability Progress Report. It reflects not only what we have achieved, but also the standards we hold ourselves accountable to and the direction we intend to follow in the years ahead.

YEVHENIY DEYNEKO
MANAGING PARTNER

WHO WE ARE

- 📍 An independent sector-focused **TOP-10 Ukrainian law firm**.
- 📍 A synergistic **combination of professionals** from world-class international and Ukrainian law firms.
- 📍 **A business law firm** with key practice areas in Corporate/M&A, Banking & Finance, International Arbitration, Antitrust & Competition, Dispute Resolution, Criminal Defence, IP, Sustainability, Employment and Commercial matters.
- 📍 **The first "sustainable impact" law firm in Ukraine.**

MISSION

We help you get your jobs done by providing business-savvy and pragmatic legal advice through engaging top legal talent, focusing on and understanding your business and using innovative ways of servicing our clients.

VISION

We aspire to be your legal business partner in the most demanding projects to enable you to create and grow sustainable businesses and ecosystems for the better future.



KEY POINTS 2025



1st

SUSTAINABLE IMPACT LAW
FIRM IN UKRAINE



15

PRACTICE
AREAS



17

HUMANITARIAN
ORGANISATIONS SUPPORTED



PEOPLE

75+

team members

55% / 45%

gender balance
women / men

10

promotions
in 2025
80% women



CLIENTS & IMPACT

260+

clients projects
delivered

33 000+

clients hours

540+

pro bono
legal hours



CRISIS RESILIENCE

65%

remote work
access

4

policies formalised
in 2025

97%

team open to
social impact



SUSTAINABILITY & ESG

7

priority SDGs

8

SDG-aligned projects

3

ESG institutional
partners



STAKEHOLDER ENGAGEMENT

As a law firm operating in wartime Ukraine, stakeholder priorities are shaped by crisis resilience, responsible business practices and the pursuit of sustainable impact. We tailor our communication methods and response mechanisms accordingly.

Stakeholder	Concerns & Expectations	Our Response
 Our team	Work-life balance and flexibility	Formalised flexible schedule policy
	Career growth and transparency	Career framework, Paralegal to Partner
	Equal treatment and inclusion	DEI Policy, Culture & Wellbeing Survey
	Voice and feedback channels	Anonymous reporting, weekly manager feedback
 Clients	Responsive legal service	Unified client platform (544 accounts)
	Billing transparency	Structured reports, automated invoicing
	Regulatory awareness	Real-time monitoring, sector bulletins
	Emergency legal protection	EverNow: 15 min callback, 24/7 access
	Responsible business alignment	Sustainability client classification

Stakeholder	Concerns & Expectations	Our Response
 International law firm partners	Cross-border collaboration	32 meetings in London, Warsaw, Rome
	Referral network	Strategic UK and Polish partnerships
	Market visibility	Presence at 5 global events
 International organisations & NGOs	Humanitarian legal support	RRRD practice (20+ clients)
	IDP housing solutions	Joint NRC research, 82 communities engaged
	Operational compliance	Partnerships with NRC, UNHCR, USAID projects, etc.
 Partner organisations	Standards & governance	Partnership with PAEW, UNGC
	ESG education	ESG 360° School with UN Global Compact
	Cross-sector dialogue	ESG forums in Kyiv and Bukovel
	Regulatory guidance	Joint analysis with DataDriven
 Professional community & media	Legal expertise and standards	Chambers, Legal 500, FT Awards
	Knowledge sharing	Industry conferences & speaking
	Access to justice	Pro bono

2025 EVERLEGAL MILESTONES

EVERLEGAL strengthens the resilience of critical industries and organisations

EVERLEGAL assisted a leading [medical device manufacturer](#), one of Ukraine's largest [rubber products manufacturers](#), and the representative office of an [international NGO](#) in obtaining critical status, helping preserve key workforces and ensure operational continuity in support of Ukraine's resilience.



EVERLEGAL secures precedent-setting Supreme Court victory

EVERLEGAL achieved a [landmark victory](#) before the Supreme Court in a dispute against the Antimonopoly Committee of Ukraine, setting a new legal precedent that strengthens fair competition standards and establishes stronger legal protections for businesses across Ukraine.



EVERLEGAL recognised among Ukraine's leading law firms by Chambers

EVERLEGAL was once again recognised by [Chambers Global](#) and [Chambers Europe](#) among Ukraine's leading law firms, with new rankings in [White Collar Crime](#) reinforcing the firm's credibility in corporate governance, compliance and responsible business practices.



EVERLEGAL recognised among Ukraine's leading law firms by The Legal 500

The [Legal 500 EMEA 2025](#) recognised multiple EVERLEGAL practice areas and lawyers, highlighting the firm's legal expertise, market reputation and strong client feedback across key sectors.

[6 ranked practice areas](#): Employment, Banking & Finance, Corporate and M&A, Energy, Antitrust & Competition, Dispute Resolution.

Legal500

EVERLEGAL joins the UN Global Compact initiative to advance ESG education in Ukraine

EVERLEGAL joined the [UN Global Compact initiative](#) to contribute to the development of an ESG educational programme for Ukrainian businesses, supporting the advancement of sustainable business practices and responsible corporate governance.



EVERLEGAL Sustainability Progress Report 2024

EVERLEGAL is proud to present our fifth annual [Sustainability Progress Report](#). In 2024, as Ukraine continued to defend its future, we moved from adapting to building: formalising internal policies, deepening international partnerships, and turning commitments into measurable outcomes.



2025 EVERLEGAL MILESTONES

EVERLEGAL recognised among Ukraine's leading law firms in ULF 2025

EVERLEGAL recognised across 9 practice areas in [Ukrainian Law Firms. A Handbook for Foreign Clients 2025](#), with Energy & Natural Resources ranked among Leading Firms. Six partners received individual recognition, confirming the firm's strong market position across its core sectors.



EVERLEGAL and DataDriven analyse key ESG regulatory developments

In partnership with DataDriven, EVERLEGAL [analysed current European and Ukrainian sustainability regulations](#), providing businesses with insights into emerging ESG requirements and the evolving regulatory landscape.



EVERLEGAL becomes the only Ukrainian law firm to win the FT Innovative Lawyers Awards 2025

EVERLEGAL became the only Ukrainian law firm to win the [Financial Times Innovative Lawyers Awards 2025](#). The award recognised the firm's innovative approach to disputes and crisis management and its ability to deliver impactful legal solutions in complex and challenging circumstances.



EVERLEGAL and ESG Liga PAEW bring together business leaders to discuss ESG challenges

Together with ESG Liga PAEW, EVERLEGAL organised a dedicated [ESG discussion platform](#), bringing together representatives of business, finance and industry to explore sustainability trends, regulatory developments and practical ESG implementation in Ukraine.



EVERLEGAL advances sustainability dialogue in Ukraine's tourism sector

EVERLEGAL joined the [UN Global Compact initiative](#) to contribute to the development of an ESG educational programme for Ukrainian businesses, supporting the advancement of sustainable business practices and responsible corporate governance.



