

SUSTAINABILITY PROGRESS REPORT

2024

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Sustainable
Development Goals
and Targets

Leadership Message

In a year that once again tested Ukraine's resilience, we at EVERLEGAL remained committed to building a more sustainable, inclusive, prosperous and just future for our clients, our team, and our country. I am proud to present our 2024 Sustainability Report, which aims to demonstrate the depth of our engagement, the strength of our values, and the meaningful progress we've made together.

2024 was a year of both hardship and hope. While the war continues to shape our reality, it has also accelerated the evolution of our role as legal professionals and responsible partners. We continued to stand with Ukraine – not only through our legal services but through systemic support for responsible business, the humanitarian sector and communities.

This year's report highlights our work across key areas: legal assistance for war-affected businesses and communities, support for UN agencies, international and local NGOs, leadership in the development of the RRRD (Relief, Rehabilitation, Reconstruction and Development) practice, including support for distributed and green power generation through our renewables energy practice group, and our commitment to diversity, mental health, and team well-being in times of crisis.

We are proud that 65% of our clients are sustainable businesses – a milestone that reflects our shared values and long-term vision. Through targeted initiatives, pro bono work, and collaborative partnerships, we have advanced the UN Sustainable Development Goals, particularly in areas such as climate action, peace and justice, quality education, and partnerships for impact.

EVERLEGAL also continued to pioneer legal innovation – launching new practices, delivering legal solutions for meaningful change, and receiving international recognition, including being awarded "Most Impactful ESG Initiative in Europe" at The Lawyer European Awards 2024. This recognition belongs not only to our firm but to every client and partner who has trusted us and collaborated with us to help build a better tomorrow for everyone.

As we look to the future, we remain focused on long-term transformation – for Ukraine, for the legal profession, and for the local and global communities we serve. Our journey continues, and we invite all who share our commitment to sustainability, justice, and innovation to join us in building a better tomorrow.

YEVHENIY DEYNEKO
MANAGING PARTNER



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01 | INTRODUCTION




SUSTAINABILITY REPORT 2024

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- ▶ WHO WE ARE
- ▶ KEY POINTS
- ▶ HIGHLIGHTS 2024
- ▶ OUR RESPONSIBLE BUSINESS BOARD

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



1st

SUSTAINABLE IMPACT LAW FIRM
IN UKRAINE



65+

EMPLOYEES



13.85%

IDPS ON THE TEAM



10+

HUMANITARIAN ORGANISATIONS
WE SUPPORT



12 practices

FULL-RANGE OF SERVICES

GENERATIONS

Y: **62%**

Z: **33%**

X: **5%**



GENDER RATIO

WOMEN: **57%**

MEN: **43%**



SUSTAINABILITY- ALIGNED CLIENTS

65%

OF OUR CLIENTS –
SUSTAINABLE
BUSINESSES



HIGHLIGHTS 2024

01

71% worked flexibly

Most of our team balanced remote and hybrid formats, adapting to wartime challenges while staying connected and productive.

02

30+ joined burnout prevention workshop

We organised a live session on emotional exhaustion with a psychologist. A therapeutic self-help journal was created as a follow-up tool.

03

Supporting colleagues, called up to the AFU

6% of our colleagues have been called up to the Armed Forces of Ukraine. EVERLEGAL preserved their jobs, stayed in touch, and provided legal and moral support.



Mental health check-ins

We offered 1:1 sessions with a psychologist, anonymous outreach, and informal talks to maintain psychological safety during uncertainty.

04

Employee feedback loop

Two full-team surveys helped assess satisfaction, gather feedback and improve work conditions and internal communication.

05

Informal team support

We fostered emotional connection through regular informal check-ins, peer support, and team-building events — from board game nights to nature gatherings.

06

OUR RESPONSIBLE BUSINESS BOARD

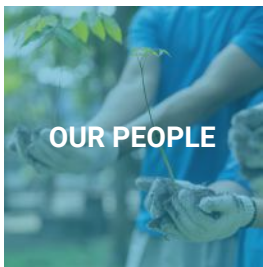
Although the war has changed our priorities and global goals, our commitment to sustainable development and the UN's Sustainable Development Goals remains unchanged.

In 2024, our company focused on supporting the environment, quality education, infrastructure and logistics, peace and strong institutions, and humanitarian missions in Ukraine.

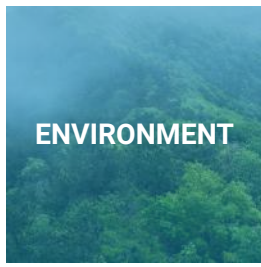
Our goal is to establish the company's reputation as a responsible business in the Ukrainian market by operating according to the principles of sustainable development and upholding the values of sustainability in all areas of the company's operation.

Our broader goal is to become a leader in the legal services market by operating according to sustainable principles.

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



OUR PEOPLE



ENVIRONMENT



SOCIAL IMPACT

► Our principles:

- We recognise the importance of climate change and environmental degradation as key factors in the business landscape.
- We accept responsibility for our direct and indirect impact on natural resources, climate processes and ecosystems.
- We promote transparency in decision-making processes relating to environmental and climate impact.
- We integrate ESG principles into our daily management decisions to inform responsible business practices.
- We recognise the importance of partnerships in achieving systemic change.

► Our approaches:

- **Transparency:** annual reporting to build trust and accountability.
- **Reputation orientation:** focus on internal culture, communities and social justice.
- **Risk management:** we assess the impact and implement measures to reduce risks, including environmental ones.
- **Social impact without profit expectations:** we support communities even if it does not directly benefit the business.
- **Long-term approach:** we believe that sustainable development is not just a trend, but the foundation of the company's future stability.



