

K. KARATSOLIS  
E. TSIANTI  
& ASSOCIATES

**DTK**  
LAW FIRM

# Sustainability Report 2026



## Message from the Partners



**Konstantinos Karatsolis** | Managing Partner

In this transformative era, DTK Law Firm stands at the forefront of legal innovation and excellence. As Managing Partner, I am immensely proud of our team's unwavering commitment to providing exceptional legal services. Our journey has been marked by significant challenges, yet our resilience and dedication have enabled us to emerge stronger and more focused. We have adapted to the evolving legal landscape, integrating cutting-edge technologies and sustainable practices to better serve our clients and community. Our achievements are not just a reflection of our expertise but also our collective spirit and the trust placed in us by our esteemed clients. As we look ahead, we remain dedicated to upholding our values of integrity, excellence, and innovation, continuing to set new benchmarks in the legal sector.

**We sincerely hope that the present Report illustrates DTK Law Firm's adaptability, proficiency, and profound expertise on Public, Environmental, Urban and Sustainability Law and Policy, as well as our collective commitment to shaping a more sustainable and innovative world.**



**Irene Tsianti** | Managing Partner

The past years have been a testament to the strength and agility of DTK Law Firm. As Managing Partner, I acknowledge the extraordinary efforts of our team in navigating the complexities of the legal world during times of unprecedented change. We have successfully expanded our legal horizons, enhanced our service offerings and deepened our sector expertise. **Our commitment to sustainability, diversity, and community engagement through the promotion of the ethical practice of the Law has further solidified our position as a socially responsible and forward-thinking firm.**

At the same time, our successes in important cases before the National Courts have contributed to important legal precedents of national value.

We are grateful for the continued support of our clients and partners and remain dedicated to **delivering excellence in every aspect of our work and towards Sustainability.**



**Eleftheria Volaki** | Partner

At our firm, we believe that the quality and effectiveness of legal services are founded primarily on the analytical depth that underpins all aspects of our work, as well as on a **holistic approach** to each matter we handle. We operate as a boutique law firm with a **strong academic orientation**, systematically investing in the continuous training of our associates, in-depth analysis of legislation and case law, and comparative research of European and international best practices. The composition of our team—comprised of young legal scholars with a high level of specialization—fosters a **dynamic and collaborative environment** aimed at thorough legal research and analysis, a preventive approach, and the development of sustainable and legally sound solutions.

# The aim of this Report

About us

ESG Criteria in DTK Law Firm

Our gaps, next steps and aspirations

## The aim of this Report

Since 2023, our Firm has initiated the systematic preparation of its Sustainability Report. Our intention remains consistent with the core principles that guided this effort from the outset.

**F** Firstly, we recognize that today’s lawyers must be multidimensional in order to address contemporary global challenges. Climate change, the consequences of ongoing conflicts, new financial models, and the increasing need for effective risk and crisis management shape a rapidly evolving environment. Within this context, it is essential to underline the critical role of legal professionals in supporting society and business in this new era.

**E** Secondly, we firmly believe that a lawyer’s primary responsibility today is to mitigate risks without hindering business operations. While companies naturally pursue profit and growth, they are also increasingly committed to sustainable development. As a result, the business community seeks legal counsel capable of supporting sustainable business models—professionals who can integrate risk mitigation, climate-aware strategies, and long-term value creation.

**E** Thirdly, the purpose of this Report is to demonstrate that sustainability is not merely a framework we propose to clients when designing business models. It is, above all, a set of principles we apply internally, ensuring that our Firm operates responsibly and consistently with the values we promote.

Our ambition is to remain a responsible and fair employer for all members of our Firm, while continuing to serve as a trusted legal partner for our clients.

**F** Finally, this Report is produced on a voluntary basis and reflects our commitment to transparency, accountability, reliability, and trust—fundamental qualities that we aim to uphold in our relationships with partners, clients, and the wider community.

# The aim of this Report

About us

ESG Criteria in DTK Law Firm

Our gaps, next steps and aspirations

### ● Core capabilities - Areas of expertise

Since 2016, **DTK Law Firm** is one of the top Law Firms in Greece, specializing and aiming at high standards of legal services with extensive experience in the following fields of Law: Environment, Sustainability, Spatial Planning, Urban Planning, Licensing, Building Permits, Strategic and Public Investments.

The legal scope regarding environmental protection on the basis of investment growth is an essential topic of discussions and debates, which are developing rapidly at European level.