EVERLEGAL litigation team receives European recognition at The Lawyer Awards

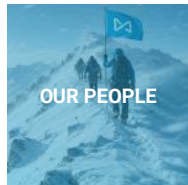
EVERLEGAL's litigation team received a "commended" recognition at [The Lawyer European Awards 2025](#), ranking among Europe's leading litigation teams. The firm also reached the finals in three categories, highlighting the international competitiveness of the Ukrainian legal market.



OUR RESPONSIBLE BUSINESS BOARD

Our goal is to strengthen EVERLEGAL's position as a leader in responsible business within Ukraine's legal market by integrating sustainable development principles and sound corporate governance practices across all areas of the firm's operations.

► Our responsible business strategy is organised around the following three pillars:



OUR PEOPLE



GOVERNANCE
& ETHICS



SOCIAL IMPACT

► Our principles:

- We conduct our business with integrity, independence and responsible governance.
- We integrate ESG and sustainable development principles into our decisions, client work and daily operations.
- We promote equality, inclusion, professional growth and wellbeing across our team.
- We support transparency, accountability and high standards of compliance in all areas of our business.
- We value partnerships and collaboration as drivers of long-term positive impact and progress towards the UN Sustainable Development Goals.

HOW WE MANAGE RESPONSIBLE BUSINESS:

Sustainability initiatives are coordinated by the firm's Partners, with day-to-day implementation supported by a cross-functional team: the HR Manager oversees people and culture programmes, the PR Manager leads sustainability reporting and communications, the BD Manager tracks client impact and pro bono engagement, and a dedicated ESG lawyer provides legal and regulatory expertise on environmental and social governance matters. Progress is monitored through the annual Culture & Wellbeing Survey, internal HR and time-tracking records, compliance documentation and policy reviews.

Key internal instruments include the Code of Ethics and Business Conduct, Anti-Harassment and Discrimination Policy, and Diversity, Equity and Inclusion Policy. The firm's 2030 targets include achieving gender parity in top management and increasing the share of sustainability-related engagements to 80%.

► Our approaches:

- **Transparency and accountability:** we regularly report on our progress and ESG initiatives.
- **Responsible governance:** we integrate sustainability, ethics and compliance into decision-making.
- **Risk management:** we assess ESG risks and implement measures to prevent and mitigate them.
- **People and society focus:** we support our team's development, wellbeing and positive social impact.
- **Partnership and collaboration:** we work with businesses, institutions and communities to advance sustainable development.
- **Long-term value:** we view sustainability as a foundation for resilience, responsible growth and lasting impact.

OUR PEOPLE

SUSTAINABILITY REPORT 2025

At EVERLEGAL, our people are the foundation of everything we deliver. We invest in professional growth, psychological safety and equal opportunity, recognising that the quality of our legal work is inseparable from the strength and wellbeing of our team. In 2025, we moved from informal practices to formalised policies, introduced structured career pathways and established a systematic approach to measuring team culture and engagement for the first time.

SDGs:



Key policies:

Code of Ethics and Business Conduct
Anti-Harassment and Discrimination Policy
Diversity, Equity and Inclusion Policy

2030 target:

50/50 gender balance in top management



OUR VALUES



Team players

- We build strong and healthy teams.
- We trust each other.
- We have a common goal which unites the team in effective work to achieve a maximum result for the clients.



Open & supportive people

- We value mutual support, help and understanding.
- We promote a culture of trust and respect with each other and our clients.



Clients' happiness

- We strive to deliver an exceptional client experience.
- We aim to exceed clients' expectations.
- We want to keep clients coming back to us.



Transparency, equality & diversity

- We are open to people regardless of their gender, race, ethnicity, religion, sexual orientation, or any other characteristic.
- We encourage open communication and feedback from employees about their experiences in the firm.
- We give equal opportunities for career growth for all employees.



Proactivity, ambition & interest

- We are passionate about our work and ambitious.
- We reward employees who demonstrate exceptional performance and contribute to the company's success.
- We promote a culture of learning and intellectual curiosity.



Responsibility & deadlines

- We remain responsive to clients' needs while respecting our team's wellbeing and work-life balance. During business hours, we ensure full availability and reliable delivery. In urgent matters, we coordinate flexible solutions that serve our clients without compromising the sustainability of our team.



Life & work balance

- We have a hybrid working environment allowing our employees to combine work from home with the office.
- We help employees balance work and family responsibilities via paid leave and flexible work arrangements.

RESPECTFUL WORKPLACE

At EVERLEGAL, respect for human rights is not a policy requirement – it is how we operate. As a law firm advising on responsible business practices, we hold ourselves to the same standards we set for our clients. Our internal framework is built on Ukrainian legislation, the ILO Convention No. 190 on violence and harassment, the Council of Europe Istanbul Convention, and the UN Global Compact principles, which we reinforced through the Business and Human Rights Accelerator in 2024.

> KEY POLICIES BOX



Code of Ethics and Business Conduct
Defines our values, behavioural standards, and accountability expectations.



Anti-Harassment and Discrimination Policy
Prohibits discrimination and harassment and ensures a safe, respectful workplace for all.



Diversity, Equity & Inclusion Policy
Integrates DEI principles into recruitment, career development, and decision making.

IN 2025

Feel safe to speak freely in their team **93%**

Feel respected regardless of gender, age, origin, or IDP status **84%**

Confirmed cases of discrimination or harassment **0**



Source: Culture & Wellbeing Survey 2025, 44 respondents.

> HOW WE PROTECT RIGHTS AT EVERLEGAL

-  Zero tolerance for discrimination
-  Independent review Commission
-  Anonymous reporting channel (via internal platform)
-  Protection from retaliation for reporters
-  Confidential case handling
-  Psychological support reimbursement for affected individuals

GOVERNANCE CALLOUT

Human rights oversight is coordinated by a dedicated Human Rights Officer and supported by a cross-functional Commission comprising partner, HR and human rights representation.

Looking forward:

With the DEI Policy now in place, EVERLEGAL is systematically embedding diversity, equity and inclusion into all HR processes. An anonymous trust box will be launched in 2026 as an additional safe reporting channel. The first year-over-year comparison on respect and inclusion metrics will be available in the next report.



DIVERSITY, EQUALITY, INCLUSIVENESS

EVERLEGAL is committed to building a team where everyone has equal access to opportunities, fair treatment, and professional growth: regardless of gender, age, origin, family status, or displacement circumstances.

IN 2025

EVERLEGAL team:

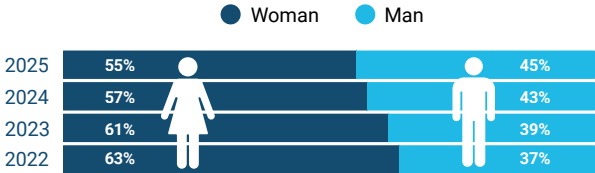
75+ EMPLOYEES

Including:

11%

with IDP status (9 team members)

For reference: 13.85% IDPs in 2024



OUR PRINCIPLES:



Recognising and mitigating bias through open dialogue and regular team surveys.



Equal access to projects, training and career development for all team members.



Flexible working arrangements adapted to individual life circumstances, including remote options for those who relocated due to safety concerns.



