

Impact Report 2024

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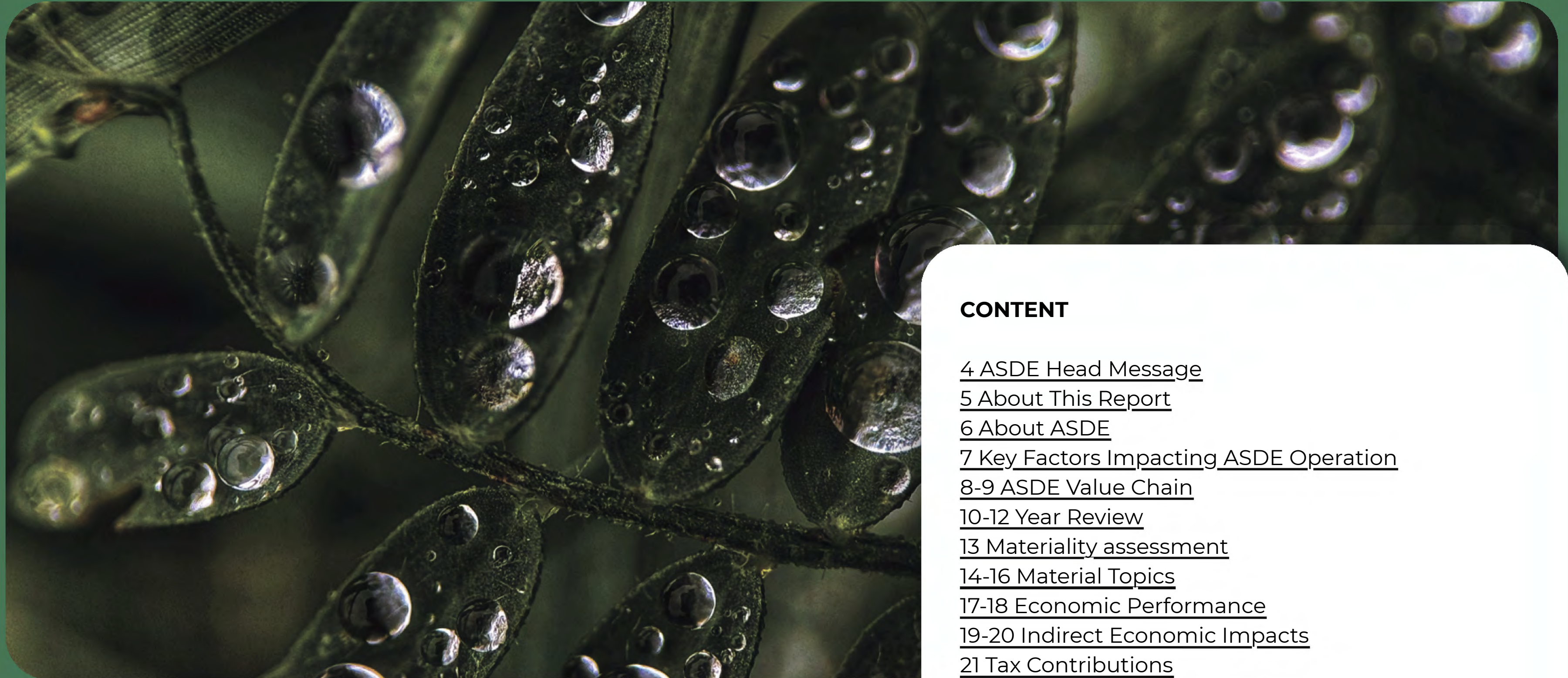
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ASDE Head Message

GRI 2-22

This year, we continue to lead efforts in promoting sustainability across Ukraine and globally by engaging with a diverse network of partners. Our main focus for this year is building a stronger community in the field of sustainable development and organizing educational events to promote ESG principles.

We are particularly committed to supporting the financial sector, where we are developing initiatives under the [Ukrainian Sustainability Finance Alliance \(USFA\)](#), encouraging the integration of sustainable finance practices.

A central priority for ASDE this year is expanding our educational initiatives, particularly through the [International Sustainability Academy \(ISA\)](#).



Alina Sokolenko

Head and Advisory Board member

By offering specialized training programs, we aim to equip individuals and organizations with the tools and knowledge to embrace sustainability practices and integrate ESG principles into their operations.

We also recognize the importance of educating young people. As the future leaders of tomorrow, it is essential to provide the next generation with the skills and knowledge to address pressing environmental and social challenges.

One such initiative is our "Youth Empowerment for Sustainable Development" project, which was successfully implemented in collaboration with universities in Kyiv.

The International Sustainability Forum and International Sustainability Webinars remain ones of our flagship initiatives, providing a platform for global leaders to exchange ideas, to share knowledge and collaborate on sustainable development solutions.

About this Report

This report provides an overview of the ASDE's activities and performance for the period from January 1, 2024, to December 31, 2024. It is prepared in accordance with the Global Reporting Initiative (GRI) Standards, specifically referencing the GRI Content Index.

GRI 2-3

The information presented in this report covers the activities of ASDE for the year 2024, from January 1 to December 31.

This reporting cycle aligns with our annual review of progress towards achieving our sustainability goals and the implementation of our initiatives.

GRI 2-5

To ensure the accuracy and reliability of the information provided, this report has not undergone external assurance.

However, ASDE maintains robust internal processes to verify and validate the data, ensuring compliance with GRI standards and the principles of sustainability reporting.

GRI 2-14

This report has been developed with reference to the interests and expectations of ASDE's key stakeholders, including members, Advisory Board members (AB), partners etc. Stakeholder engagement is central to ASDE's approach to sustainability, and this report reflects the ongoing dialogue and feedback received throughout the reporting period.



ASDE IN 2024

7 video series on non-financial requirements

7 webinars focused on sustainable finance, banking, leadership

3 month educational sustainability program for students in Kyiv

1 research study on the state of ESG integration in the banking sector

4th International Sustainability Forum, conducted in 2 countries

7000+ subscribers in social media and digest

GRI 2-6

ASDE is a leading Ukrainian non-governmental organization dedicated to promoting sustainable development and advancing environmental, social, and economic initiatives.

Established to foster collaboration among experts, policymakers, businesses, and the public, ASDE works to drive sustainable practices and policies both within Ukraine and internationally.

ASDE’s mission is to provide expertise, create educational programs, and advocate for sustainable solutions across various sectors. The organization focuses on fostering knowledge exchange, supporting sustainable development projects, and aligning local efforts with global sustainability frameworks.

About ASDE

With a network of members and partners spanning the public, private, and non-profit sectors, ASDE actively promotes research, organizes international forums, and provides consultancy to integrate sustainability principles into various industries.

Key Factors Impacting ASDE Operation

ASDE's operations are influenced by a variety of internal and external factors that shape the organization's ability to achieve its goals and fulfill its mission.

These factors include political, economic, social, and environmental aspects, as well as the evolving landscape of sustainable development both in Ukraine and internationally.

The war in Ukraine and economic situation influences ASDE's ability to mobilize resources and engage with partners. Economic stability, the availability of funding, and the focus on green investments all affect our ability to implement large-scale projects.

Public awareness of sustainability issues continues to grow, which positively impacts ASDE's efforts to raise awareness and engage the community, banks, regulators, government agencies and businesses.

The implementation of new regulations and national strategies for sustainable development, as well as the alignment with international standards, plays a crucial role in our work. Notably, the introduction of new documents and standards, such as the Corporate Sustainability Reporting Directive (CSRD) in the European Union (EU), has reshaped the regulatory framework for sustainability reporting.