The accurate recording of the current legislative framework as well as this of the specific features of each investment under the lens of case-law are the guidelines under which our Firm provides its services, aiming at success based on the principle of sustainable development.



## Our team

14

In-house Lawyers  
and administration  
employees

3

Partners

7

Lawyers

2

Administration  
Employees

2

Legal trainees

Moreover, our team does not only consist of in-house Lawyers but **we also have a variety of external associates** that assist our work. Depending on the client's needs and each business plan, we can propose dedicated and **trusted academics and professionals such as lawyers, mechanical engineers, architects, urban planners and any needed expert** in order to provide the most optimal and holistic legal services.

**Our in-house team  
in more detail**

**7/7**  
Lawyers

have accomplished master's degrees in the fields of **Environmental and Sustainability** Law whereas **Partner Mr. Karatsolis** holds a PhD in "Urban Planning Tools in Law and Green Transformation of Cities".

**Partner and Head of our litigation team Mrs. Tsianti** is specialized in Urban Planning Law with numerous wins in court cases.

**Partner Miss Volaki** is specialized in Urban, Strategic and Tourist development Projects.

Our attorneys' main focus is to deeply understand the client's needs, starting with a first introductory session in order to identify the main risks and the legal research needed. The next step is collaborating by sharing knowledge and experiences so as to provide holistic and innovative solutions to complex matters. Last but not least, we propose a framework for our legal reports by our Legal Consulting Team or/and our Litigation Team.

If needed, we support and propose specialized collaborations with other cooperating stakeholders like mechanical or urban planning engineers. Throughout DTK's presence in the legal sector we have established long-term relationships with professionals from different fields in order to provide our clients with holistic solutions. Our aim is the successful management of our clients' projects.

## About us

### ● Our values

**Positive and holistic approaches** are the **main instruments** that we adopt when conducting business.

We strongly believe that **coordination when assessing risks is necessary** for optimal results.

For this reason, we have a variety of external associates that support us by providing holistic solutions.



Lawyers



Civil Engineers



Architects



Urban Planners



Rural and Surveying Engineers



Environment-  
alists



**Our goal is to provide clients with effective solutions and support the holistic management of their business plans.**

● Our values

The core values that we share with our clients



Trust



Confidentiality



Transparency



Mutual Respect

We seek to form  
**strong and long-term relationships** based on the above.

### ● What distinguishes us:

- We are committed to **supporting, recruiting, and empowering talented young professionals** by fostering a dynamic environment that promotes professional growth, recognizes academic excellence and personal integrity, and contributes to the long-term strengthening of the firm.
- We have built a team of **specialized lawyers** in the most recent developments and legal updates, namely **Sustainability, Climate Change and Artificial Intelligence (AI)**.
- We support, both **financially** and **practically**, the involvement of our Lawyers in the authorship of **collective legal books in the field of Environmental Law and Sustainability**, towards the dissemination of **wider academic knowledge**. Despite the time-consuming process of the writing of books and the respective financial burden, we believe it is fundamental for our team to progress both professionally and academically in order to provide unique results.
- We enhance the **continuous training and learning** of our employees through certification programs and professional seminars, with the aim of strengthening their skills and supporting their ongoing professional development

# The aim of this Report

About us

**ESG Criteria in DTK Law Firm**

Our gaps, next steps and aspirations

**E**nvironmental

**S**ocial

**G**overnance

### ● Environmental

#### Legal frameworks and policies that we take into consideration during project assessment.

First, as lawyers, we base our legal approach on **article 24 of the Greek Constitution on the protection of the environment:**

*1. The protection of the natural and cultural environment constitutes a duty of the State and a right of every person. The State is bound to adopt special preventive or repressive measures for the preservation of the environment in the context of the principle of sustainable development. Matters pertaining to the protection of forests and forest expanses in general shall be regulated by law. The compilation of a forest registry constitutes an obligation of the State. Alteration of the use of forests and forest expanses is prohibited, except where agricultural development or other uses imposed for the public interest prevail for the benefit of the national economy.*

*2. The master plan of the country, and the arrangement, development, urbanisation and expansion of towns and residential areas in general, shall be under the regulatory authority and the control of the State, in the aim of serving the functionality and the development of settlements and of securing the best possible living conditions. The relevant technical choices and considerations are conducted according to the rules of science. The compilation of a national cadastre constitutes an obligation of the State.*