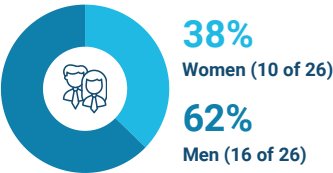
Supporting work-life integration through flexible arrangements and a family-friendly culture.



INCLUSIVE WORKPLACE

Inclusion survey results are presented in the Respectful Workplace and Progress at a Glance sections. Turnover rates, average tenure and gender pay gap analysis are priorities for future reporting.

GENDER BALANCE – TOP MANAGEMENT



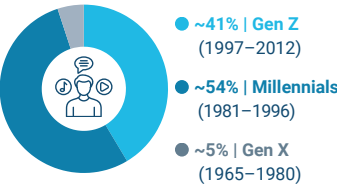
Target 2030: 50/50%

Equal growth in action:

10 team members were promoted across practice groups.

80% of all promotions were women.

GENERATIONS AT EVERLEGAL



2024 vs 2025 dynamics:

Gen Z:	33%	➡	41%	↑
Millennials:	62%	➡	53%	↓
Gen X:	5%	➡	5%	=

! Top management includes partners, counsels, senior associates and other team members with managerial responsibilities (26 individuals in 2025).

LEARNING & DEVELOPMENT

In 2025, EVERLEGAL's learning and development programme operated across four tracks: professional legal expertise, soft skills and business development, AI literacy, and peer-to-peer knowledge sharing. Each track combines internal and external formats: from firm-wide workshops to individual participation in industry conferences and expert-led sessions.



80%

of the team agree that the company actively supports their learning and professional growth (score: **4.23 / 5.0**).

> OUR L&D TRACKS IN 2025

PROFESSIONAL LEGAL EXPERTISE

Expert-led training, industry conferences, internal sessions on emerging regulatory areas.

SOFT SKILLS & BUSINESS DEVELOPMENT

Client communication and needs assessment. Sales capabilities for senior lawyers. Networking and relationship-building skills.

AI LITERACY & TECHNOLOGY

Responsible AI use, verification principles, confidentiality standards, practical applications in legal work.

PEER-TO-PEER KNOWLEDGE SHARING

Colleagues as internal trainers, cross-practice expertise exchange, English Days for professional communication.

AI READINESS OF THE TEAM



77%

Use AI in their work (34% regularly, 43% occasionally)



85%

Say AI improves their efficiency



95%

Always verify AI-generated results



78%

Maintain confidentiality in AI use

IN 2025

100%

mandatory learning completion (Business and Human Rights course – full team)

10 +

learning events held across four L&D tracks

3.91/ 5.0

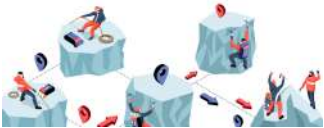
career path clarity score (73% rated 4 or 5)

CAREER DEVELOPMENT AT EVERLEGAL



Career decisions at EVERLEGAL are based on performance, professional competence and engagement.

The firm applies a consistent career framework across all levels, from Junior Associate to Partner, with transparent criteria for progression.



PROGRESS AT A GLANCE



PROGRESS AT A GLANCE: TEAM DYNAMICS

The 2025 Culture & Wellbeing Survey used a 5-point scale across multiple dimensions: satisfaction, psychological safety, wellbeing, career, work-life balance and AI readiness. 44 team members participated (54% response rate). From 2026 onward, year-over-year data will be fully comparable.

Team movement in 2025

- 15 new colleagues joined / 8 departed / Net growth: +7
- Adjusted turnover rates will be reported from 2026.

Tenure profile

- < 6 months: 11% | 6-12 months: 21% | 1-2 years: 14% | 2-4 years: 29% | > 4 years: 25%
- 55% have been with the firm for two or more years. 32% joined within the past year.

 > HOW EXPERIENCE SHAPES PERCEPTION

	< 6 m	6-12 m	1-2 y	2-4 y	> 4 y
Job satisfaction	4.60	4.00	4.33	4.46	4.27
Psychological safety	4.60	4.33	4.67	5.00	4.82
Manager support	4.80	4.11	4.17	4.31	4.27
Career path clarity	3.00	3.33	4.50	4.23	4.09
Work-life balance	4.20	3.44	3.33	3.77	4.00
Mental health care	4.60	3.89	4.17	3.92	3.64



Psychological safety peaks among the 2-4 year cohort (5.00).

Mental health care perception decreases with tenure, signalling the need for tailored support for long-serving colleagues.

CLIENTS & IMPACT

SUSTAINABILITY REPORT 2025

EVERLEGAL delivers legal solutions across industries that drive Ukraine's economy and recovery. In 2025, we expanded our service offering, launched new practice areas, and deepened our commitment to responsible innovation and billing transparency. Our work spans commercial mandates, humanitarian support, and pro bono engagement, reflecting our belief that legal expertise must serve both business objectives and broader societal needs.

SDGs:



New practices launched in 2025:

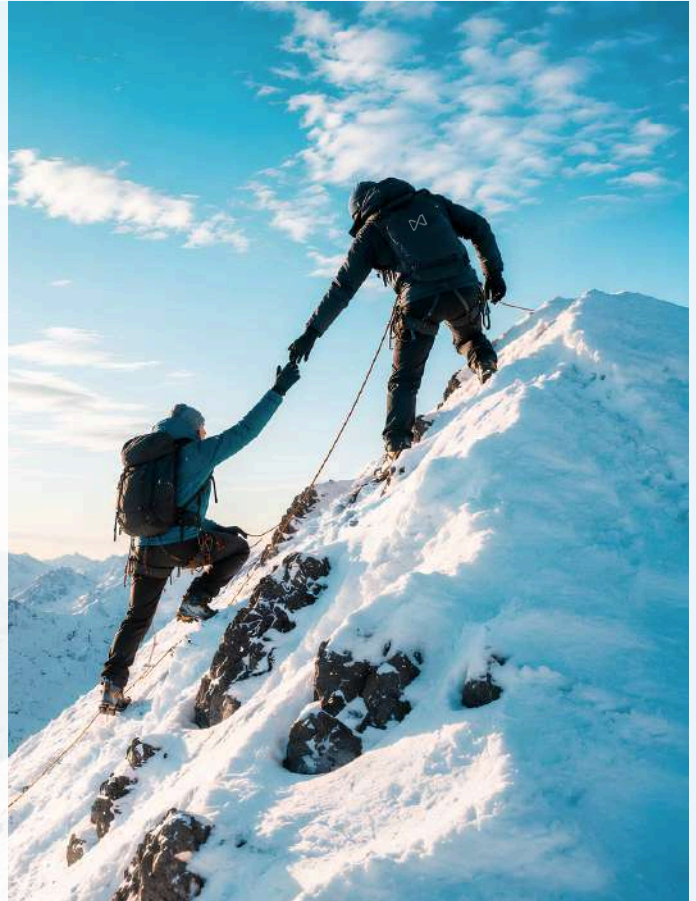
ESG Practice
GR & Investment Support
Tax Litigation

Key innovation:

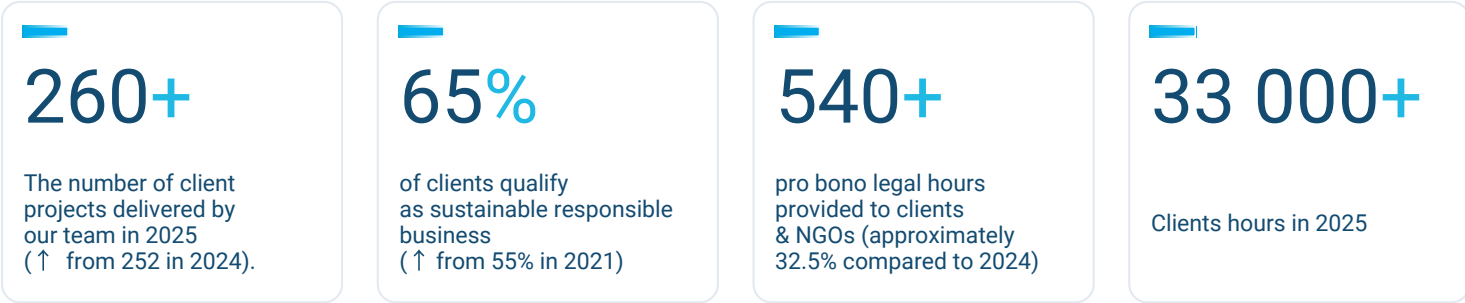
AI-powered CRM system (Creatio + n8n.io)
EverNow: emergency legal response tool

2030 target:

80% sustainable responsible business clients



OUR CLIENTS IN NUMBERS



ENHANCING CLIENT EXPERIENCE

INNOVATION HIGHLIGHT

AI-Powered CRM System

Creatio + n8n.io integration

- Real-time AI monitoring pipeline for court registries — automatic case matching and notifications for clients
- 544 client accounts managed in a unified system, replacing fragmented tools
- Faster response times and improved transparency for all active matters
- Automated billing and project tracking visible to client relationship managers

Built with Creatio | Implementation partner: Qube-soft



BUSINESS DEVELOPMENT

Expanded International Network

Presence at 5 global profile events.

32 meetings with international law firms in London, Warsaw & Rome.

Results: Strategic partnership with UK and Polish law firms.

CLIENT ENGAGEMENT

Dedicated Client Events & Education

Ukraine Trek 2025 (40 Harvard/MIT alumni), Polish-Ukrainian Business Breakfast, ESG events in Bukovel (50+ participants - Ukrainian businesses) & Kyiv (70 participants - Ukrainian businesses), UNIT.City festival (30+ clients attended), knowledge webinars with ACC Ukraine & EastCham Finland (100+ participants).

PRODUCT INNOVATION

New Legal Products for Clients

- Assessment of Environmental Risks in Banking
- Environmental Compliance in Sustainable Tourism
- UNLOCK UA (GR & Investment)
- Critical Enterprise Status support
- Ever Now (business defence 360 (application))

CRM TRANSFORMATION & AI-ASSISTED BILLING

WHY

The challenge

The firm's previous CRM system no longer supported effective billing, reporting, or analytics. As a Ukrainian business, EVERLEGAL made the decision to transition away from Russian-origin software, aligning its technology infrastructure with its values and risk management priorities.

WHAT

The solution

EVERLEGAL selected Creatio, a globally recognised CRM platform of Ukrainian origin, and undertook extensive customisation to adapt it to the specific requirements of the legal sector. The result: client management, billing, invoicing, and financial analytics integrated into a single cloud-based environment, replacing fragmented manual processes.

WHAT CHANGED

The impact

Structured billing reports and automated invoice generation. Role-based analytical dashboards for partners, practice heads, and management. Improved billing transparency for clients. Enhanced data security on AWS European cloud infrastructure, ensuring business continuity in the Ukrainian operating environment.



Built on Ukrainian technology

Creatio is a globally recognised CRM platform of Ukrainian origin. EVERLEGAL's legal-specific adaptation of Creatio remains relatively uncommon on the Ukrainian legal market, demonstrating that Ukrainian technology can power sophisticated professional services solutions.



AI-assisted billing

A core technological feature currently in development: an AI tool that analyses verified internal data sources, including team email communications and other approved inputs, and automatically generates draft daily billing entries for lawyers' review and approval. This reduces administrative workload while preserving professional judgement and billing accuracy. To the firm's knowledge, this level of AI-enabled billing support remains uncommon among Ukrainian law firms.

KEY OUTCOMES



Cloud-based infrastructure on AWS European servers



Role-based analytics for partners, practice heads and management



Structured, verifiable billing and invoicing for clients



AI-assisted billing tool in development (market innovation)

NEW PRACTICES & SERVICES LAUNCHED

NEW IN 2025

ESG Practice

Supporting clients in managing ESG risks, meeting sustainability reporting requirements, and accessing sustainable financing through international financial institutions, including EBRD, IFC and the World Bank

Strategic partnership with Polish law firm

NEW IN 2025

GR & Investment Support

Full-cycle government relations and investment facilitation, helping investors navigate Ukraine's regulatory landscape. Combines legal expertise with lobbying, strategic communications and direct access to decision-makers.

Branded as **UNLOCK UA**

NEW IN 2025

Tax Litigation

Full spectrum of tax disputes, tax litigation and transfer pricing matters, acting across the industrial, energy, financial services and retail sectors.

\$37.9M+ in client interests protected across 5 disputes in 2025

EXPANDED IN 2025

Business Protection

Strategic defence against unlawful regulatory actions, criminal law risks and corporate disputes, ensuring business continuity under wartime pressure.

70+ complex matters 2025 **"EVER NOW"** business defence 360 (app)

EXPANDED IN 2025

RRRD Legal Support

Comprehensive legal support for international NGOs, UN agencies, embassies and humanitarian programmes across three phases: Rapid Response · Rehabilitation · Reconstruction.

20+ long standing & new clients in 2025

EVERNOW: EMERGENCY LEGAL RESPONSE

Operating a business in Ukraine during wartime means facing unpredictable legal risks: unannounced inspections, searches, interrogations, and regulatory actions that require immediate professional response. In 2025, EVERLEGAL launched EverNow, an emergency legal response tool designed to give businesses instant access to legal protection when every minute counts.

What EverNow is



Instant access when it matters most

EverNow is a dedicated rapid-response legal service built for critical situations. It provides businesses with 24/7 access to instructions, direct lawyer communication, and on-site legal support in emergencies such as law enforcement searches, inspections by regulatory authorities, interrogations, and document seizures.



Part of a comprehensive protection framework

EverNow operates within the firm's broader "Business Protection" package, which combines proactive and reactive legal tools: counterparty due diligence, legal security audits, online threat monitoring, corporate security training, and emergency criminal defence support.

15 min

fixed response time
for lawyer callback

1.5 hours

fixed time for
on-site lawyer arrival*

*within Kyiv



Instant access to step-by-step legal instructions for emergency situations



24/7 support with direct connection to a criminal defence lawyer



Rapid on-site response for searches, inspections, and interrogations

What EverNow is

In wartime conditions, businesses in Ukraine face heightened regulatory scrutiny and an increased volume of law enforcement actions. The absence of timely legal counsel during a search or inspection can result in irreversible procedural consequences. EverNow was developed to close this gap, ensuring that no client faces a critical legal situation without professional support.