ASDE Value Chain (1/2)

GRI 2-6

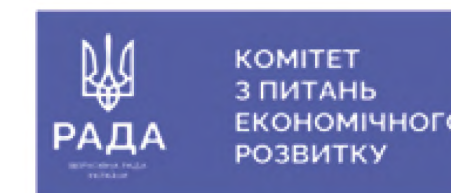
ASDE's operations is its extensive network of national and international partners. By fostering collaboration with government agencies, educational institutions, financial institutions, and non-governmental organizations, ASDE enhances its ability to implement impactful sustainability projects.

These partnerships are pivotal in supporting ASDE's initiatives and strengthening our ability to implement impactful sustainability projects. In addition to these national collaborations, we have expanded our membership network to include countries such as the United States, Austria, Poland, and Denmark, further enhancing our global reach and influence.

In 2024, ASDE signed memoranda of cooperation with a number of key partners, including:



ФОНД
ГАРАНТУВАННЯ
ВКЛАДІВ



РАДА
КОМІТЕТ
З ПИТАНЬ
ЕКОНОМІЧНОГО
РОЗВИТКУ

НОБУ



ЕКОНОМІЧНИЙ
РАДА
1906



ФОНД
часткового гарантування кредитів
в сільському господарстві



ASDE Value Chain (2/2)

Engaging with stakeholders is essential to ensuring the relevance and effectiveness of ASDE's work. We prioritize open communication with our members and partners, gathering feedback and ensuring that our initiatives meet their needs.

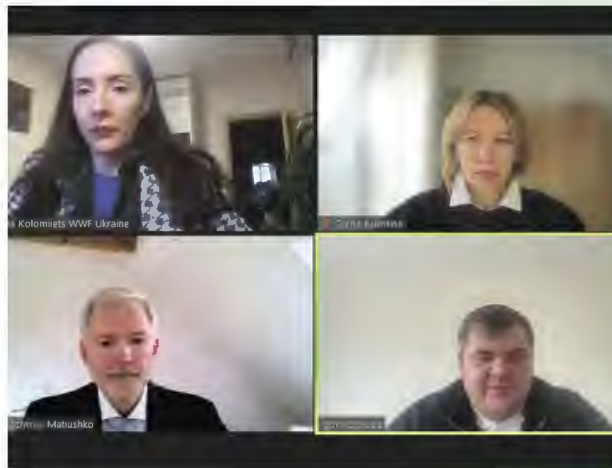
ASDE continuously invests in research to generate valuable insights on sustainability trends, challenges, and opportunities. This research drives our initiatives and ensures that our projects align with the latest global sustainability frameworks and best practices. Key activities include conducting studies such as the **ESG research in the banking sector**, which informs sector-specific sustainability strategies.

Through our Academy and various training programs, including specific initiatives like the **Youth Empowerment for Sustainable Development** project, we provide educational resources and platforms to equip individuals and organizations with the skills needed for sustainable practices.

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Year Review

Key Achievements of ASDE in 2024



INTERNATIONAL SUSTAINABILITY WEBINARS

- 7 video webinars on sustainable development
- > 1,350 participants
- 5 videos on non-financial requirements — > 750 views



INTERNATIONAL SUSTAINABILITY FORUM 2024

- 604 registered participants
- 202 offline participants
- ~2,000 online viewers
- 3,000 online views



ESG RESEARCH IN THE BANKING SECTOR

- ESG study in the banking sector of Ukraine
- 21 Ukrainian banks

YOUTH EMPOWERMENT FOR SUSTAINABLE DEVELOPMENT PROGRAM

- 3-month program
- 45 students from 3 Kyiv universities (Borys Grinchenko Kyiv Metropolitan University, Kyiv National Economic University named after Vadym Hetman, National University of Kyiv-Mohyla Academy)



ESG SUSTAINABILITY LEADERSHIP PROGRAM

- in partnership with DTEK Academy
- 28 participants
- 9-modules program



ASDE 2024: Key Milestones

February

- **Webinar:** Banking transition to ESG principles
- **Education:** Certified course on non-financial reporting according to GRI standards

March

- **Video:** Environmental, social and governance requirements of international investors
- **Education:** Training session on "Sustainable strategies and ESG criteria" for top managers of COMINBANK
- **Research:** Start of the ESG Study of the Banking Sector of Ukraine

April

- **Webinar:** Sustainable banking and green banking in Ukraine: importance, features, differences
- **Video:** Environmental requirements and standards on pollution and efficient use of resources
- **Research:** ESG Study of the Banking Sector of Ukraine
- **Education:** Presentation of the first educational program in Ukraine "Management of Sustainable Finance"
- **The memorandum** with The Independent Association of Banks of Ukraine (IABU)
- **The memorandum** with Kyiv National Economic University (KNEU) named after Vadym Hetman



May

- **Webinar:** The enterprising women: from leadership theory to practice
- **Research:** ESG Study of the Banking Sector of Ukraine
- Launch of the **Ukrainian Sustainable Finance Alliance**

June

- **Video:** Environmental requirements: transition to a green economy, climate change mitigation, and resilience
- **Research:** ESG Study of the Banking Sector of Ukraine
- **The memorandum** with The Deposit Guarantee Fund (DGF)
- **The memorandum** with The Business Development Fund (BDF)

July

- **Webinar:** Finance market in Ukraine: climate risk management
- **Research:** ESG Study of the Banking Sector of Ukraine
- **The memorandum** with The Committee of the Verkhovna Rada of Ukraine on Economic Development

ASDE 2024: Key Milestones

August

- **Webinar:** Essential Traits of Business Growth in Ukraine and the Challenges Entrepreneurs Face Amidst Crisis
- **Video:** Biodiversity conservation and sustainable management of living natural resources
- **Research:** ESG Study of the Banking Sector of Ukraine

September

- **Webinar:** The EU Taxonomy for Sustainable Activities as a Framework for Ukraine's Green Recovery
- **Video:** How to meet ESG requirements of international investors and development banks?
- **Education:** Youth Empowerment for Sustainable Development;
- “Green recovery under global threats” **panel at the 9th Science Summit** during 79th UN General Assembly
- **Research:** ESG Study of the Banking Sector of Ukraine
- **The memorandum** with The Partial Credit Guarantee Fund in Agriculture

October

- **Education:** Youth Empowerment for Sustainable Development
- 4th International Sustainability Forum 2024
- **Research:** Presentation of the results of the ESG Study of the Banking Sector of Ukraine

November

- **Webinar:** Digitalization in Sustainability: Accelerating Green and Digital Transitions;
- **Education:** Youth Empowerment for Sustainable Development
- **Training Program:** ESG Sustainability Leadership Program in partnership with DTEK Academy
- Activities updates of the **International Sustainability Academy**