02 | OUR PEOPLE

SUSTAINABILITY REPORT 2024

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- ▶ OUR VALUES
- ▶ EVERLEGAL GENDER IDENTITY
- ▶ GENERATIONS AT EVERLEGAL / PERCENTAGE OF IDPS
- ▶ DIVERSITY, EQUALITY, INCLUSIVENESS
- ▶ PROGRESS AT A GLANCE

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 create a WOW client experience.
- We act above client's 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 always ensure our 100% availability during business hours and upon agreement are ready to meet client's needs outside the business hours should such necessity occur for continuity of business.



Life & work balance

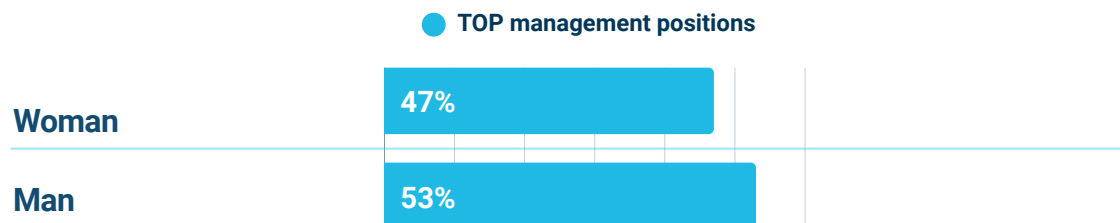
- We have a hybrid working environment allowing our employees to combine work from home with the office.
- We help employees balance work and family responsibilities via paid leave and flexible work arrangements.

EVERLEGAL GENDER IDENTITY

In 2024, we pay particular attention to areas that present challenges for the legal profession worldwide, such as the underrepresentation of women, young professionals, people with disabilities, and members of socially vulnerable groups in leadership positions. The data reflects a slight shift in the gender composition compared to 2023.

Gender balance in TOP management

The representation of women in top managers positions in our team has been steadily increasing, reflecting our internal policy of equal opportunities and encouraging career development.



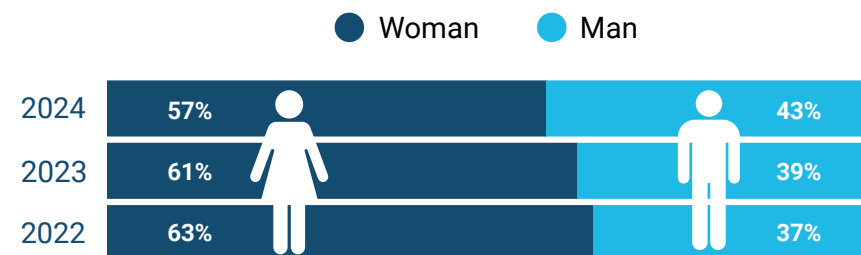
Our internal target of achieving at least 40% women in management by 2025 has already been met.



The new benchmark is to maintain **50%** representation of women in management on an ongoing basis.

Company Composition:

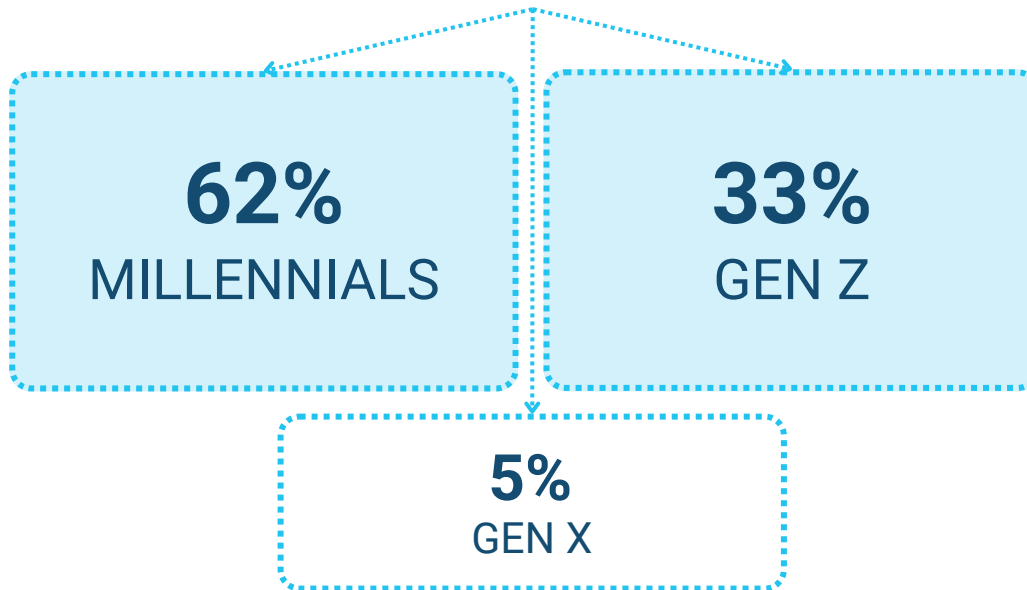
- In 2024, women accounted for **57%** of our workforce, down from **61%** in 2023, while the share of male employees rose to **43%**.
- We view this shift as a positive step towards sustaining an inclusive and diverse workplace, as it reflects a more balanced gender distribution within our team.



Top Management Representation:

- Although our internal target of achieving at least **40%** women in management by 2025 has already been met, the slight year-on-year decline signals that maintaining and strengthening gender balance remains an ongoing challenge.
- In response, we have raised our benchmark to **50%** women in management, reaffirming our long-term commitment to equal representation and inclusive growth.

GENERATIONS AT EVERLEGAL



At EVERLEGAL, we continue to support a multigenerational team where each generation brings unique strengths, values, and workstyles.