*3. For the purpose of designating an area as residential and of activating its urbanisation, properties included therein must participate, without compensation from the respective agencies, in the disposal of land necessary for the construction of roads, squares and public utility areas in general, and contribute toward the expenses for the execution of the basic public urban works, as specified by law.*

*4. The law may provide for the participation of property owners of an area designated as residential in the development and general accommodation of that area, on the basis of an approved town plan, in exchange for real estate or apartments of equal value in the parts of such areas that shall finally be designated as suitable for construction or in buildings of the same area.*

*5. The provisions of the preceding paragraphs shall also be applicable in the rehabilitation of existing residential areas. Spaces remaining free after rehabilitation shall be allotted to the creation of common utility areas or shall be sold to cover expenses incurred for the rehabilitation, as specified by law.*

*6. Monuments and historic areas and elements shall be under the protection of the State. A law shall provide for measures restrictive of private ownership deemed necessary for protection thereof, as well as for the manner and the kind of compensation payable to owners.*

## ● Environmental

When we assess risks and propose mitigation measures, we take into consideration the following principles:

### Substantial Principles of International Environmental Law:



No-harm Principle



Prevention Principle



Precautionary Principle



Polluter pays principle



Common but differentiated responsibilities and respective capabilities principle



Principle of Sustainable Development

### Procedural Principles of International Environmental Law:

Duty to assess risks

Duty to cooperate

Duty to notify and inform of risks

Duty to consult

Duty to notify and assist in case of emergencies

Duty to allow public participation

### ● Environmental

Especially regarding **the precautionary principle**, in DTK Law Firm we regard it as crucial for our approach and strategy as it sets scientific evidence and assessment as prerequisites to proceed with a project, otherwise it should be abandoned.

**Definition:** *The precautionary principle is an approach to risk management, where, if it is possible that a given policy or action might cause harm to the public or the environment and if there is still no scientific agreement on the issue, the policy or action in question should not be carried out. However, the policy or action may be reviewed when more scientific information becomes available. The principle is set out in Article 191 of the Treaty on the Functioning of the European Union (TFEU).*

**Continuous compliance with European and International Environmental law** →

Nowadays, Sustainability and Environmental Law frameworks develop constantly and sometimes staying up-to date seems particularly difficult. In DTK Law Firm we provide **up-to-date legal compliance** based on the ongoing legal developments and policies.

**Our fundamental pillars in European and International Law compliance are, among others:**

- Paris Agreement
- European Green Deal
- Climate Change – CO<sub>2</sub> targets
- Protected areas, Natura 2000
- “Fit for 55” package
- Forest legislation
- EU Emissions Trading System
- European Climate Law network

For these reasons, we created a **specialized Sustainability Department** in our Firm so as to provide compliance and consistency with all new legal developments. The main focus of our Sustainability Department is to monitor and assess sustainability developments.

### ● Preparation of Legal Sustainability & Compliance Report

The Legal Sustainability & Compliance Report is a **specialized strategic assessment tool** designed to support major investment projects and business initiatives in their transition toward a sustainable and resilient operating model. Its **purpose** is to **document** and **confirm** that the project under review **aligns with sustainability principles and complies fully with the applicable international, EU, and national regulatory frameworks**. At the same time, it identifies the relevant legal and regulatory obligations arising from the applicable legislation and provides **targeted recommendations** for the project's next development and operational phases.

#### The Report includes:

- **Legal Framework Mapping:** analysis of applicable regulatory requirements and legal obligations.
- **Legal Implications & Independence from the Environmental Impact Assessment:** assessment of the legal autonomy and implications of the project framework.
- **ESG Compliance Assessment:** systematic evaluation of environmental, social, governance, and sustainability requirements.
- **International & EU Benchmarking:** review of relevant international, EU, and comparative best practices and developments.
- **Strategies & Action Plan:** proposals for measurable policies, compliance actions, and sustainability measures.
- **Implementation Roadmap:** practical next steps for implementation, risk mitigation, and long-term sustainability enhancement.

### ● Preparation of Legal Sustainability & Compliance Report

#### Strategic Outcomes

- Reinforces the mandatory nature of ESG compliance and sustainability obligations.
- Mitigates greenwashing risks and prevents superficial or merely declaratory sustainability claims.
- Ensures alignment with applicable international, EU, and national regulatory standards.
- Strengthens internal governance policies and fosters a sustainability-driven corporate culture.
- Establishes the foundation for a revised and future-oriented Sustainability Strategy.
- Provides a practical implementation roadmap outlining the next steps required for timely and effective execution by the Project Company.