December

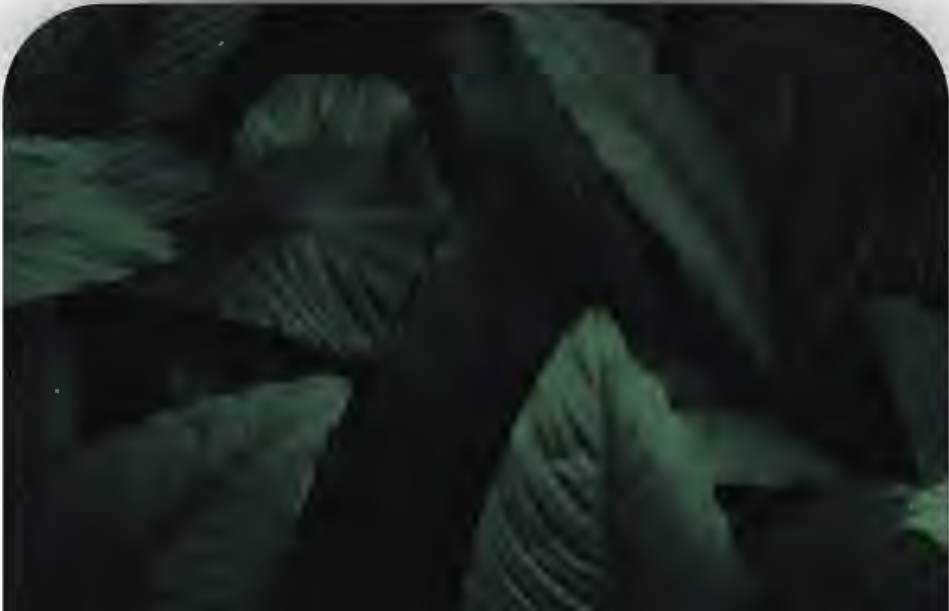
- **Education:** Youth Empowerment for Sustainable Development
- Start of work for the **Community Manager**
- **Training Program:** ESG Sustainability Leadership Program in partnership with DTEK Academy



Materiality assessment

GRI 3-1

As part of our commitment to sustainability and responsible business practices, ASDE conducted a materiality assessment in alignment with GRI Standards. This structured evaluation enabled us to identify and prioritize the most significant ESG topics that influence our operations, financial performance, regulatory compliance, and stakeholder expectations.



KEY STAKEHOLDERS

Stakeholder Consultation

GRI 2-29

ASDE’s stakeholder consultation process is a crucial component in shaping our strategic decisions, ensuring that our initiatives align with the needs and expectations of those who are directly impacted by our work. Engaging stakeholders helps us to improve our programs, address emerging challenges, and strengthen our partnerships. Below is an overview of how ASDE consults with its stakeholders and the methods we use to gather feedback.

- 01 Stakeholder mapping and identification
- 02 Engagement channels: surveys, interviews, meetings, feedback sessions, general meeting, webinars
- 03 Analysis of stakeholder feedback
- 04 Continuous consultation and improvement

Material Topics

GRI 3-2

Based on stakeholder input, industry trends, and ASDE’s strategic goals, we identified key ESG topics relevant to our operations. These topics were assessed using the following criteria:

- **Impact on business operations and financial performance**
- **Significance to stakeholders**
- **Alignment with industry best practices and regulatory requirements**

The identified material topics were then plotted on a materiality matrix, categorizing them based on their level of importance and business impact.

Material Topics (1/2)

List of material topics

- **GRI 201:** Economic Performance
- **GRI 207:** Tax
- **GRI 204:** Procurement Practices
- **GRI 202:** Market Presence
- **GRI 203:** Indirect Economic Impacts
- **GRI 404:** Training and Education
- **GRI 405:** Diversity and Equal Opportunity
- **GRI 406:** Non-Discrimination
- **GRI 417:** Marketing and Labelling
- **GRI 205:** Anti-Corruption
- **GRI 206:** Anti-Competitive Behaviour
- **GRI 407:** Freedom of Association and Collective Bargaining
- **GRI 409:** Forced or Compulsory Labour
- **GRI 413:** Local Communities
- Climate Changes
- **GRI 415:** Public Policy Engagement

Governance

Social

Environment



Material Topics (2/2)

GRI 3-3

The following ESG topics emerged as most material for ASDE

High priority	Medium priority	Low priority
Economic Performance	Marketing and Labelling	Tax
Market Presence	Anti-Corruption	Procurement Practices
Indirect Economic Impacts	Anti-Competitive Behaviour	Non-Discrimination
Local Communities	Freedom of Association and Collective Bargaining	Forced or Compulsory Labour
Public Policy Engagement	Training and Education	Climate Changes
	Diversity and Equal Opportunity	



- Governance
- Social
- Environment

Economic Performance

GRI 3-3, GRI 201

Revenue and Financial Performance

The financial performance of the ASDE is a key component in assessing our ability to implement sustainability projects, achieve strategic objectives, and ensure the long-term viability of the organization.

Financial Results for 2024

In 2024, ASDE generated revenue from multiple sources, ensuring the sustainability of our operations and our ability to invest in key projects. The total revenue for the period includes contributions from membership fees, sponsorships, grants, and fees for development of the educational program.

Membership Contributions (UAH): 93,000

Annual membership fees

Sponsorship for ISF24 (UAH): 1,502,262

Sponsorships for the ISF24

Training Services (UAH): 333,000

Development of the educational program: ESG Sustainability Leadership Program in partnership with DTEK Academy

Grant from the U.S. Embassy (UAH): 1,429,700

The U.S. Embassy Grant for the Youth Empowerment for Sustainable Development Project

Total Revenue for 2024: 3,358,962 UAH



Sources of Funding

ASDE’s sources of funding are diverse, ensuring a robust financial foundation. These sources include:

Membership Fees	Contributions from individuals that align with ASDE’s mission
Sponsorships	Support from partners, such as for the ISF24, which allows ASDE to organize major events that contribute to sustainability dialogue
Training Services	Development of the educational program: ESG Sustainability Leadership Program in partnership with DTEK Academy
Grants	Financial support from international donors, such as from the U.S. Embassy, to fund specific projects that promote sustainability for young people



Financial Impact and Compliance with GRI Standards

GRI 201

ASDE ensures that all financial activities are managed responsibly and transparently. Our funding is directed toward initiatives that advance sustainable development, including research, forums, educational programs, and policy advocacy.

GRI 3-3

ASDE reports on financial performance to demonstrate accountability to stakeholders. Our commitment to transparency is reflected in our detailed financial reports, which are publicly available.

Indirect Economic Impacts (1/2)

GRI 203

ASDE’s activities have significant indirect economic impacts not only within the organization but also in the wider community, local economies, and beyond. These impacts result from our projects, initiatives, and the engagement with various stakeholders, such as businesses, educational institutions, and governmental bodies.



Key Areas of Indirect Economic Impact



Job creation and skills development

Through our educational programs, sustainability training, and consulting services, ASDE plays a crucial role in enhancing the skills and knowledge of individuals in the local economy. By working with local professionals, students, and businesses, we support job creation and improve workforce capabilities, enabling participants to access new employment opportunities and pursue sustainable practices in their professional roles.

Example: Our Youth Empowerment for Sustainable Development program directly contributes to developing the next generation of leaders in sustainability, improving their employability in a growing green economy.



Strengthening local communities

The impact of ASDE’s activities is not only economic but also social. Our programs, such as the International Sustainability Forum and various webinars, engage a diverse range of stakeholders, creating opportunities for cross-sectoral collaboration. This supports the social cohesion of local communities and promotes sustainable development across sectors.

Example: IFS'24 brought together over 600 participants, including local and international stakeholders, fostering collaboration and partnerships that extend beyond the forum itself, contributing to long-term social and economic benefits for local communities.

Indirect Economic Impacts (2/2)

Key Areas of Indirect Economic Impact



Promoting green investments

Through our advocacy work and events such as the International Sustainability Forum, ASDE supports the development of green investment opportunities. We help bridge the gap between investors and green projects, creating opportunities for financing that support sustainable development goals. These investments contribute to the long-term resilience of local economies and foster the transition to low-carbon, sustainable economies.

Example: By promoting green finance at events and in our training programs, ASDE has encouraged investments in renewable energy and sustainable technologies, which help reduce carbon footprints and create jobs in green sectors.