In 2024, we strengthened our internal culture by maintaining open dialogue, flexible formats, and mentoring across age groups – creating an environment where Gen Z, Millennials, and Gen X learn from one another and grow together.

This continuity helps us remain agile, inclusive, and future-oriented – delivering greater value to our clients and the legal market.

PERCENTAGE OF IDPS

As of 2023, 9.8% of EVERLEGAL's staff were IDPs. During the year, we hired three more employees who were forced to leave their homes due to the war. Considering the new colleagues, the total number of IDPs in the team now accounts for approximately 13.85% of the total staff.

13.8%

DIVERSITY, EQUALITY, INCLUSIVENESS

CASE STUDY

REPRESENTATION OF WOMEN IN MANAGEMENT

At EVERLEGAL, we are committed to ensuring gender balance in management positions, reflecting our dedication to providing equal opportunities for women to advance their careers in the legal field. The proportion of women among the company's managers has gradually increased.

Our goal is to achieve **50%** female representation in management by 2030.

We recognise that inclusivity encompasses much more than gender equality. This includes supporting different generations within the team, being open to people with diverse life experiences and supporting those from vulnerable groups or in new life circumstances, such as internally displaced persons.

We support employees with disabilities or chronic illnesses, create a safe and open environment for LGBTQ+ people and their allies, recognise the importance of multiculturalism, and promote equality within the team.

We pay special attention to supporting military personnel and veterans, as well as their families.

► Our key approaches:

- Recognising and mitigating bias through open dialogue and communication within the team.
- Sensitivity to personal boundaries in daily practices and internal communications.
- Equal access to opportunities in projects, training and professional development.
- Respecting different experiences and paths of development, regardless of age, origin, gender or family status.

► Human rights, ethics and non-discrimination policies:

- **Internal communications policy:** this describes the rules for interaction within the team and with clients, based on respect, openness and transparency.
- **Policy against sexual harassment and exploitation:** this policy aims to create a safe working environment that is free from any form of violence or harassment.
- **Internal labour standards policy:** ensures compliance with labour rights, fair working conditions, and ethical governance within the company.

PROGRESS AT A GLANCE

74%

feel comfortable
working at the company

74%

feel respected regardless
of age, gender or status

50%

say they maintain a
healthy work–life balance
(42% – moderately)

52%

understand learning &
development opportunities
(35% – partially)

71%

feel their opinion is heard
in the team

CASE STUDY

We conducted an anonymous survey of the team to find out how comfortable, safe and aware each of us felt at work in 2024.

This feedback will inform the setting of goals for **2025** in the following areas: improving internal communication; supporting employee well-being; promoting inclusive growth and learning; and encouraging team engagement in social initiatives.

48%

felt supported during
2024 challenges
(39% – partially)

35%

interested in joining ESG /
pro bono / social
initiatives
(44% – occasionally)

These results also directly support the achievement of the UN SDGs:





03 | CLIENTS & IMPACT

SUSTAINABILITY REPORT 2024

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- ▶▶ OUR TEAM RESULTS IN NUMBERS
- ▶▶ OUR CLIENTS AT A GLANCE / SUSTAINABLE RESPONSIBLE BUSINESSES
- ▶▶ OUR NOTABLE PROGRESS IN 2024

IN 2024 OUR TEAM PROCESSED

31 550⁺

Clients hours

800⁺

Pro Bono hours

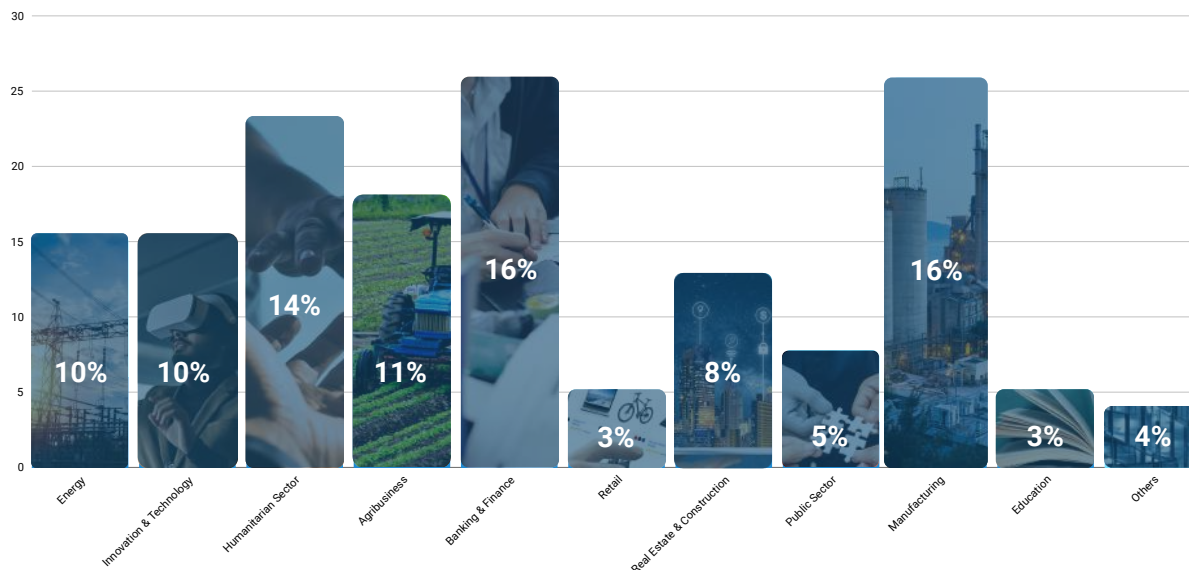
252⁺

Total number of projects

IN OUR KEY INDUSTRIES

- ▶▶ Energy
- ▶▶ Innovations and technology
- ▶▶ Agribusiness
- ▶▶ Humanitarian
- ▶▶ Real Estate & Construction
- ▶▶ Banking & Finance
- ▶▶ FMCG & Retail
- ▶▶ GR
- ▶▶ Pharmaceuticals & Healthcare
- ▶▶ Infrastructure & Transport
- ▶▶ Manufacturing
- ▶▶ Media & Advertising