Situations covered by EverNow:

Searches and seizures

Inspections by DSNS, Eco-Inspection, Labour Authority, Consumer Protection, DIAM

Counterparty verification and due diligence

Interrogations and subpoenas

Online threat monitoring: registry changes, hostile publications

Corporate security training and response protocols

DOING BUSINESS DURING CRISIS IN UKRAINE

SUSTAINABILITY REPORT 2025

EVERLEGAL is a Ukrainian law firm operating in wartime. In 2025, we formalised the crisis response practices that keep our team safe and our clients protected, turning resilience into a repeatable system.

SDGs:



Policies formalised in 2025:

- Flexible schedule during shelling
- Blackout action plan
- Psychological support programme

Key client capabilities:

- Proactive risk assessment
- Business continuity and contract support



WELLBEING & SUPPORT

At EVERLEGAL, mental and physical wellbeing is treated as an element of business continuity, not as an employee benefit. In 2025, the firm's key shift was formalisation: what previously existed as informal agreements became internal documents and systematic programmes with dedicated budgets. Our approach operates across four dimensions: psychological support, physical safety, flexibility as policy, and team connection.

PSYCHOLOGICAL SUPPORT / Pleso Partnership

Partnership with Pleso, a professional platform for individual sessions with certified psychologists. The firm secured 50 sessions; each team member could access 3 baseline sessions with additional available on request. 8 colleagues used the programme in 2025.

PHYSICAL SAFETY IN WARTIME / Policy: Blackout Action Plan

Office equipped with backup power for extended outages. Shelter accessible to the entire team during air raid alerts. A pre-developed blackout action plan, including temporary accommodation options for employees, communicated in advance. Regular pulse surveys on the electricity and safety situation.

FLEXIBILITY AS POLICY / Policy: Flexible Schedule Policy

Formalised flexible schedule policy during shelling. After a night attack, each team member independently chooses: a later start, an earlier finish, or a full remote day. Safety and recovery take priority over a fixed schedule.

TEAM CONNECTION / Formats guided by team survey feedback

Theatre, cinema, museum visits; nature reserve outings; quiz and board game evenings; family-friendly corporate events. English Days combining professional communication with informal learning. Five charity runs throughout the year, combining sport with fundraising for the Armed Forces.

IN 2025


59%

participated in wellbeing activities; an additional **36%** expressed interest in joining; **95%** are open to joining.


4.5/5

satisfaction rating among wellbeing participants (**97%** rated 4 or 5).


68%

feel the company cares about their mental health (3.95 / 5.0). A positive signal and an area for continued investment.

WHAT THE TEAM TOLD US



The survey identified burnout, workload pressure and isolation as key challenges. These findings shape our 2026 wellbeing priorities, including expanded psychological support.



WHAT WORKS BEST

The team's top-valued wellbeing formats:

- informal team activities such as outings, quiz evenings and shared experiences (**66%** of respondents);
- trainings that combine learning with social purpose, such as first aid combined with fundraising for the Armed Forces (**36%** of the team).



MANAGER SUPPORT AS DAILY WELLBEING

84% feel supported by their direct manager. **61%** receive feedback weekly or more often.

Wellbeing works best when it connects people, not just supports them individually.

SAFETY AND RESILIENCE

EVERLEGAL is a Ukrainian law firm. Air raids at 3am and power outages are part of our business continuity reality. In 2025, we moved from reactive, case-by-case responses to formalised internal policies and pre-developed action plans, ensuring every team member has clarity, safety and choice.

> THREE PILLARS OF RESILIENCE

01 Infrastructure

Office equipped with backup power for extended outages. Shelter accessible to the entire team during air raid alerts. Pre-developed blackout action plan, including temporary accommodation options for employees, communicated in advance.

02 Proactive communication

Regular pulse surveys on the electricity and safety situation. Open dialogue with each team member about their personal safety and comfort. Blackout procedures shared before incidents occur, not after.

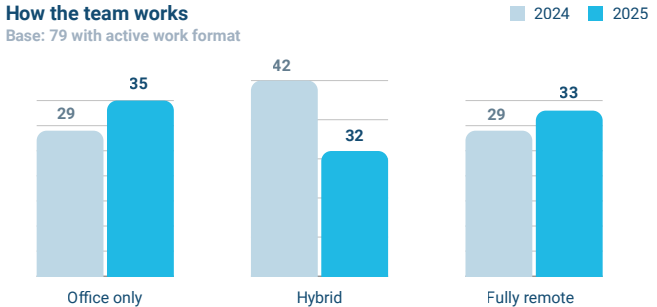
03 Trust as the basis for flexibility

Formalised flexible schedule policy during shelling, adopted as an internal document in 2025. After a night attack, each team member independently chooses: a later start, an earlier finish, or a full remote day. One colleague transitioned to fully remote work after relocating due to safety concerns. The principle: safety and recovery take priority over a fixed schedule.

FROM INFORMAL TO INSTITUTIONAL

WHAT CHANGED	2024	2025
 Psychological support	Ad-hoc, 50% subsidy	Pleso partnership – systematic programme
 Flexible schedule during shelling	Informal agreement	Formalised internal document
 Blackout response	Reactive, case-by-case	Pre-developed action plan
 Team feedback	Episodic surveys	Regular pulse format (2 waves)

65% of the team had access to remote work, fully or partially (71% in 2024). The decrease reflects improved office infrastructure, with more colleagues choosing to work on-site.



CLIENTS' SUPPORT: RISK, CONTINUITY, COMPENSATION, FUNDING



Comprehensive wartime
legal support framework

01 Proactive Risk Assessment

Ongoing legal & operational risk mapping under martial law. Tailored mitigation strategies and scenario planning to keep clients ahead of every regulatory shift.

02 Compensation for War Damages

Full legal cycle: damage documentation, claim preparation, and representation before national courts and international mechanisms, including the Damage Registry.

03 Business Continuity & Contract Support

Contract renegotiation, force majeure advisory, supply chain dispute resolution, and project revival for operations disrupted by the conflict.

04 Funding, Grants & Investment Advice

Guidance on war-risk insurance, EU & international grants, IFI financing (EBRD, IFC, World Bank), and reconstruction investment opportunities.

05 Military Registration & HR Compliance

Employer advisory on military registration, deferment & critical enterprise status. Includes dedicated hotline, training sessions and full HR-legal packages.

06 Regulatory Monitoring & Client Alerts

Real-time wartime legislation monitoring. Proactive client alerts, sector bulletins, and regulatory impact analysis — delivered through our AI-CRM system.



Our wartime legal services help clients strengthen resilience, manage emerging risks and maintain business continuity in an evolving regulatory environment

COMMUNITY & PRO BONO

Our pro bono and charitable initiatives in 2025 remained closely aligned with our values. Projects are selected in line with the firm's annual priority SDGs and responsible business goals. Through collaboration with NGOs, foundations and civil society, we supported Ukraine's resilience in times of war.

EVERLEGAL provided legal assistance to multiple NGOs, working in areas of humanitarian aid, mental health, mobility, and recovery. Our team helped these organisations stay legally resilient, compliant and effective in their missions.