Measuring and Reporting Indirect Economic Impacts

ASDE monitors and evaluates the indirect economic impacts of its initiatives **through several metrics:**

- ✓ Number of individuals trained and jobs created through ASDE’s capacity-building programs.
- ✓ Increased income or savings for businesses adopting sustainable practices.
- ✓ Community development outcomes, including improvements in local infrastructure, job creation, and economic diversification



These metrics help ASDE assess the effectiveness of its programs and their contribution to broader economic development goals. We report these impacts transparently, ensuring that stakeholders can see how our activities contribute to the creation of sustainable, inclusive, and resilient economies.

Tax Contributions

GRI 207

ASDE is committed to responsible and transparent fiscal practices, ensuring compliance with tax laws and regulations.

ASDE, as a non-profit public organization, is committed to transparency and responsible governance, and we strictly adhere to the tax regulations that apply to non-profit organizations. We are exempt from certain taxes based on our non-profit status, which allows us to reinvest any revenue into the fulfillment of our mission — promoting sustainable development and advancing environmental and social initiatives.



Corporate Income Tax:

ASDE is not subject to corporate income tax due to our non-profit status.



Value Added Tax (VAT):

ASDE is not required to pay VAT on donations, membership fees, or grants that directly support our activities.



Employee Payroll Taxes:

As an employer, ASDE adheres to the relevant payroll tax laws, including contributions to the national social security system, health insurance, and pension schemes for our employees.

Contribution to Public Services

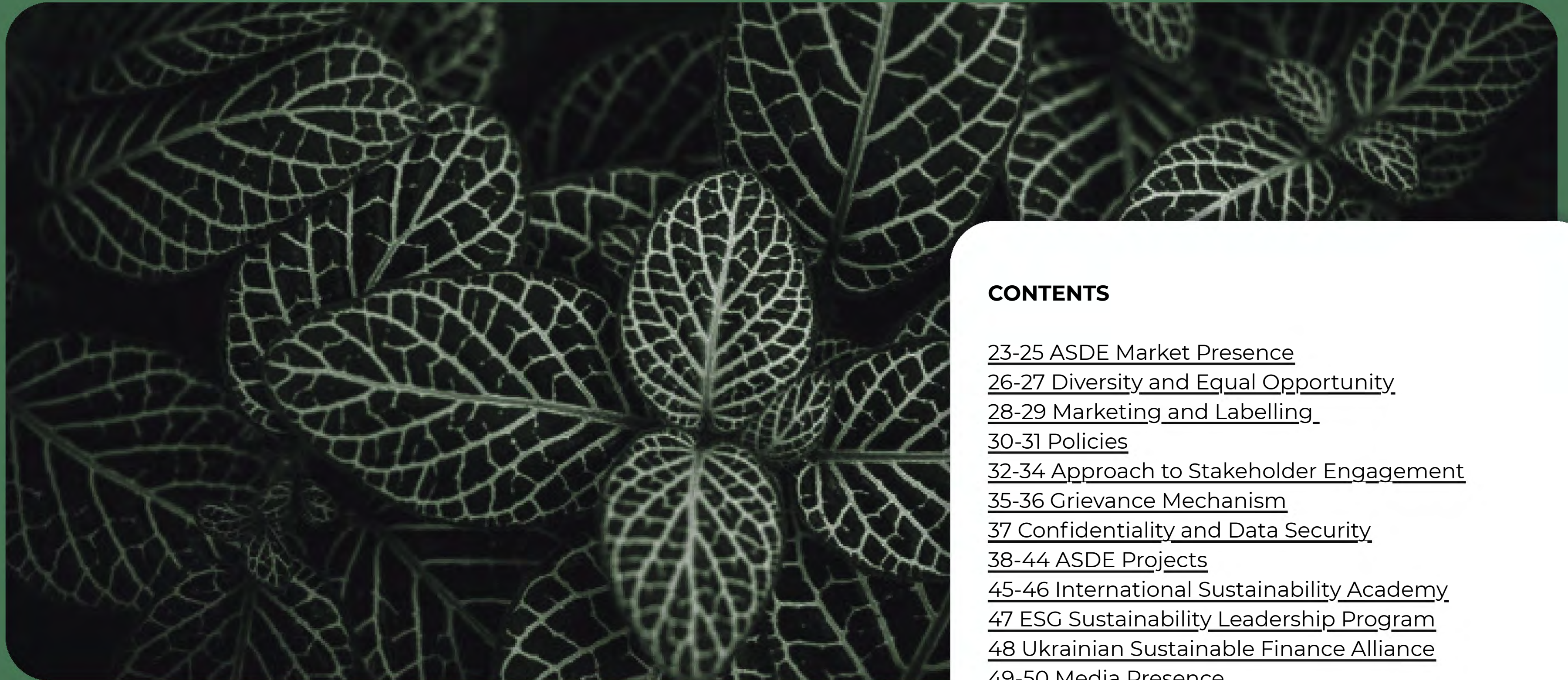
Although ASDE does not pay taxes on profits, we do make significant indirect contributions to the economy through our employee payroll taxes and the taxes paid by our partners and contractors.

Transparency and Governance in Tax Policy

ASDE operates with a high level of transparency in all its financial activities. While we are exempt from certain taxes, we ensure that we comply fully with all relevant tax regulations for non-profit organizations. This includes:

- Complying with the applicable laws regarding employee payroll taxes and social contributions.
- Providing detailed financial reports that outline our revenues, expenses, and the sources of funding we receive.
- Ensuring that all donations, grants, and membership contributions are used effectively and in alignment with our mission.

SOCIAL



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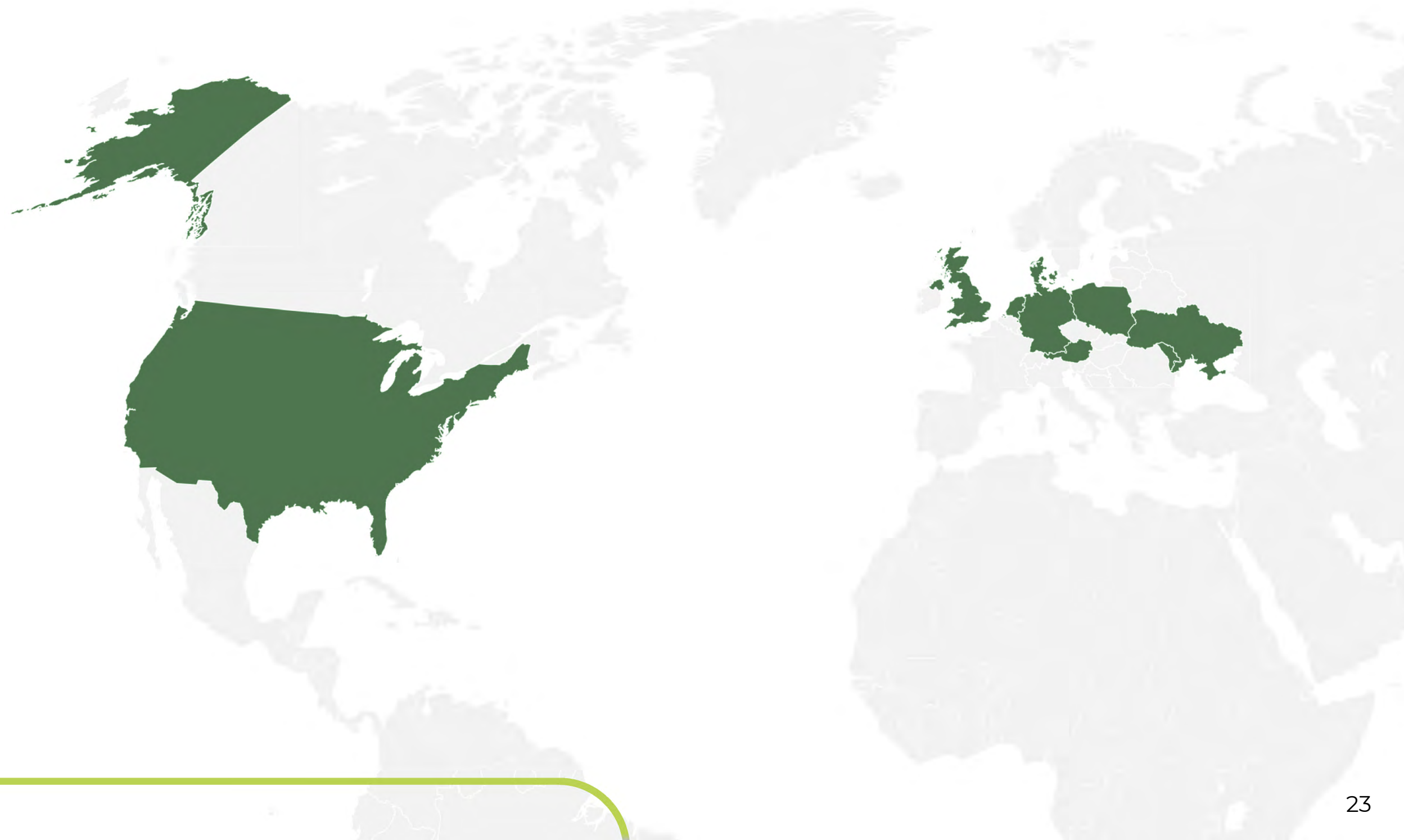
ASDE Market Presence (1/3)