OUR CLIENTS AT A GLANCE

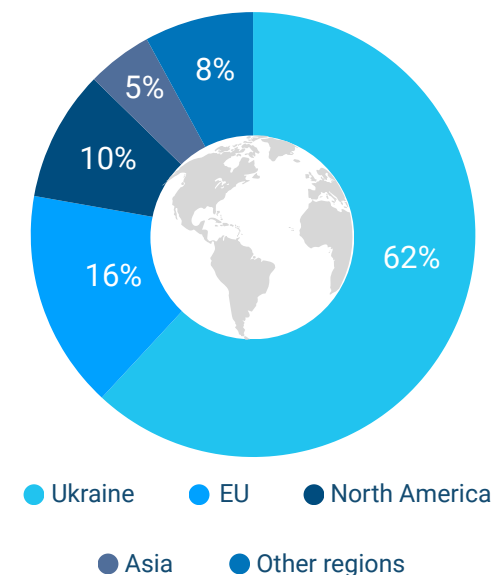


Our client base spans a wide range of industries, from agriculture and manufacturing to energy, fintech, healthcare, and education — proving that sustainability is not industry-specific but a shared responsibility.

This statistic is based on an in-depth analysis of EVERLEGAL's current client base, aiming to identify client companies that have integrated sustainable practices into their business operations and systematically report on the outcomes of such practices.

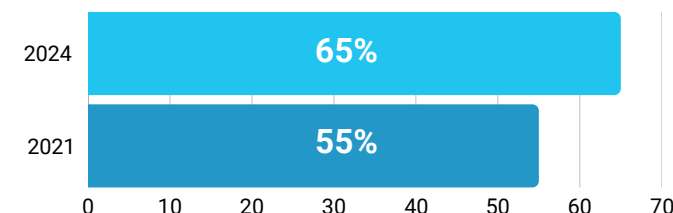
In 2021, 55% of our clients met these criteria. By 2024, this figure had risen to **65%**. This progress reflects our mission to promote sustainable growth in Ukraine and collaborate with businesses & organisations that share our values.

► **Our new goal is to ensure that, by 2030, at least 80% of our client portfolio comprises sustainable businesses.**



Geographically, our clients represent Ukraine, other European countries, North America, Asia and other regions, proving EVERLEGAL's capacity to support responsible business globally.

65% of our clients — Sustainable Responsible Business



OUR NOTABLE PROGRESS IN 2024



New Practices Launched

• RRRD Legal Support

Dedicated to providing tailored legal support to international organisations, national and international NGOs, projects, programs, agencies, and embassies engaged in relief, rehabilitation, reconstruction, and development initiatives in Ukraine.

• Anti-Corruption & WCC

Helping our clients to prevent, detect, and address corruption, fraud, and other business crimes. Our team advises on compliance with international and local regulations, conducts internal investigations, and represents clients in regulatory and criminal proceedings.



Legal support on compensation for damages

We support clients in documenting losses, preparing claims, and pursuing compensation through national and international legal mechanisms. We assist businesses and individuals in navigating complex legal frameworks and coordinating with relevant authorities and compensation funds.

Currently, 10% of our clients are receiving legal support in seeking compensation for damages caused by the Russian aggression against Ukraine.

Our team is committed to developing this practice further and securing fair outcomes and meaningful compensation for the damages suffered by our clients.



+ Clients - Sustainable Businesses

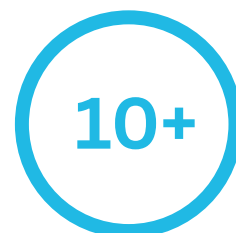
• 65% of our clients

Sustainable Responsible Businesses

• +10%

Comparing to the 2021 statistics

This progress is extremely important for our company as a responsible business. We strive to collaborate with like-minded clients & partners, support and develop a community of sustainable businesses and ecosystems for a better future — both now and for future generations.



Clients - leading humanitarian organisations

In 2024 our team provided comprehensive legal support to leading international organisations in Ukraine, including UNHCR, DRC, NRC, USAID, Global Communities, Peace Corps, and others. Our firm was the first in Ukraine to establish a dedicated practice supporting such organisations and to earn the trust of the UN system.

We not only provide daily legal support but also implement full-cycle legal humanitarian projects.

Our commitment remains unwavering in supporting organisations that strive to aid affected communities, rebuild critical infrastructure, and contribute to Ukraine's sustainable recovery.





SUSTAINABILITY REPORT 2024

04 | DOING BUSINESS DURING CRISIS IN UKRAINE

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- ▶ TEAM'S SUPPORT / MENTAL HEALTH, SAFETY AND WELL-BEING
- ▶ CLIENTS' SUPPORT
- ▶ NEW PRACTICE LAUNCHED
- ▶ COMMUNITY & PRO BONO

TEAM'S SUPPORT / MENTAL HEALTH, SAFETY AND WELL-BEING

At EVERLEGAL, we believe that the mental and physical health and safety of our team are an integral part of responsible business, not an added bonus. We are building a culture in which support, openness, and respect for personal needs are an integral part of everyday work.