- **NGO Veloden / cyclist road safety** — pro bono criminal defence of a child cyclist injured in a traffic accident in Kyiv. The driver was sentenced to 6 years; €859,486 in moral and material damages awarded. Upheld on appeal.
- **Ukraine Global Scholars** — pro bono copyright consultations and contract templates for a charitable organisation supporting Ukrainian students internationally.
- **Ukraine Trek 2025** — legal and organisational support for a Harvard and MIT initiative promoting Ukraine's business environment. Coordination of meetings with Ukrainian officials, judiciary and business leaders.
- **International volunteer support** — pro bono immigration and employment consultations for Steven Moore, a foreign volunteer and civic activist, including work permit renewal and residence permit assistance.
- **Five charity runs in 2025:** Dyka Honka, Kyiv Marathon of Invincibility, Zabig Chesti (Rekrut Memorial Run), Kyiv Half Marathon of Invincibility, Desyatka Nezlamnosti. Funds raised were directed to support the Armed Forces of Ukraine. Internal initiative: every kilometre run was converted into a donation.

ESG & RESPONSIBLE BUSINESS

SUSTAINABILITY REPORT 2025

In 2025, EVERLEGAL moved from participating in the sustainability agenda to co-leading it. Through institutional partnerships, ESG education and direct project delivery, we contributed to shaping responsible business standards in Ukraine.

SDGs:



Partner organisations:

PAEW
UN Global Compact Ukraine
DataDriven

Key projects:

ESG 360° School with UN Global Compact
NRC housing research across 82 communities
ESG regulatory analysis with DataDriven



PRIORITY SDGS IN 2025

In 2025, EVERLEGAL deepened its integration of the UN Sustainable Development Goals, focusing on areas where our legal expertise delivers the most tangible impact.

Our work spanned **ESG education, humanitarian protection, climate governance and international partnerships**, supporting Ukraine's recovery and EU integration in equal measure.

Seven SDGs directly informed our eight projects this year, up from a broader but less focused engagement in 2024.



● Priority in 2025 ● Not in scope

2025 ENVIRONMENTAL PRIORITIES

Priority	Proposed wording	How we will measure
Climate strategy	Develop EVERLEGAL's first Climate Strategy to establish a structured approach to climate-related risks, opportunities and long-term environmental objectives.	Strategy document adopted
Carbon footprint	Conduct the firm's first carbon footprint assessment to establish a baseline for future measurement and reporting.	Scope 1 and 2 emissions baseline (kgCO ₂ e)
Resource efficiency	Corporate bikes (Bike Park), online meetings, hybrid/remote work (65% of team).	Paper procurement volumes (year-on-year); electricity bills before and after LED transition
Environmental protection	Continue reducing paper consumption through digital workflows and strengthen waste segregation practices across the office.	Weight of sorted waste transferred for recycling (kg)

PARTNERSHIPS, ADVOCACY & IMPACT

In 2025, EVERLEGAL demonstrated that a law firm can be a genuine driver of sustainable change through education, humanitarian protection, international advocacy and support for cultural resilience.



Education and standards

The ESG 360° RB School, PAEW programmes and DataDriven research provide practical ESG knowledge



Protection and compensation

Supporting those affected by the war: from damage documentation through to international jurisdictions



International advocacy

Ukraine Trek, the delegation to Austria and the NRC project position Ukraine on the global map

2 partners

PAEW & UN Global Compact — Ukraine's leading ESG organisations

82 communities

covered by the NRC research on ownerless property for IDPs

40+ participants

Ukraine Trek — the first collective Harvard/MIT visit to Ukraine

6 EU frameworks

providing Ukrainian businesses with practical guidance for ESG compliance and regulatory readiness.

~300 properties

per year remain untapped for IDP housing across surveyed regions

71%

of communities lack formalised property registers

1 PROJECT

Responsible Business



In 2025, EVERLEGAL continued to strengthen its role as one of the leaders in sustainable development and ESG in Ukraine. Recognising that responsible business is a foundation for the recovery of Ukraine and the growth of future generations, the firm deepened its partnerships with key ESG institutions and expanded its contribution to shaping a culture of sustainability across Ukrainian business. Through these initiatives, EVERLEGAL helps Ukrainian businesses adapt to evolving EU requirements on corporate sustainability, ESG reporting and corporate governance.



In 2025, EVERLEGAL not only reinforced its expert standing in ESG but made a meaningful contribution to building a culture of responsible business in Ukraine, supporting initiatives aligned with the UN Sustainable Development Goals.

EVERLEGAL became an official partner of Ukraine's leading ESG organisations: PAEW, UN Global Compact which set the ESG agenda in the country. In collaboration with these partners, the firm delivered educational programmes, business courses, and expert events aimed at advancing sustainable practices across companies.



THE RESULT OF THE TEAM'S WORK:

- Became an official partner of PAEW, UN Global Compact Ukraine, and ASDE, Ukraine's three key ESG standard-setting organisations.
- Joined the working group of the ESG 360° School alongside Arzinger, Kyivstar, Deloitte Ukraine, MHP, DTEK Group, and Ukrhydroenergo.
- Completed the Environmental component of the ESG 360° course → practical guidance for Ukrainian businesses now available on the platform.
- Contributed mandatory internal policies, document templates, and compliance tools → helping companies prepare for EU sustainability requirements.
- Currently developing the Governance component → anti-corruption, accountability and corporate compliance.

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2 PROJECT

Implementing partner in the Norwegian Refugee Council (NRC) project



In 2025, EVERLEGAL acted as legal advisor and implementing partner of the Norwegian Refugee Council (NRC) in a research project on escheated inheritance and ownerless property in Ukraine, exploring legal solutions to help communities provide IDPs with durable housing across three regions, with the support of KfW Development Bank and the Government of Germany. The project resulted in practical recommendations and a handbook for local authorities, with findings shared across the humanitarian sector to support future implementation.

The Norwegian Refugee Council (NRC) is an independent humanitarian organisation helping people forced to flee. NRC works in crises across the world, providing emergency and long-term assistance to millions of people every year.

- EVERLEGAL conducted an in-depth legal analysis of barriers to heirless and ownerless property transfer across Lviv, Ternopil and Khmelnytskyi regions
- The team engaged territorial communities, regional administrations and representatives of key humanitarian organisations through surveys, interviews and desk review of legislation and court decisions
- On 31 July 2025, EVERLEGAL presented project outcomes at the **Housing, Land and Property Technical Working Group**, uniting leading humanitarian and HLP organisations in Ukraine

THE RESULT OF THE TEAM'S WORK:

- Analytical report based on 98 questionnaires across 82 communities, identifying key barriers to heirless property transfer.
- Practical handbook for local authorities with document templates and step-by-step guidance on property acquisition.
- 71% of communities lack formalized property registers; an estimated 300 properties per year remain untapped for IDP housing.

EVERLEGAL Project Team

Click on the photos to learn more about the team



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3 PROJECT

Ukraine Trek 2025



Ukraine Trek 2025 brought together 40+ participants from 10+ countries, including students, researchers and professionals from Harvard, MIT, Stanford, Yale, Columbia, Oxford, Cambridge and other leading institutions, to experience Ukraine's resilience, innovation ecosystem and recovery efforts firsthand.