GRI 3-3 (202)

ASDE is a prominent player in the field of sustainability, with a broad and growing market presence both within Ukraine and internationally. ASDE operates with a strong commitment to advancing sustainable development practices across various sectors, including education, business, and policy advocacy.

Geographic Reach

While ASDE is legally registered in **Ukraine**, its activities extend far beyond national borders. In 2024, ASDE has expanded its presence internationally, operating across several key countries including **Moldova, Poland, United Kingdom, Germany, United States, Austria, and Denmark**. The association's international footprint is further enhanced by the establishment of a strategic office in the **Netherlands**, which serves to strengthen its global partnerships and foster cooperation on international sustainability projects.



ASDE Market Presence (2/3)

ASDE's involvement in global initiatives is exemplified by its participation in events such as the **"Green Recovery under Global Threats" panel** during **the 9th Science Summit at the 79th UN General Assembly in the USA**. The panel was conducted online, reinforcing ASDE's commitment to engaging in international policy discussions and sharing knowledge globally.



Science Summit at UNGA79
10 - 27 September 2024



Target Audiences and Stakeholders

ASDE engages with a diverse range of stakeholders, each of whom plays a vital role in driving sustainable development. **Our key stakeholders include:**



Government bodies at national and local levels



Businesses and banks, especially those involved in the financial sector



International organizations and NGOs engaged in sustainability, policy, and environmental work



Educational institutions and universities, particularly those focused on sustainability education and research



Local communities that benefit from ASDE's initiatives, programs, and partnerships

ASDE Market Presence (3/3)

Relations with Business, Government, and Civil Society

ASDE is committed to building strong, collaborative relationships with businesses, governmental structures, and civil society organizations. We maintain a strategic focus on partnerships and actively seek to collaborate with organizations that share our vision for sustainable development. ASDE has successful cooperation with **key partners, such as IFC, UNDP, UNIDO, DTEK Academy, BDF, IABU etc.**

Competition and Innovation

In the market for sustainability advocacy and education, ASDE faces competition from other organizations that work in similar fields. However, ASDE stands out through its **innovative approaches**:



A strong international focus, including our strategic office in the Netherlands and participation in global initiatives.



Our partnership-driven model, where we work closely with businesses, governments, and international organizations to implement sustainability practices.



Continuous innovation in education, providing cutting-edge knowledge on sustainability, ESG, and green finance through programs like the Youth Empowerment Program.

Diversity and Equal Opportunity (1/2)

GRI 405, GRI 406, GRI 409

ASDE is deeply committed to promoting diversity, equal opportunity, and non-discrimination within our organization and in all the projects and initiatives we lead. We believe that fostering an inclusive environment and providing equal opportunities is essential for achieving sustainable development goals and building a fair and just society.

ASDE adheres to the **principles of non-discrimination and equal opportunity** in all aspects of our operations, from recruitment and employment to decision-making and partnerships. We actively work to create a diverse and inclusive work environment where every individual, regardless of gender, age, race, ethnicity, religion, or any other characteristic, has the opportunity to contribute and thrive.

We recognize the importance of diverse perspectives, which enrich our decision-making and enable us to address complex sustainability challenges from multiple angles.

ASDE’s Commitment to Diversity and Equal Opportunity

At ASDE, diversity is respected and valued, and we are dedicated to creating an environment where all individuals feel included. This commitment extends to our members, employees, partners, and other stakeholders. We believe that differences between people contribute positively to our work, and we strive to reflect the diversity of society in our activities.

ASDE guarantees that no discrimination occurs in any of our operations, including membership recruitment, employment practices, or daily interactions. Our commitment to equality ensures that everyone is treated fairly, regardless of their gender, transgender identity or expression, sexual orientation, religion, ethnicity, disability, or age.

Gender ratio among the members of the Association:



Diversity and Equal Opportunity (2/2)

Key Principles and Policies

Non-Discrimination and Equal Treatment:

ASDE does not tolerate any form of discrimination in its operations. We ensure that all members and stakeholders are treated with respect and dignity, free from prejudice and bias.

Code of Conduct:

ASDE members must demonstrate respect and professionalism in all interactions with colleagues, partners, and external stakeholders. Offensive, sexist, or exclusionary behavior, attitudes, or language are prohibited. Our ethical standards guide the way we collaborate, ensuring an inclusive and respectful environment for all.

Inclusive Leadership:

The Head of ASDE leads by example, proactively promoting diversity, equality, and inclusion. This leadership is essential in creating a culture where all individuals are valued and supported in their roles.

Adaptation of Work Conditions:

ASDE is committed to adapting working conditions based on the religious and ethnic requirements of our employees, as far as possible within the nature of the organization's operations.

Anti-Harassment:

ASDE upholds a zero-tolerance policy towards bullying, harassment, or any form of victimization, including psychological violence, sexual harassment, and social isolation. Any form of harassment or discrimination within ASDE or by its partners is immediately addressed by leadership

Work-Life Balance and Respect for Personal Time:

ASDE recognizes the importance of work-life balance and supports members in combining their professional, personal, and family lives. Respecting each other's right to personal time after work is essential for maintaining a healthy and productive work environment.

ASDE actively seeks to create an inclusive environment at all levels of the organization. We are dedicated to achieving gender equality and increasing diversity in leadership positions. This commitment ensures that decision-making processes are enriched by a variety of perspectives, fostering innovative approaches to sustainability challenges.

ASDE's recruitment policies ensure that all candidates are evaluated based on their qualifications and competence, regardless of gender, ethnicity, or background. We are committed to providing equal opportunities for career growth and development, and we promote inclusive hiring practices that encourage diversity in our workforce.