Thematic training with a corporate psychologist

In 2024, we conducted thematic training on emotional burnout, covering important aspects that employees face in the modern working environment. Topics covered included fatigue, apathy, guilt and professional burnout. After the event, the psychologist prepared a **self-monitoring diary** that everyone could use to independently track their emotional state..

Individual psychological consultations

The company provides the opportunity to receive personal assistance from a psychologist with a **50%** subsidy. This initiative is open to all employees and operates on a permanent basis.

Informal 1:1 meetings

Individual conversations were held with employees during periods of increased stress, tension or anxiety. This approach helped identify signs of emotional exhaustion promptly and ensured employees received the **timely support** when they needed it most.

In 2024, the company took significant steps to support its employees' mental health, offering training and personal support. This commitment continues to evolve and remains a core aspect of the company's culture.

OUR PRINCIPLES:



TAKE CARE OF YOURSELF



CONSERVE YOUR RESOURCES



FLEXIBLE WORKING HOURS



HEALTH INSURANCE



MENTAL HEALTH COVERAGE

MENTAL HEALTH, SAFETY AND WELL-BEING

In wartime conditions, the state recommends that employers take measures to ensure the safety of employees, in particular by providing shelter or informing them about the nearest protective structures, adapting work schedules in line with the current security situation, conducting briefings on what to do in case of danger, and maintaining flexibility in work formats.

► Our approach to safety and well-being:

- We comply with current Ukrainian legislation on occupational safety and provide our employees with safe and flexible working conditions, both in the office and remotely. During this period of full-scale war, the issue of safety has gone beyond the standard concept of 'occupational safety' and has become a daily reality for everyone.

In 2024, EVERLEGAL ensured the team had safe working conditions in wartime, taking real threats and challenges into account.

► In particular:

- A shelter was set up in the office building and made accessible to the entire team during air raid alerts.
- Adapting the work process to security challenges — adhering to the principles of flexibility and humanity in case of alarms or unstable situations.
- Promptly informing the team about alarms and risks, and making the decision to switch to remote work in case of a threat.

In 2024, **71%** of employees had access to remote work, either fully or partially.


29%

Work permanently in the office, without remote work


42%

Combine office and remote work


29%

Work exclusively from home or any other location outside the office

Our commitment: We are continuously improving our internal procedures to protect the rights of people both within and outside the company, and to promote a culture of mutual respect, development, and well-being.

CLIENTS' SUPPORT

Amidst martial law in Ukraine and the ongoing changes in legislation, businesses are encountering a wide range of new challenges across all aspects of their operations. Our team remains dedicated to providing continuous support to our clients during these times of heightened risk and uncertainty.

PROACTIVE RISK MANAGEMENT

Recognizing the heightened risks during wartime, we have introduced specialized risk assessment and management services. This includes identifying potential legal and operational risks and providing strategic advice to mitigate them, allowing our clients to navigate uncertainty with confidence.

ENHANCED COMMUNICATION

We have prioritized transparent and frequent communication with our clients. Regular updates on the evolving legal environment, as well as tailored advice for navigating new regulations and potential impacts of the conflict, are provided to keep our clients well-informed and prepared.

COMPENSATION FOR DAMAGES

We provide legal support in seeking compensation for damages caused by the Russian aggression against Ukraine. We support clients in documenting losses, preparing claims, and pursuing compensation through national and international legal mechanisms. We assist businesses and individuals in navigating complex legal frameworks and coordinating with relevant authorities and compensation funds.



PROJECT REVITALIZATION

Our team has focused on the restoration and continuation of critical projects that were disrupted due to the conflict. This involves negotiating contract extensions, resolving disputes, and providing legal frameworks to adapt to new operational realities.

FUNDING AND INVESTMENT ADVICE

We offer guidance on securing funding and investment for rebuilding efforts. This includes navigating the complexities of war-related insurance claims, government grants, and international aid programs, ensuring that our clients have the financial support needed for recovery.

LEGAL SUPPORT ON MILITARY REGISTRATION AND MOBILIZATION ISSUES

In 2024, we significantly expanded our work in the area of military registration and mobilization. Our team developed a comprehensive legal product aimed at supporting employers in dealing with military registration and mobilization matters, which includes:

- Legal advice on a wide range of issues
- Educational training sessions
- A dedicated hotline
- Full legal support

NEW PRACTICE LAUNCHED

In 2024 EVERLEGAL launched RRRD Legal Support Practice.

This practice is dedicated to providing tailored legal support to international organisations, national and international NGOs, projects, programs, agencies, and embassies engaged in relief, rehabilitation, reconstruction, and development initiatives in Ukraine.

Our legal support covers three key phases:



We offer comprehensive legal assistance at every stage, from ensuring regulatory compliance and operational support to implementing legal humanitarian projects on a turnkey basis.

Our commitment remains unwavering in supporting organisations that strive to aid affected communities, rebuild critical infrastructure, and contribute to Ukraine's sustainable recovery.





ABOUT THE PRACTICE

We resolve legal complexities, ensure compliance, and provide strategic legal guidance to help our clients **operate effectively and make a lasting impact.**

our team processed

5 820

hours of work in 2022-2024

Among our clients are:



Their trust in our services underscores our reputation for delivering excellence in legal counsel and support.

WHAT IS RRRD CONCEPT?

Relief, Rehabilitation, Reconstruction, and Development (RRRD) concept refers to a comprehensive approach aimed at addressing the immediate and long-term needs of populations affected by crises, such as natural disasters, conflicts, or economic downturns. It involves a series of interconnected phases that focus on providing aid, restoring infrastructure and social systems, and ensuring sustainable development.

RRRD is a holistic framework that guides international organisations, governments, and NGOs in their efforts to address both the immediate needs and long-term recovery of societies affected by crises, with a focus on resilience, sustainability, and human development.