EVERLEGAL coordinated stakeholder engagement, facilitated discussions with key institutions and contributed legal and strategic expertise throughout the programme.

The programme included visits to government institutions, businesses, innovation hubs and civil society organisations, providing participants with direct insights into Ukraine's legal, economic and investment environment.

By connecting international participants with Ukrainian institutions, businesses and civil society organisations, the programme contributed to stronger international understanding of Ukraine's innovation ecosystem, recovery efforts and investment potential.

THE RESULT OF THE TEAM'S WORK:

- EVERLEGAL initiated and co-organised the first Ukraine Trek programme, delivering the project from concept to implementation.
- Engaged a wide range of partners: UNIT.City, Ukraine Global Scholars, Snake Island Institute, Razom for Ukraine, and CDTO Campus.
- Facilitated high-level dialogue between international participants and Ukrainian government institutions, businesses and civil society organisations.
- Contributed legal and strategic expertise throughout the programme, strengthening international engagement around Ukraine's recovery and investment potential.
- Actively supported discussions, meetings and presentations of innovative Ukrainian recovery projects.



"We are convinced that such initiatives help shape a positive international image of our country, attract investments, and sustain national resilience during these difficult times."

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#4 PROJECT

Professional Association of Environmentalists of the World (PAEW)



Professional Association
of Environmentalists of the World

In 2025, EVERLEGAL's partnership with PAEW evolved from advisory support to active co-leadership of the sustainability agenda in Ukraine. Building on the memorandum signed in 2024, our collaboration expanded across education, international engagement, and ESG governance, positioning EVERLEGAL as a key legal voice in Ukraine's environmental transformation. The partnership also supported Ukrainian businesses in preparing for EU environmental requirements, advancing ESG implementation and strengthening professional competencies needed for Ukraine's integration into the European market.

PAEW is an international non-governmental organisation that unites more than 7,000 environmentalists, providing professional development and exchange of experience among specialists from around the world. PAEW's goal is to create tools for environmental transformation in all areas and industries.

Throughout 2025, EVERLEGAL experts actively participated in and led joint initiatives with PAEW:

- EVERLEGAL **co-organised two flagship sustainability forums** attended by more than 300 representatives of business, financial institutions, national and local authorities: [ESG in Action: Sustainability Awards and New Benchmarks](#) and [Sustainable Development in Hospitality & Tourism in Bukovel](#).
- Experts **delivered lectures across three professional education programmes**, reaching more than 1,600 participants through [EcoEducation Virtual Academy](#), 1,382 registered participants in the [First School of Water and Food Resilience](#), (including 700 successful graduates), and more than 200 participants in the [EIA & Environmental Permits for Agribusiness training](#).
- EVERLEGAL **represented Ukraine's legal community** in a high-level delegation to Austria at the invitation of the [Austrian Energy Agency \(AEA\)](#), alongside DTEK, Naftogaz, Ukrenergo and SoftServe.



THE RESULT OF THE TEAM'S WORK:

- Supported Ukrainian businesses in preparing for evolving EU environmental and ESG requirements.
- Promoted practical implementation of ESG principles and environmental compliance across key industries.
- Strengthened professional competencies required for Ukraine's integration into the European market.
- Strengthened cooperation between legal, environmental and business communities.

It contributes to the development of education in Ukraine and helps to achieve the UN Global Sustainable Development Goals, namely:

- **Goal 4. Quality Education**
- **Goal 17. Partnerships for the Goals**

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5 PROJECT

UN Global Compact ESG 360° School for Ukrainian Business



In 2025, EVERLEGAL experts joined the working group of the UN Global Compact Ukraine ESG 360° School, the first free online ESG platform in Ukraine, contributing legal expertise to make responsible business practices accessible to a wide audience of Ukrainian companies.

The [UN Global Compact Ukraine](#) ESG 360° School is the first free online platform in Ukraine dedicated to making ESG knowledge accessible to businesses of all sizes and providing practical tools for implementing sustainable development principles. **To date, over 200 participants have completed the programme.**

- EVERLEGAL experts completed the Environmental (E) component of the course, covering environmental compliance, regulatory requirements and practical implementation guidance for Ukrainian companies.
- The team is currently developing the Governance (G) component, focusing on quality of management decisions, accountability, anti-corruption and compliance practices, and building trust with investors and partners.
- EVERLEGAL joined the working group alongside Arzinger, Kyivstar, Deloitte Ukraine, MHP, DTEK Group, Ukrhydroenergo and other market leaders.

THE RESULT OF THE TEAM'S WORK:

- Completed Environmental component of the ESG 360° course, now available to Ukrainian businesses on the platform.
- Practical recommendations on mandatory internal policies, document templates and guidance adapted to Ukrainian legal and business context.
- Governance component in development, covering anti-corruption, compliance and corporate accountability practices.

It contributes to the development of education in Ukraine and helps to achieve the UN Global Sustainable Development Goals, namely:

- [Goal 4. Quality Education](#)
- [Goal 17. Partnerships for the Goals](#)

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6 PROJECT

ESG regulatory analysis in partnership with DataDriven



In 2025, EVERLEGAL strengthened its ESG thought leadership by partnering with **DataDriven** on an analytical note examining how the evolving European sustainability framework affects Ukrainian business, translating a fast-changing regulatory agenda into practical legal guidance for companies engaged in foreign economic activity and access to EU markets.

DataDriven is a Kyiv-based research and consulting firm specialising in strategy, public policy and institutional development. Its clients include leading international organisations, development agencies and humanitarian institutions.

- EVERLEGAL and DataDriven analysed key EU sustainability frameworks, including CSRD, ESRS, CSDDD, CBAM, SFDR and the EU Taxonomy.
- The team examined the implications of Omnibus I and Omnibus II reforms for sustainability reporting obligations and compliance timelines.
- The analysis assessed emerging risks for Ukrainian exporters related to CBAM and increasing ESG expectations from European partners, investors and financial institutions.
- EVERLEGAL experts developed practical recommendations to support business preparedness for future sustainability reporting requirements.

THE RESULT OF THE TEAM'S WORK:

- A joint analytical note examining the impact of European sustainability regulations on Ukrainian businesses.
- Practical guidance on ESG compliance, EU Taxonomy alignment and ESG risk management.
- Recommendations for preparing for CSRD- and ESRS-aligned sustainability reporting in Ukraine.
- Increased awareness of sustainability-related regulatory risks and market access requirements for Ukrainian companies.

The full analytical note is publicly available and examines the impact of European sustainability regulations on Ukrainian businesses:

[VIEW ANALYTICS](#)

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#7 PROJECT

UNIT.City: The unique theater festival "SIM"



In September 2025, EVERLEGAL became a partner of "SIM", Kyiv's largest open-air theater festival organised by UNIT.City. Theaters from Kyiv, Kherson, and Lviv brought bold performances addressing life, war, courage, and hope. For EVERLEGAL, it was an opportunity to invest in culture as a foundation for society's resilience.