#### Purpose & Added Value of the Report

- Goes beyond a static assessment by adopting a forward-looking, strategic perspective.
- Integrates best practices and case studies from comparable international and EU projects.
- **Aligns with the jurisprudence of the Council of State and applicable European case law, thereby reducing future licensing and procedural risks.**
- Provides tailored recommendations and specific sustainability measures for the Project.

### ● Environmental

#### Sustainability in DTK Law Firm

Our expertise in the sustainability sector, besides our sustainability-experienced Lawyers, stems from our experience and contribution to the European Program “**100 climate neutral and smart cities**”.

In more detail, our Law Firm constituted a vital stakeholder and was the main manager that **established and coordinated**, alongside with the provision of legal services, the project of the **participation of Ioannina city** in the Pilot Program. Specifically, our contribution to the project included:

- Coordination of a group of scientists (Lawyers, Engineers, Urban Planners, Architects, Economists)
- Participation in the drafting of the Municipality’s Climate City Contract
- Assessment regarding the alignment of planned actions with the Legal Framework
- Research and examination of compliance with the International, European and National Legal Framework
- Research on gaps in the legislation and legislative proposals
- Coordination, drafting and editing of commitments - Memoranda of Understanding (MoUs) with the Private and Public Sector
- Project management



<https://2030.ioannina.gr/>

## ● Environmental

### Compliance with SDGs

With reference to **the 17 Sustainable Development Goals** set by the UN and reflected in the ESG framework, our commitments and implementing actions focus especially on goals **no. 3, 4, 5, 8, 9, 10, 11, 13, 16, 17**.



**E**nvironmental

**S**ocial

**G**overnance

## Social



## Social

### Leaves policy



**Statutory  
employee  
leaves**



**Maternity  
leaves**

In DTK Law Firm **we guarantee** that the statutory employee and maternity leaves **are satisfied in accordance with national Employment Law.**

### Remote working policy



In 2025, we introduced our **Remote Working Policy**, enabling flexible working arrangements for our team members. This initiative supports work–life balance, employee well-being, and a more flexible working culture.

### ● Social

#### “Taking care of our people and wellbeing”

In DTK Law Firm we strive to **promote the wellbeing of our people** and **evolve our working environment** day by day.

We aspire to create an **inclusive** and **supporting environment**.

We strongly believe that by fostering a **rewarding environment** our team will enhance its productivity and ensure work-life balance.

#### In DTK Law Firm we support:

- Work-life balance by providing flexible working hours when necessary.
- Wage equality based on assessment criteria, experience and skills.
- Short breaks to relieve stress and enhance productivity.
- Bonus schemes based on the Firm’s and each member’s performance.
- Organization of team-bonding and networking events to boost the team spirit.
- New educational and academic opportunities for each member of the team.

### ● Social

#### Health and Safety

##### Misconduct

In this section we aspire to **explicitly highlight conduct that is inappropriate and incompatible** with the Firm's values and principles:



**Disclosure of confidential information**



**Plagiarism**



**Bullying**



**Illegal activity**



**Discrimination**



**Harassment**

If any of these behaviors occur, **one should report the incident to the Partners**. It is crucial to stress that for the above and for any other kind of inappropriate behavior, if any, DTK Law Firm will show zero tolerance and the responsible person will be immediately banned from our team.

### ● Social

#### Growth and development

In **DTK Law Firm** we believe that **growth** and **development** are essential tools to make a difference. Our expertise in Environmental Law has been built on the idea that continuous learning capabilities lay the foundation for growth.

#### Academic support



We support our young employees in achieving their academic goals by providing flexibility. In more detail, we demonstrate our support to employees who are also postgraduate students by:

- giving them time to study during the day,
- allowing them to leave early in the day for university purposes,
- remote working, if needed, and
- study leave, when necessary, during examination periods.

It is important to mention that our support is guaranteed even in cases of postgraduate studies abroad. In this way, our relationship with young professionals can also continue at a distance, if necessary and desired by both parties.

Overall, DTK Law Firm is open to discussing and bridging the gap between young employees and their academic dreams, as long as they are in line with the long-term needs and goals of the Firm.

### ● Social

#### Growth and development

In **DTK Law Firm** we believe that **growth** and **development** are essential tools to make a difference. Our expertise in Environmental Law has been built on the idea that continuous learning capabilities lay the foundation for growth.