RRRD PRACTICE AT EVERLEGAL

To provide prompt and high-quality legal support to the humanitarian sector on Ukraine's path to relief and recovery, the EVERLEGAL team has launched its own **RRRD practice**. Within this framework, we offer comprehensive legal assistance at every stage, from ensuring regulatory compliance and operational support to implementing legal humanitarian projects on a turnkey basis.

Our commitment remains unwavering in supporting organisations that strive to aid affected communities, rebuild critical infrastructure, and contribute to Ukraine's sustainable recovery.



RRRD IN UKRAINE

Ukraine is already moving along the path described by the **RRRD** approach: from emergency assistance to gradual recovery and development planning.

In the context of the war in Ukraine, the **RRRD** framework provides a comprehensive roadmap for addressing the urgent needs of the population while also ensuring long-term recovery and growth. The international community, including NGOs, foreign governments, and international organisations, plays a critical role in supporting Ukraine's relief, rehabilitation, reconstruction, and development efforts. While the journey will be long and challenging, **the RRRD concept** offers opportunity for a more resilient, prosperous, and peaceful future for Ukraine and its people.

COMMUNITY & PRO BONO

Our PRO BONO and charitable initiatives in 2024 remained closely aligned with our values and continued to generate a measurable impact. Through collaboration with NGOs, charitable 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.

€1 000 000+

Support for the Armed Forces of Ukraine

12+

Pro bono cases

7

NGOs and charitable organisations

10+

Humanitarian legal cases handled

3

Sponsored charity sports events

€100 000

Sponsorship for RUNDAY (running community)

- **Lifeline Ukraine** — suicide prevention hotline: statutory amendments, governance, grant support.
- **UAid Direct** / **OperationChange Sweden** / **EMS Prinzersdorf** — support with humanitarian aid, cross-border logistics.
- **HELP UKRAINE GOTHENBURG** / **R&D Group** — legal support for charitable status and transparency.
- **Good evening. We are from Ukraine Foundation** — continuous support for humanitarian projects.

- **Evercars** — legal help in compensation for damaged cars during war.
- **ITS Ukraine** — legal consulting for smart mobility infrastructure.

These results also directly support the achievement of the UN SDGs:





SUSTAINABILITY REPORT 2024

05 | SUSTAINABILITY & ESG

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- PRIORITY SDGS IN 2024
- OUR ECO-FRIENDLY PRACTICES
- REPORTING IN LINE WITH THE UN SDGs IN 2024
- RECOGNITION & THOUGHT LEADERSHIP
- OUR EXPERTISE IN THE SUSTAINABILITY SECTOR
- HOW WE MEASURE IMPACT

PRIORITY SDGS IN 2024

In 2024, EVERLEGAL continued to integrate the UN Sustainable Development Goals (SDGs) into its operations, focusing on the areas where our impact is the most tangible and meaningful.

We support organisations working at the **forefront of humanitarian aid, environmental protection, mental health, and human rights** — as well as implement internal initiatives that promote long-term sustainability and resilience within our team and operations.



OUR ECO-FRIENDLY PRACTICES

| Practice area | Case studies | Maturity stage | Description |
|--------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|-------------------------------------------------------------------------------------------------------------------------------|
| Energy efficiency | Inverters, batteries, LED lighting, digital document management. | Managed | Practices implemented and maintained at a basic level. |
| Use of resources | Waste sorting, using eco-friendly materials in the office, minimising printing and adopting a smart consumption approach. | Defined | The approach is formed, there are sustainable habits. |
| Carbon footprint | Corporate bikes and online meetings to minimise offline travel. | Initial | There are positive actions, but no systematic assessment of emissions. |
| Environmental protection | Recycling of batteries and waste paper, refusal of disposable plastic waste, sorting of waste, use of eco-friendly materials, and greening of working spaces. | Defined | There are clear rules and established habits, sustainable processes are in place, and employees are aware of these practices. |

REPORTING IN LINE WITH THE UN SDGs IN 2024

At EVERLEGAL, we believe that sustainable development is not just a concept — it is a responsibility. Each year, we align our initiatives and legal work with the UN Sustainable Development Goals (SDGs) where we can make the most tangible and impactful contribution.

In 2024, we have continued to focus our efforts on a set of core goals, reflecting our role as a responsible business, legal service provider, and community partner in a time of war and transformation.

Below we present selected projects and initiatives carried out by our team throughout the year, outlining how they contribute to the global SDG framework and Ukraine's sustainable future.



#1 PROJECT

Professional Association of Environmentalists of the World (PAEW)



Professional Association
of Environmentalists of the World

In 2024, EVERLEGAL deepened its partnership with the Professional Association of Environmentalists of the World (PAEW), contributing legal expertise to support the ecological transformation of Ukraine. Through education, regulatory reform, and public engagement, we focused on empowering professionals and institutions to lead the green transition.

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.

- In June 2024, EVERLEGAL [signed a memorandum with the Professional Association of Environmentalists \(PAEW\)](#) to support ecological transformation and workforce development.
- EVERLEGAL's experts contributed to [Sustainability Leader's PAEW](#), analysing key risks for sustainable development under martial law.
- EVERLEGAL lawyers actively engaged in environmental advocacy: [July 2024 – speaker at the EcopromForum on Waste Management](#)
[October 2024 – expert at Eco-Law Symposium](#)
[November 2024 – speaker at ESG Impact Day](#).