Marketing and Labelling (1/2)

GRI 3-3 (417)

ASDE is committed to transparency, ethical marketing practices, and clear communication with all of our stakeholders. We understand that effective marketing and labelling not only promote our activities and services but also play an essential role in educating the public and businesses on sustainability issues. ASDE’s marketing efforts are grounded in honesty and integrity, ensuring that all our communications accurately represent the services we provide and the goals we aim to achieve.

ASDE’s marketing and labelling practices adhere to the principles of clarity, accuracy, and transparency. We ensure that all of our promotional materials, including advertisements, brochures, website content, and social media posts, are truthful, not misleading, and reflect our sustainability initiatives accurately.

01

Honesty and Integrity in Marketing:

All marketing materials and communications are based on factual and verifiable information. We ensure that our marketing practices do not overstate the impact of our activities or mislead stakeholders about the outcomes of our projects.

02

Clear Labelling:

ASDE labels all products and services, especially those related to sustainability education, consulting, and research, clearly and consistently. We ensure that the labels provide essential information regarding the ESG impact of our services, helping stakeholders make informed decisions.

03

Compliance with Regulations:

ASDE adheres to all local and international regulations concerning marketing and labelling practices. This includes compliance with consumer protection laws, advertising standards, and any applicable sustainability-related regulations, ensuring that our communications align with legal frameworks and ethical standards.

04

Sustainability Communication:

As part of our commitment to sustainability, we actively communicate our ESG goals and sustainable practices through our marketing campaigns. We provide stakeholders with clear information about how our activities align with global sustainability frameworks.

Marketing and Labelling (2/2)

Advertising and Promotional Practices

ASDE's approach to advertising is designed to promote our activities in a responsible and ethical manner. We do not engage in deceptive advertising practices or manipulate information for commercial gain. Our advertising strategies are aligned with our mission to promote sustainable development and ensure that our messages are aligned with environmental and social responsibility.



Transparency in Advertising: We avoid any form of greenwashing in our promotional materials. All sustainability claims made in advertisements are substantiated with credible data and research.



Partnerships with Ethical Brands:

ASDE collaborates with organizations, brands, and businesses that share our commitment to sustainability. These partnerships are carefully selected to ensure that all promotional efforts reflect the values of responsibility, integrity, and environmental stewardship.

Advertising and Promotional Practices

ASDE's marketing and labelling practices have a positive impact on our stakeholders by:

- Educating businesses and communities on the importance of sustainable practices, ESG compliance, and the role of governance in achieving long-term sustainability.
- Raising awareness of critical sustainability issues, such as climate change, resource conservation, and social equity, through our content and outreach efforts.
- Providing clear, accessible information to help stakeholders understand and navigate the evolving landscape of sustainability and ESG standards.



Policies (1/2)

ASDE upholds the highest ethical standards in its operations, ensuring that all activities align with the principles of integrity, fairness, and transparency. Our commitment to these values is enshrined in the policies we follow, which guide our behavior and actions across all levels of the organization. ASDE is unwavering in its dedication to fostering an environment free from corruption, discrimination, and any form of unethical conduct.



Zero Tolerance for Corruption (GRI 205)



ASDE operates under a strict zero tolerance policy for corruption and influence peddling. In all aspects of our work, we strictly prohibit any form of bribery, improper inducement, or unethical conduct. ASDE adheres to the Law of Ukraine "On Prevention of Corruption", ensuring that we maintain integrity in all our dealings.

Commitment to Integrity: ASDE’s mission is based on ethical behavior and transparency, and we strive to lead by example in the fight against corruption. This policy applies to all members, employees, partners, and stakeholders associated with ASDE.



Anti-Corruption Practices: ASDE is committed to fostering a culture of integrity and compliance. Additionally, any violation of these principles is met with strict actions, ensuring a transparent and accountable working environment.



Reporting Mechanisms: ASDE encourages its members to report any breaches of integrity, providing confidential channels for whistleblowing. We protect those who report violations from retaliation, maintaining an atmosphere of trust and openness.

Zero Tolerance for Forced or Compulsory Labor (GRI 409)



ASDE upholds the fundamental right of all individuals to work voluntarily, and we strictly prohibit forced or compulsory labor in any form. This includes physical, mental, or organizational coercion, and we enforce this principle in all our operations.

Commitment to Human Rights: ASDE is committed to ensuring that all individuals involved in our projects work under conditions of freedom and autonomy. We respect the principles of the Universal Declaration of Human Rights and the International Labour Organization standards.



Ethical Work Practices: ASDE ensures that its partners and contractors adhere to these standards, guaranteeing that their operations are free from any form of forced labor. We actively monitor and assess the work conditions in our projects to safeguard workers' rights.



Supporting Fair Labor Practices: ASDE advocates for the right to freedom of association and collective bargaining, ensuring that all workers have the right to organize and engage in dialogue with employers to improve their working conditions.

Policies (2/2)

No Tolerance for Anti-Competitive Behavior (GRI 206)

ASDE adheres to the principles of fair competition, ensuring that all our actions contribute to an open and ethical market environment. We do not engage in, nor do we tolerate, any activities that distort competition or violate antitrust laws.

ASDE’s position is clear: unfair competition is not acceptable. We discourage actions such as price-fixing, market manipulation, and other anti-competitive behaviors. We uphold the principles of honesty, transparency, and mutual respect in all our dealings with competitors.

All ASDE members are expected to adhere to ethical standards in competition. This includes refraining from disparaging competitors or spreading false information. ASDE ensures that all members act in a manner that upholds the organization’s integrity.

Conflicts of Interest

ASDE is committed to ensuring that conflicts of interest do not affect the integrity or decision-making process within the organization. All members must act with transparency and impartiality, disclosing any situation that may create a potential conflict between personal interests and organizational duties.

ASDE has clear procedures for identifying, reporting, and addressing conflicts of interest. Members are required to disclose any personal or professional connections that may impact their ability to make impartial decisions. The goal is to maintain a transparent, fair, and unbiased decision-making process.

Approach to Stakeholder Engagement (1/3)