##### Continuous learning opportunities



We strongly encourage our Lawyers to participate in legal and business conferences so as to keep up-to date and consistent with the needs of the market. In 2025, members of our team were certified as **ESG Officers and ESG Practitioners**.

##### Internship policy



We provide internships for young lawyers with future employment prospects in our Firm based on:

- qualification assessments
- progressive trainee salary

## Social

### Conference & Speaking Engagements (2024–2025)

*It is necessary to highlight that our **Managing Partner Mr. Karatsolis** established in the team the willingness to participate in both legal conferences and seminars because of his own personal experience of this kind since 2009. He strongly believes that the enhancement of communicative and presentation skills will lead to legal excellence.*

2024

January

**Lecture at the School of Rural, Surveying and Geoinformatics Engineering, National Technical University of Athens:**  
“Green Transformation of Cities – Urban Climate Neutrality.” | **Speaker: Konstantinos Karatsolis**

February

**1st International Conference “Open-Air Cities: Local & Regional Sustainable Development & Urban Regeneration,”** Harokopio University of Athens. Presentation: “Climate Neutrality Strategy 2030 for the Municipality of Ioannina, Epirus, Greece.” | **Speaker: Konstantinos Karatsolis**

March

**Conference “Law and Fashion” – ELSA Athens** (European Law Students’ Association) Presentation: “Redefining the Fashion of Law: ESG Criteria and Sustainability.” | **Speaker: Konstantinos Karatsolis**

May

**17th RED Meeting Point**  
Panel Moderator: “Building the Regions of the Future – Carrying Capacity & Affordable Housing.” | **Moderator: Konstantinos Karatsolis**

November

**Two-Day Conference “Development Prospects of the Dodecanese,”** under the auspices of the Region of South Aegean and the Municipality of Rhodes. Presentation: “Carrying Capacity – A Positive Planning Tool or a Source of Conflict and Delay?” | **Speaker: Konstantinos Karatsolis**  
**Lecture: “Climate Neutrality & Smart Cities – The Impact of Automobiles.”** | **Speaker: Konstantinos Karatsolis**

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2025

March

**Presentation to postgraduate students**, within the MSc “Digital Culture, Smart Cities, IoT and Advanced Digital Technologies” “Urban Transformation: Modern Legal Tools.”, University of Piraeus | **Speaker: Konstantinos Karatsolis**

**Training Seminar: “Sustainability Reporting & the ESG Officer.”**, Technical Chamber of Greece (TEE)  
| **Speakers: Konstantinos Karatsolis, Eleftheria Volaki, Ioanna Vassilopoulou**

**2nd INVEST IN GREECE Conference** – Organized by NOMIKI BIBLIOTHIKI. Panel: “Real Estate and Infrastructure.”, Wyndham Grand Athens | **Speakers: Konstantinos Karatsolis**

May

**18th RED Meeting Point** – ered.gr (Greek Real Estate & Development Magazine), co-organized with TEE. Panel: “The Economy of Insecure Property Rights: The Impact of Subsidizing the Exploitation Coefficient.”, Athens Conservatory | **Speaker: Konstantinos Karatsolis**

**Training Seminar: “Sustainability Reports and the Role of the ESG Officer.”**, Technical Chamber of Greece (TEE)  
| **Speakers: Konstantinos Karatsolis, Eleftheria Volaki, Eva Koloventzou, Ioanna Vassilopoulou**

October

**Participation of Partner Eleftheria Volaki** in the 4th Conference on Spatial Planning Law, organized by NOMIKI BIBLIOTHIKI.

### ● Social

#### DTK Scientific Research & Publications

At **DTK**, we place particular emphasis on legal research, including cross-border analysis. Our aim is to produce high-quality, evidence-based legal insights that support strategic decision-making, enhance regulatory compliance, and contribute to the development of innovative and sustainable legal solutions.

In 2025, our Firm conducted and published the following legal studies:

##### **B' Semester 2024**

**Article:** “The Regulatory and Licensing Framework for the Implementation of ‘Green’ and ‘Blue’ Hydrogen Projects (Carbon Capture and Storage – CCS): A Comparative Study of European Case Studies.” Energy & Law Journal, Issue 40, Sakkoulas Publications.