THE RESULT OF THE TEAM'S WORK:

- Contributed to the Green Managers initiative – training legal professionals for ecological transformation
- Provided expert input to the Sustainability Leader's publication on ESG risks during wartime
- Participated in national ESG forums to advocate for regulatory reform and climate law

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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#2 PROJECT

UN Global Compact Business and Human Rights Accelerator



In February 2024, EVERLEGAL joined the **UN Global Compact Business and Human Rights Accelerator**. The program provided businesses with tools to identify risks and apply a systematic approach to human rights compliance in accordance with strict international standards.

In today's global landscape, it is crucial for businesses to adhere to ethical standards and prioritize human rights. "More than 668 companies from 45 countries have joined the Ukrainian Business Compact, and Ukrainian businesses should adopt ESG standards and start this journey towards responsible business," said Tetyana Sakharuk, UNGC Ukraine Director General.

'17 progressive Ukrainian companies, including EVERLEGAL, a leading law firm in Ukraine, joined this transformational journey.

By joining such initiatives as the Business and Human Rights Accelerator, EVERLEGAL not only strengthens its own capabilities but also paves the way for a more just and equal society.

This project is another step towards supporting Ukraine and achieving the UN Sustainable Development Goals, namely:

- **Goal 8. Decent Work and Economic Growth**
- **Goal 10. Reduced Inequalities**
- **Goal 16. Peace, Justice, and Strong Institutions**
- **Goal 17. Partnerships for the Goals**

OUR IMPACT:

We elevated our internal human rights standards and contributed to shaping responsible business conduct in the Ukrainian private sector.

Read more on our [website](#) 



3 - 4 PROJECTS

Supporting Innovation & Education



In 2024, EVERLEGAL deepened its commitment to long-term development by launching several strategic partnerships aimed at empowering future leaders, supporting early-stage innovation, and reinforcing institutional resilience in Ukraine.

[The European Law Students' Association](#) (ELSA Ukraine) is an international, independent, non-political and non-profit organisation led by law students and graduates, aiming to achieve academic and personal excellence, complementing university education.

- As a platinum partner of the European Law Students' Association, EVERLEGAL supported legal education and student initiatives across the country, contributing to the development of the next generation of legal professionals.

[The Ukrainian Startup Fund](#) (Innovation Development Fund) is a state-run organisation that helps innovative projects and technology start-ups to raise funds in the early stages and launch their own ventures.

- In January, EVERLEGAL signed a Memorandum of Partnership to provide legal support for startups, from company formation and restructuring to operations and scaling, helping young businesses grow responsibly and attract investments.

THE RESULT OF THE EVERLEGAL'S WORK:

- Enabled responsible growth of tech startups and enhanced their legal readiness for scaling and investment.
- Strengthened Ukraine's legal education ecosystem by investing in future professionals.

This initiative contributes to the following SDGs:

- **Goal 4. Quality Education**
- **Goal 9. Industry, Innovation and Infrastructure**
- **Goal 17. Partnerships for the Goals**

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#5 PROJECT

Supporting safer urban mobility and justice for vulnerable road users



In 2024, EVERLEGAL successfully defended the interests of a child cyclist injured in a traffic accident in Kyiv. The team acted Pro Bono in collaboration with NGO “Veloden”, supporting safer urban mobility and justice for vulnerable road users.

ABOUT THE INCIDENT

In 2024, EVERLEGAL was approached by NGO Veloden, one of Ukraine’s leading cycling advocacy organisations, with an urgent request for legal help. A 13-year-old boy had been hit by a car while riding his bicycle on Prospekt Vyzvolyteliv in Kyiv. The driver had run a red light, speeding 44 km/h over the limit, and struck the boy, causing life-altering injuries: multiple fractures and months of intensive recovery.

The background to this case reveals the harsh realities of Ukrainian road safety:

- Over 100 cyclist-involved traffic accidents are recorded annually in Kyiv, often resulting in severe injuries or fatalities.
- Drivers rarely face real criminal punishment; suspended sentences or small fines are common.
- Police investigations are frequently inadequate, leaving victims without effective recourse.

Recognizing the stakes — both for the boy’s future and the broader precedent this case could set — EVERLEGAL agreed to handle the matter entirely Pro Bono. The firm assembled a dedicated team of the criminal practice. Their mandate was clear: ensure that the driver faced both criminal accountability and civil liability.

THE RESULT OF THE TEAM'S WORK:

The driver was found guilty of committing a criminal offence under Part 2, Article 286 of the Ukrainian Criminal Code and sentenced to six years' imprisonment.

The civil claim was upheld, with the following damages being awarded:

- **₴800 000** for the victim's (the boy's) moral damage;
- **₴50 000** for moral damages to the mother;
- **₴9 486.70** for material damage.

These results created both personal and societal transformation. For the family, it meant not only justice but the resources to support the child’s continued recovery. For the cycling community and Ukrainian civil society, it signaled that legal action could deliver meaningful, precedent-setting results.

Read more on our [website](#) 

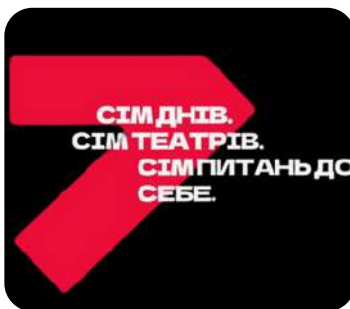


6 PROJECT

UNIT.City: Theatre Festival “Seven”



EVERLEGAL became a partner of 'Seven', one of the largest open-air theatre festivals, which took place from 16 to 22 September at UNIT.City, Ukraine's first innovation park. "7 days, 7 theatres, 7 reflections".



Each day, leading Ukrainian theatres performed in the park's main square, addressing important contemporary issues through their performances — from achieving inner harmony to the impact of art on societal attitudes. Each day of the festival offered a new experience to inspire reflection and self-improvement.