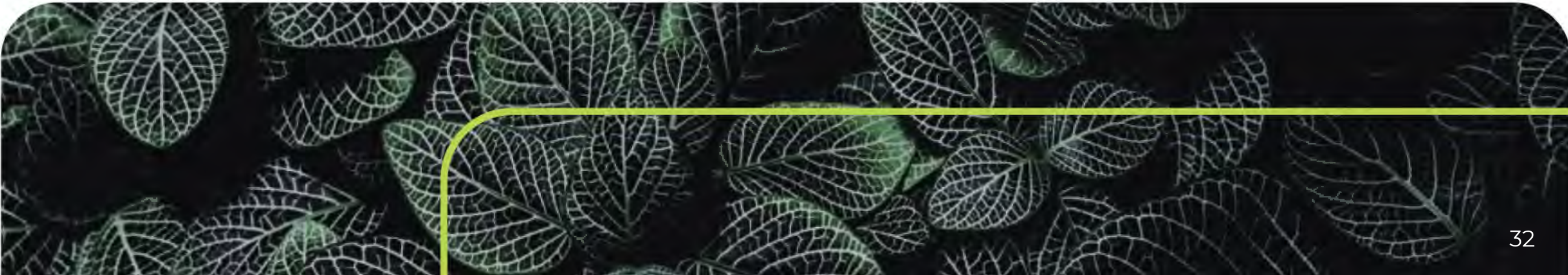
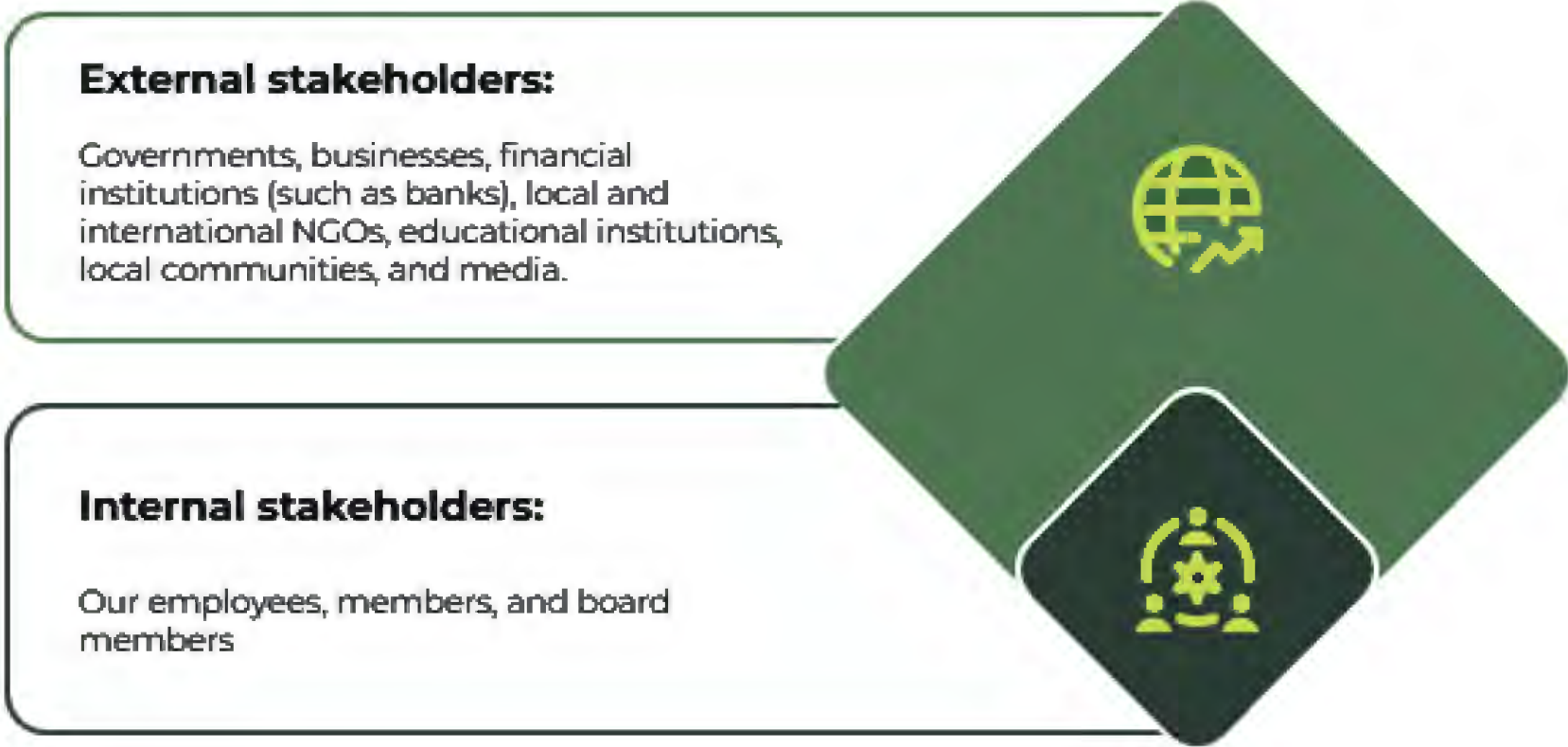
ASDE is committed to engaging with a wide range of stakeholders to ensure that our operations are aligned with the needs and expectations of those who are most affected by our activities. Stakeholder engagement is a core element of our decision-making process, guiding our strategy and helping us improve the impact of our programs and projects.

ASDE actively identifies and prioritizes stakeholders based on their influence, interest, and level of involvement in the sustainability initiatives we lead. This is done through regular assessments and consultations, ensuring we engage with the most relevant groups in a meaningful and constructive manner.

Identifying Stakeholders

(GRI 102-42)

ASDE defines stakeholders as any individual or group that can affect, be affected by, or perceive itself to be affected by our activities.



Approach to Stakeholder Engagement (2/3)

Engagement Methods and Channels

GRI 102-43)

ASDE employs various methods and channels to engage stakeholders. These include:

- 1. **Surveys and Questionnaires:** Regular surveys are conducted to gather feedback from stakeholders on key issues related to our activities, such as sustainability practices, educational programs, and project outcomes.
- 2. **Meetings and Consultations:** ASDE organizes webinars, roundtable discussions, and face-to-face consultations to engage directly with stakeholders, allowing us to gather valuable insights and address concerns.
- 3. **Online Platforms:** Our website and social media channels are used to share updates, host discussions, and respond to inquiries.
- 4. **International Forums and Webinars:** Through events like the ISFand webinars, ASDE connects with stakeholders worldwide, fostering dialogue on sustainability challenges and solutions.

Stakeholder Interests and Expectations

(GRI 102-44)

ASDE continuously monitors the interests, needs, and expectations of our stakeholders. We focus on understanding their concerns regarding sustainability, ESG principles, and the impact of our activities. This feedback is essential in shaping our strategy and ensuring that our projects align with stakeholder expectations.



Key interests of stakeholders include:

Sustainability knowledge: Stakeholders expect ASDE to provide up-to-date knowledge, research, and training related to sustainability, particularly on ESG reporting and regulatory frameworks such as CSRD.

Policy influence: Governments and policymakers seek ASDE’s expertise in shaping effective sustainability policies and regulations.

Operational transparency: Stakeholders expect transparency in ASDE’s operations, including financial reporting, project outcomes, and stakeholder engagement processes.

Capacity-building and partnerships: Our partners, especially in the private sector and financial institutions, value ASDE’s ability to provide educational programs, training, and tools for integrating sustainability into business models.

Approach to Stakeholder Engagement (3/3)

Key Stakeholder Groups and Engagement Frequency

Stakeholder Group	Engagement Frequency	Engagement Frequency
Management	Ongoing (twice a week)	Internal meetings
Members	Ongoing (monthly)	Internal meetings
Advisory Board Members	Quarterly	Internal meetings
Government and Policy Makers	Monthly to quarterly	Webinars, training programs, consultations
Government and Policy Makers	Monthly to quarterly	Webinars, training programs, consultations
NGOs	Monthly to quarterly	Webinars, training programs, consultations
Educational Institutions	Ongoing (as needed)	Collaborative research, training
Media	Ongoing (as needed)	Social media, publications

Stakeholder Engagement Process

(GRI 102-40)

ASDE’s engagement process is built on open communication and collaboration. We follow a systematic approach:

-  **Identify stakeholders:** Assess who is impacted by or can influence ASDE’s work.
-  **Understand their concerns:** Regularly collect feedback and input through surveys, meetings, and consultations.
-  **Integrate feedback:** Use stakeholder input to shape our policies, projects, and initiatives. This ensures that our actions align with stakeholder expectations.
-  **Continuous communication:** Maintain ongoing communication through various channels, ensuring stakeholders are regularly updated on progress, challenges, and successes.