**Authors:** Konstantinos Karatsolis, Mariantina Lili-Kokkori, Iphigenia Tsakalogianni

##### **March 2025**

**Study:** “The Legislative Framework for the Utilization, Management and Protection of Coastal Areas, the Seashore and the Beach,” published in Issue 1/2025 of the legal journal Environment & Law (NOMIKI BIBLIOTHIKI Publications). Also available on Qualex:

[https://lnkd.in/d9\\_49DNh](https://lnkd.in/d9_49DNh)

**Authors:** Konstantinos Karatsolis, Marianna Xafougianni, Eleftheria Volaki, Eirini Tsianti, Ifigeneia Tsakalogianni

##### **July 2025**

**Comparative Legal Study:** “Urban Planning Incentives: Contemporary European Trends within the Framework of the European Green Deal,” published on the Qualex database of NOMIKI BIBLIOTHIKI.

**Summary:** <https://lnkd.in/diyFMKs8> Extended version: <https://lnkd.in/d-wAFHak>

**Authors:** Konstantinos Karatsolis, Eva Koloventzou, Ifigeneia Tsakalogianni

## Social

### Publishing achievements

As part of our ongoing search for knowledge and development we have authored numerous publications in environmental, business and real estate-related magazines, books and many legal articles and papers.

2018  
K. Karatsolis



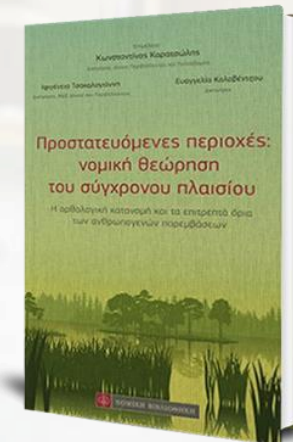
“Cultural Heritage and Economic Development”  
published online on Nomos and Physis website  
(Law and Nature)

2020  
K. Karatsolis



“Introduction to Urban Planning Law in Greece and Cyprus”  
published by NOMIKI VIVLIOTHIKI (1<sup>st</sup> edition)  
(2023, 2<sup>nd</sup> edition)

2021  
K. Karatsolis, I. Tsakalogianni,  
E. Koloventzou



“Protected Areas: Legal Examination of the Modern Framework. The Rational Allocation and Permissible Limits of Anthropogenic Interventions”  
published by NOMIKI VIVLIOTHIKI

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2022



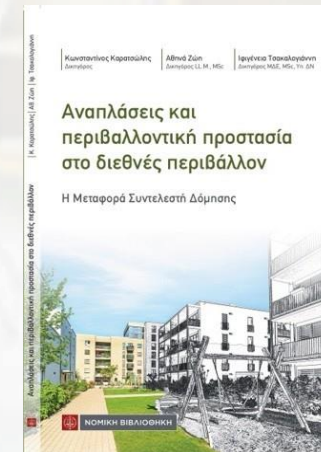
K. Karatsolis, E. Volaki, E. Gkountoufas, K. Dimopoulos, E. Koloventzou, R. Koukoutsis, A. Michalakea, Ch. Ntouchanis, G. Poulis, I. Tsakalogianni, M. Chatzidakis, I. Chatzopoulou, D. Pyrgakis collective work entitled *“Forest Maps: Legal Framework and Practical Implementation”* published by NOMIKI VIVLIOTHIKI

2023



K. Karatsolis, I. Tsakalogianni, I. Vasilopoulou, E. Volaki, E. Koloventzou, A. Michalakea, M. Chatzidakis legal book entitled *“Sustainability Terminology - Glossary of Terms and Definitions”* published by NOMIKI VIVLIOTHIKI

2025



Konstantinos Karatsolis, Athina Zoi, Ifigeneia Tsakalogianni Book: *“Urban Redevelopment and Environmental Protection in the International Context – Transfer of Development Rights (TDR)”* Published by NOMIKI BIBLIOTHIKI

## Social

### Publishing achievements

As part of our ongoing search for knowledge and development we have authored numerous publications in environmental, business and real estate-related magazines, books and many legal articles and papers.

2025  
2<sup>nd</sup> Edition



**Konstantinos Karatsolis, Ifigeneia Tsakalogianni, Eva Koloventzou**  
Book: "Protected Areas – A Legal Perspective on the Contemporary Framework"  
Published by NOMIKH BIBLIOTHIKI

### ● Social

#### Publishing achievements

For a comprehensive analysis of our scientific and publishing achievements we encourage and refer the reader to our Scientific Review (2020-2026) that reflects our Law Firm's unwavering dedication to scientific and academic growth and development that is centered around the concept of "Sustainability".



### ● Social

#### Pro bono cases

We actively support NGOs with our legal services.