Supporting this project is another step towards supporting Ukraine and achieving the UN Sustainable Development Goals, namely:

- **Goal 17: Partnerships for the Goals**

THE RESULT OF THE EVERLEGAL'S WORK:

- Helped promote open cultural dialogue and contemporary Ukrainian theatre.
- Supported access to creative education and civic engagement through the arts.
- Provided a platform to connect business, innovation, and culture in a single urban space.

As a partner, EVERLEGAL supported access to culture and creativity, while strengthening relationships with clients and stakeholders through shared experiences in a dynamic, modern setting.

Read more on our [website](#) 



#7-9 PROJECTS

Driving sustainable impact through partnerships and legal support



In 2024, **EVERLEGAL** expanded its role as a responsible legal partner by supporting communities, defenders, and civil society through a wide range of legal and non-legal initiatives.

We provided over UAH 1 million in charitable support to the Armed Forces of Ukraine and sponsored numerous grassroots efforts aimed at wellbeing, mobility, and civic resilience.

Our pro bono legal aid reached over 10 NGOs and community organisations working in humanitarian relief, mental health, transport innovation, and charitable logistics.

We also offered direct legal assistance in sensitive individual cases — from inheritance rights to protecting vulnerable road users — helping ensure justice, dignity, and access to legal mechanisms where it matters most.

Through legal empowerment, charitable giving, and partnerships with NGOs and civic platforms, we support:

- **Goal 3. Good Health and Well-being**
- **Goal 16. Peace, Justice and Strong Institutions**
- **Goal 17. Partnerships for the Goals**

THE RESULT OF THE EVERLEGAL'S WORK:

- **RUNDAY** — €100 000 donation to promote running culture across Ukraine.
- **Kyivska Sotka** bike ride — support for sport + defence fundraising.
- **Wild Race & Kyiv Marathon of Invincibility** — charity participation events linked to UNITED24 and Armed Forces.
- **+380 Foundation** — launched by EVERLEGAL's team members for sustained support of defenders.

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RECOGNITION & THOUGHT LEADERSHIP

Throughout 2024, EVERLEGAL continued to drive positive change by embedding sustainability and ESG principles into everything we do – from legal work and client partnerships to internal initiatives and community engagement.

The EVERLEGAL team is sincerely grateful for the recognition of our efforts and our ongoing contribution to Sustainability & ESG at such a high level.

Our team was pleasantly surprised that Ukrainian companies were represented in the 2024 finals alongside global legal giants and European leaders. This demonstrates the high level of innovation among Ukrainian companies and the continuous development of our market, despite difficult conditions and constant obstacles.

“

"We strive to be the legal partner in the most responsible projects aimed at developing sustainable businesses, organisations, and ecosystems for a better future!"

FT INNOVATIVE LAWYERS
EUROPE
2024 SHORTLISTED

*"Innovative lawyers in
Sustainability & ESG"*

2024

EVERLEGAL - among the leading law firms in Europe in Sustainability & ESG by the FT Innovative Lawyers Awards Europe 2024

On September 12th, the final ceremony of the international competition "Innovative Lawyers Awards 2024" by Financial Times took place in London, where **EVERLEGAL reached the finals in the "Sustainability & ESG" category.**

The 2024 Award highlights the firms and in-house teams that are digitally advanced and using innovative approaches to deliver exceptional value to business and society. The Award also highlights outstanding leaders and individuals bringing innovation to the practice of law.

THE LAWYER
European Awards
— 2024 —
winner

*"The most impactful
ESG initiative"*

2024

EVERLEGAL – Law Firm of the Year in Europe in the “Most Impactful ESG Initiative in 2024” category

On November 28, the award ceremony for the international competition The Lawyer European Awards took place in London, bringing together Europe's leading law firms of 2024.

EVERLEGAL, a leading Ukrainian law firm, was shortlisted in two categories:

- Law Firm of the Year in Ukraine, and
- Most Impactful ESG Initiative in the European Legal Market.

Competing with Europe's top firms, EVERLEGAL brought home a win for Ukraine in the “Most Impactful ESG Initiative 2024” category! Additionally, EVERLEGAL took second place in the “Law Firm of the Year in Ukraine” category and was recognised as “Highly Commended.”

HOW WE MEASURE IMPACT

At EVERLEGAL, we understand that effective sustainability efforts must be measurable and accountable. While we are at an early stage of formalising our impact measurement practices, we have taken several steps toward building a transparent and practical internal framework.

Our evaluation relies on internal tracking, stakeholder feedback, and alignment with the UN SDGs.

We aim to expand this framework by piloting simplified indicators based on international reporting standards starting in 2025.

► We currently track:

- Pro bono legal support (hours, sectors, beneficiaries).
- Environmental initiatives (waste reduction, digital tools, awareness campaigns).
- Diversity & inclusion (gender balance in management, age distribution, IDP representation).
- Partnerships (collaborations contributing to SDG 17).

► We have initiated internal processes and templates to record and assess:

- Number of pro bono hours.
- Participation in community and cultural initiatives
- Diversity statistics across leadership.
- Efforts in environmental footprint reduction.

► We plan to:

- Develop an internal template for impact documentation across SDGs initiatives.
- Define simple, relevant KPIs for priority projects.
- Explore the relevance of frameworks like Theory of Change for evaluating legal and social outcomes.
- Pilot internal reporting for selected pro bono and environmental cases in 2025.

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 2023](#)



SUSTAINABILITY REPORT 2024

06 | FURTHER INFORMATION

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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.

YOU CAN CONTACT US AT:

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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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EVERLEGAL – PARTNER OF THE FUTURE

2024

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Sustainable
Development Goals
and Targets