"SIM" is an annual open-air theater festival held at UNIT.City, Ukraine's first innovation park. The festival unites leading Ukrainian theaters and challenges audiences to ask themselves seven essential questions through the language of art. Now in its third year, the festival follows a 7 theatres / 7 days / 1 stage format, with over 3,500 attendees in 2024.

- [EVERLEGAL partnered the festival](#), offering clients and partners a shared cultural experience
- The festival gathered partners including Ajax, BMW, Bolt, Vogue, KAN, and TAVR Media, placing EVERLEGAL among Ukraine's leading brands in supporting culture



THE RESULT OF THE TEAM'S WORK:

- Strengthened EVERLEGAL's role as a socially engaged partner committed to Ukraine's cultural resilience
- Hosted clients and partners at a landmark cultural event, deepening relationships beyond the professional context
- Demonstrated that business and culture share a common mission: building the future of Ukraine

"We believe that culture is the space where ideas for the future are born. By supporting 'SIM', we invest in a society that inspires bold thinking and gives new energy to the country, even in the most challenging times." — Andriy Olenyuk, Partner, EVERLEGAL

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8 PROJECT

War Damages Compensation



In 2025, EVERLEGAL deepened its commitment to access to justice for Ukrainian businesses and citizens affected by Russia's full-scale invasion. Through legal education, public advocacy, and direct client support, our team worked to ensure that the right to compensation is not only recognised in law but also practically reachable.

The documentation of war damages and the protection of rights of Ukrainian businesses and citizens remains strategically important for Ukraine's recovery. EVERLEGAL systematically works to provide clients with effective tools for recording losses, preparing claims, and pursuing compensation in both national and international jurisdictions.

To strengthen awareness and access to these mechanisms, EVERLEGAL:

- Prepared in-depth analytical materials published in leading business and legal media, covering compensation mechanisms, international practices, and practical guidance for affected companies.
- Participated in specialised conferences and events, sharing practical cases and contributing to expert discourse on legislative developments.
- Organised its own events, webinars, and roundtables to raise awareness among businesses and citizens about available legal protection tools.
- Provided individual analytics for clients, including assessment of prospects, analysis of compensation mechanisms, and recommendations on documenting damages.

THE RESULT OF THE TEAM'S WORK:

- **6 expert events**, including the [XI Legal Banking Forum](#), [IV Conference "Law & War 2025"](#), and a [closed meeting with the Register of Damages for Ukraine](#).
- Co-hosted a practical webinar '[Compensation for war damage: directions, developments, prospects](#)' with the ACC in Ukraine.
- **8 analytical publications**: [LIGA](#), [Yurydychna Gazeta](#), [PRAVO UA](#), and [Hromadske Radio](#), covering compensation mechanisms, occupied territories, and aggressor accountability.
- **4+ clients** across real estate, manufacturing and construction sectors
- **\$8.73M+** in assessed claims, including one of the first successful court judgments on war damage compensation in Ukraine

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FURTHER INFORMATION

SUSTAINABILITY REPORT 2025

At EVERLEGAL, we are committed to ensuring that the information presented in this report is transparent, reliable and verifiable. The report has been prepared using information available at the reporting date and reflects our commitment to accurate, balanced and consistent sustainability reporting.





MEASURING IMPACT

At EVERLEGAL, we believe that responsible business requires honest measurement. In 2024, we outlined a roadmap for building an internal impact framework. In 2025, we delivered on its first milestones: conducting our baseline Culture & Wellbeing Survey, formalising key definitions, and establishing year-over-year tracking for core indicators.

Our measurement approach combines internal HR and financial records with anonymous team surveys and alignment with the UN SDGs. We recognise that our framework is still maturing. Where data are robust, we report with confidence. Where measurement is early-stage, we say so.

►► What we track and how we verify:

- **Pro bono legal support** – hours contributed, cases delivered, and beneficiary organisations supported.
- **Team composition and diversity** – gender balance, generational mix, and IDP representation.
- **Management gender balance** – tracked across partners, counsels, and senior associates.
- **Participation in wellbeing**, learning and social impact initiatives.
- **Team perception indicators** – satisfaction, psychological safety, inclusion, and career clarity.
- **Client and project volumes** – including commercial and pro bono engagements.
- **SDG 17 partnerships and ESG collaborations** – active cooperation agreements, joint projects delivered, co-organised events, and partner reporting.
- **Environmental practices and operational footprint** – office operations and resource consumption.

►► How we define key indicators:

- **Team open to social impact (97%)** – combines employees who answered “yes” or “possibly” when asked about participation in internal social initiatives.
- **Remote work access (65%)** – team members who actively used hybrid or remote work formats in 2025 under the firm's flexible work policy.
- **Formalised policies** – internal practices converted into binding policies in 2025, including flexible work arrangements, blackout response procedures, psychological support, and DEI.
- **Pro bono hours** – legal services provided free of charge and approved by the Pro Bono Committee; excludes paid RRRD and humanitarian advisory work.
- **Management** – partners, counsels, and senior associates with team or project leadership responsibilities.

►► Governance and ethics framework:

- **Code of Ethics and Business Conduct** – governance and conduct standards.
- **Anti-Discrimination and Anti-Harassment Policy** – zero complaints in 2025.
- **DEI Policy** – adopted in 2025, effective from 2026.
- **UN Global Compact & Anti-Corruption Memorandum** – active throughout 2025.
- **Compliance training** – 100% completion rate.
- **Feedback culture** – 61% weekly feedback; 84% manager support.
- **Anonymous trust box** – launching in 2026.

OUR EXPERTISE IN THE SUSTAINABILITY SECTOR

Discover more 



As a law firm committed to responsible business, EVERLEGAL supports Ukraine's transformation through legal innovation, ecosystem partnerships, and long-term development thinking.

We go beyond traditional legal services to empower our clients and partners to build sustainable businesses and resilient communities — during wartime and beyond.

▶ **Our team provides legal support to humanitarian organisations, sustainable businesses, and infrastructure projects** — from regulatory and transactional matters to operational continuity, ESG compliance, and recovery-related legal assistance.

▶ **We empower our clients to achieve great things now and in the future by providing innovative services and ideas.** We are committed to fresh thinking and believe in the importance of resolving global issues. We are not afraid to bring new ideas to the table beyond the traditional realm of legal services.

▶ **We collaborate with international NGOs, national and international experts & partners,** strengthening legal capacity in green transition, innovation, mobility, climate law, and institutional resilience.



Want to see our previous results?

Explore the [Sustainability Progress Report 2024](#)

OUR SUSTAINABILITY HONORS

Recognition that reflects our commitment to responsible business, innovation, and sustainable impact in Ukraine and beyond.





These honors inspire us to continue delivering legal solutions that create long-term value for our clients, our communities, and the future of Ukraine.



Responsible business



Sustainable impact



Trust & excellence

WITH EVERY NEW PROJECT AND INITIATIVE, WE STRIVE TO *CONTRIBUTE TO SUSTAINABLE DEVELOPMENT* EVEN MORE!

We welcome your views about our efforts to be a more sustainable company.

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For more recent updates on our Sustainability initiatives please visit everlegal.ua or our social media accounts on [LinkedIn](#) and [Facebook](#).

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SUSTAINABILITY PROGRESS REPORT

2025

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Sustainable
Development Goals
and Targets