We provided our **non-profit** legal services in the field of Urban Planning Law to an **NGO** specialized and active in the field of **empowering and assisting people with disabilities** in the region of Western Greece.



We provided pro bono legal services to the Municipality of Naxos and Small Cyclades in support of a specialized project in **Schoinousa**, involving research on **the legal and regulatory framework of the seashore and beach areas**.



Furthermore, we supported and financed an association for the protection, **sustainable management and ethical treatment of companion and farm animals** in need, near Athens.

**E**nvironmental

**S**ocial

**G**overnance

### ● Governance

As a Law Firm, we promote a holistic perspective and foster coordination with external stakeholders and associates as a fundamental basis of our governance scheme.

Specifically, we have built **strong partnerships** over the years **with:**

- Academics
- Universities
- Specialized and technical professionals
- Specialized experts of the Technical Chamber of Greece (TEE)



These strong relationships enhance our work by balancing different interests and accumulating valuable knowledge in the field of Environmental and Urban Law and Sustainability.

### ● Governance

We create value for **4 stakeholders**



**Our clients**

**Society**

**Business**



- We want to achieve **success** for **our Firm and our clients** and have a **positive impact** on the **society** and **the business world**.
- Touching upon issues like **sustainable development** and the **balance between business** and **environmental protection** is particularly challenging.
- By **putting forward** our **values**, our **experience** and our **expertise** we strive to **create value** not only for our Firm and our clients but also for **society as a whole** as well as **the business sector**.

## ESG Criteria in DTK Law Firm

### ● Governance

Governance structure and managerial leadership

**In DTK Law Firm, we distribute the workload.**

Each case and project is different, so this bilateral division helps us distribute the workload in our team accordingly, in order to achieve its execution in an **efficient and timely manner**.

Both departments are integral to the Firm's structure and no matter their fundamental differences, the Firm's strength lies in the fact that **they complement each other in order to reach a holistic approach** to all legal matters.



Legal Consulting

**Head Manager**

**Konstantinos Karatsolis**



Litigation

**Head Manager**

**Irene Tsianti**



Legal Consulting

**Partner**

**Eleftheria Volaki**

## ● Governance

### Business conduct principles

Our business conduct principles are a set of our core values, rules, standards, and principles outlining what employers expect from our employees within our Law firm.

#### Five fundamental principles



Integrity



Objectivity



Professional competence and due care



Confidentiality



Professional behavior

**Teamwork** is the core of our business conduct.

We expect our team members to carry out their work in working groups in order to achieve optimal collaborative results. It is crucial to recognize that team work is more efficient in terms of time-limited projects and long-term progress.



In this vein, it is fundamental to organize **brainstorming sessions** to gather ideas and exchange views, to divide the work between the members concerned and to “**share the success**”.

**In cases of difficulties**, it is important to foster our team spirit and resolve obstacles together by promoting open discussion with the Associates and the Partners and the redefining of our ways of response and cooperation.



## Governance

### Corporate communication

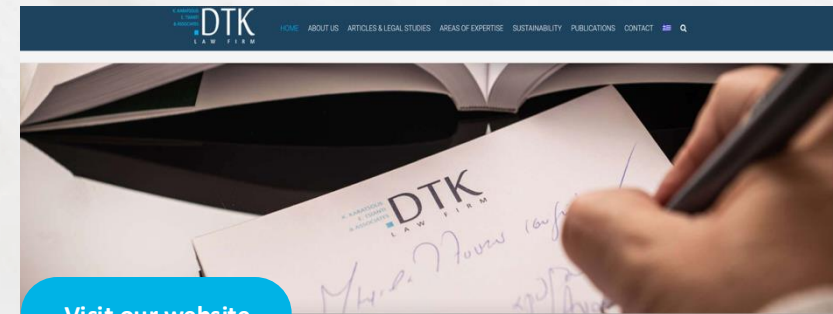
The purpose of corporate communication within a Law Firm is to clearly convey its goals, values, and expertise to clients and stakeholders. In 2025, we renewed and modernized our Firm’s website, creating a more dynamic and user-friendly digital platform that reflects our continuous evolution and commitment to excellence.

The **updated website** highlights our achievements, areas of expertise, scientific publications, and sustainability objectives, while also serving as a reliable source of information on both national and European legal frameworks. Through this modernized digital presence, we aim to enhance transparency, strengthen engagement with our professional community, and provide accessible, high-quality legal insight to all stakeholders.

As for the continuous industry news and legal developments, we have launched our LinkedIn page in order to stay up-to-date. Our **LinkedIn** presence helps us share current events and news with the legal and non-legal world, while also serving as a tool for exchanging ideas and best legal practices.

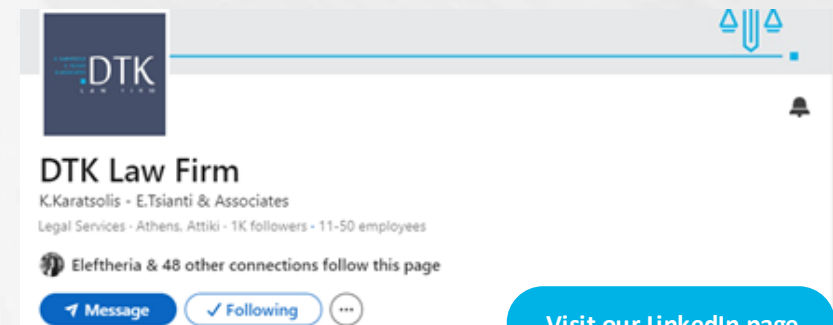
Both our **website** and our **LinkedIn page** have been launched in order to facilitate third parties’ access on our knowledge and expertise and to showcase our commitment to staying up-to date on current developments on legal matters and sustainability.

#### DTK website



[Visit our website](#)

#### DTK LinkedIn page



[Visit our LinkedIn page](#)

# The aim of this Report

About us

ESG Criteria in DTK Law Firm

**Our gaps, next steps and aspirations**

# Our gaps, next steps and aspirations

## ● Governance

### Our gaps, next steps, and aspirations

#### Our gaps

As a Law Firm of today we acknowledge that there is always room for further improvement. For this reason, we highlight the importance of consistently monitoring current developments and promoting collaboration with other relevant fields to achieve our goals. As a team we are always receptive to feedback, suggestions and discussions on new opportunities and ideas from our Clients and our Associates in order to evolve our work.

#### Goals for 2026

##### 1. Leading the Integration of ESG in Legal Practice

We aim to position our Firm at the forefront of ESG integration in legal services, setting high standards for embedding sustainability principles across all areas of practice and complex advisory projects.

##### 2. Establishing a Strong International Thought Leadership Presence

We seek to significantly expand our scientific output and international presence, contributing to high-impact publications, cross-border collaborations, and policy-shaping discussions in sustainability and environmental law.

##### 3. Building a Future-Ready and High-Impact Team

We aspire to cultivate a highly skilled, diverse, and forward-thinking team through continuous investment in advanced training, mentorship, and leadership development, reinforcing a culture of excellence and innovation.

# Our gaps, next steps and aspirations

## ● Governance

### What We Have Achieved Since 2023

Since launching DTK's Sustainability Report in 2023, we have achieved significant progress across our strategic, operational, and scientific goals:

#### Promotion to Partnership

In recognition of our commitment to trust, meritocracy and long-term professional growth, we promoted Eleftheria Volaki to Partner, strengthening our leadership team and supporting the Firm's continued expansion and specialization.

#### Strengthening Our Legal Team

We expanded our team with new lawyers, offering opportunities to the next generation of legal professionals and fostering a culture of mentorship, inclusion, and continuous learning.

#### Training & Knowledge-Sharing

As a team, we have delivered specialized seminars where we share our expertise on sustainability, environmental law, and urban planning frameworks — reinforcing our role as thought leaders in these fields.

#### Long-Term Collaborations

Our long-standing collaborations continue to grow steadily. These partnerships are vital, as they ensure continuity, foster mutual trust, and allow us to co-develop robust legal strategies for sustainable and resilient development.

#### Establishment of the Sustainability Department

In 2023, we committed to developing DTK's Sustainability Department — and we delivered. We have already produced 4 Legal Sustainability Reports for major development projects, positioning our Firm at the forefront of sustainability-oriented legal services.

#### Scientific Research & Publications

We have conducted a wide range of scientific studies with the aim of producing evidence-based legal knowledge, contributing to public discourse, and supporting the transition towards sustainable development frameworks.

#### Ongoing Legal Publications

We continue to publish articles and analyses with the aim of promoting informed discussion, enhancing legal certainty, and supporting stakeholders in navigating complex regulatory challenges.



K. KARATSOLIS  
E. TSIANTI  
& ASSOCIATES

**DTK**  
L A W F I R M

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