Feedback and Improvement

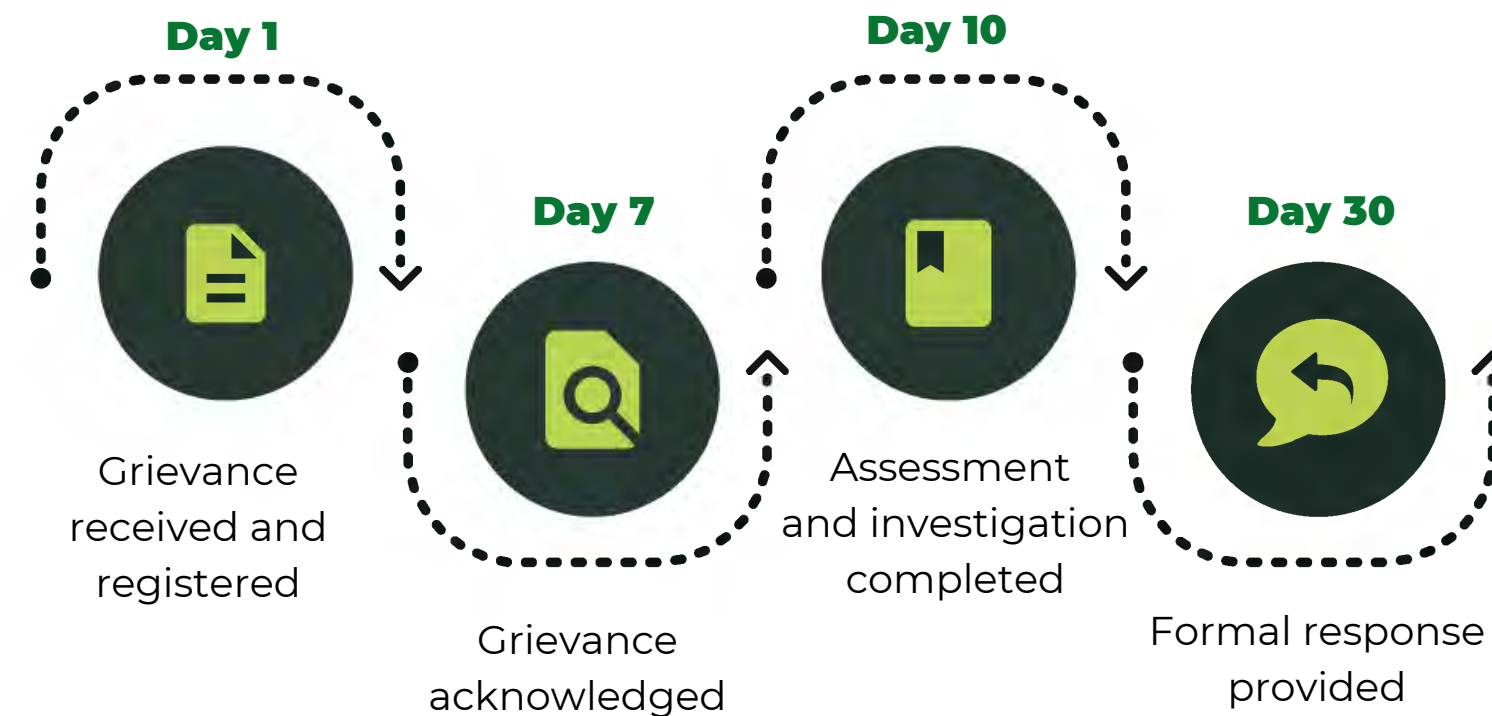
(GRI 102-41)

ASDE is committed to listening to and acting upon the feedback from stakeholders. We actively encourage stakeholders to share their concerns, ideas, and suggestions, and we ensure that these inputs are used to improve our programs and operations. Feedback is collected during consultations, surveys, and events and is systematically analyzed to drive continuous improvement in our practices.

Grievance Mechanism (1/2)

GRI 2-26

At ASDE, we recognize the crucial importance of listening to our stakeholders and addressing their concerns in a timely and transparent manner. Our grievance mechanism is designed to ensure that all complaints, suggestions, and feedback are handled promptly and fairly. We value the opportunity to engage in open dialogue with stakeholders, understanding their concerns and resolving issues before they escalate.



ASDE's grievance mechanism is founded on the following core principles:

- **Inclusivity:** We welcome complaints from all interested parties, ensuring that everyone affected by our activities has a platform to voice their concerns.
- **Timeliness:** Grievances are received, registered within 2 business days, and acknowledged within 7 days. An assessment and investigation are completed within 10 business days, leading to steps to fairly and timely address and resolve the grievance. A formal response, including resolutions, is provided within 30 days of receipt, ensuring transparency and fairness throughout.
- **Transparency:** All grievances are thoroughly documented and reported, ensuring accountability in how we manage complaints and resolve issues.

Grievance Mechanism (2/2)

Submission and Handling of Grievances

ASDE's grievance process is designed to ensure that complaints are handled in a systematic, fair, and timely manner. Key steps include:

Submission Channels:

- Grievances can be submitted through a dedicated email address (info.asde@org.ua) or using a Complaint Register Form (CRF).
- All grievances are entered into a centralized database for tracking and resolution.

Grievance Process:

- Grievances are received and registered within 2 business days.
- Acknowledgment of the grievance is sent within 7 days.
- An assessment and investigation of the grievance is completed within 10 business days, after which the necessary steps are taken to address the issue.
- A formal response and resolution are provided within 30 days of receipt.



Stakeholder Communication and Reporting

ASDE maintains open lines of communication with stakeholders through regular webinars, roundtables, and monthly meetings with members. This helps ensure that grievances are resolved effectively and that all parties are aware of the progress and outcomes.

We inform stakeholders of all received grievances, their assessment, and resolution during our annual General Meetings. This transparency allows stakeholders to influence and improve our organizational processes, fostering continuous improvement.

Confidentiality and Data Security

GRI 418

ASDE adheres to the highest standards of data protection in accordance with Ukrainian data protection laws and international regulations, such as the General Data Protection Regulation (GDPR) in the EU. Our commitment is reflected in our rigorous processes and policies designed to safeguard the confidentiality, integrity, and availability of data.

ASDE ensures that all personal and sensitive data collected from employees, members, partners, and other stakeholders is kept confidential and only shared when necessary, with the proper consent and in accordance with applicable laws.

We maintain accurate and up-to-date records to ensure the integrity of the data we process. This helps minimize the risk of errors, unauthorized access, and data loss.

ASDE takes necessary measures to ensure that data is accessible only to those who are authorized and required to use it for legitimate business purposes.

We are committed to ensuring that stakeholders are fully informed about the data we collect and how it is used. Whenever required, ASDE seeks explicit consent from stakeholders before collecting or processing their personal data.

Transparency: ASDE provides clear and accessible information about our data collection and processing practices, ensuring stakeholders understand how their data is used, protected, and retained.

Right to Access and Correct Data: Stakeholders have the right to request access to their personal data, correct any inaccuracies, and request the deletion of their data when it is no longer needed for business purposes.

ASDE Projects

Throughout 2024, ASDE implemented a number of initiatives aimed at promoting sustainability, building capacity across sectors, and supporting the integration of ESG principles in Ukraine. These projects reflect ASDE’s mission to strengthen the sustainability ecosystem by working with a broad range of stakeholders - from students and educators to financial institutions and international partners.



Key Projects Implemented in 2024

Project Name	Description	Target Audience	Reach
ISF24	Flagship annual event focused on multi-sectoral sustainability dialogue and international cooperation. Held in two countries	Government, business, experts, civil society, financial institutions	• 604 registered participants • 202 offline • ~2,000 online viewers
ISW	Series of expert-led webinars focused on key sustainability topics (finance, policy, communications, reporting etc)	General public, experts, NGOs, financial institutions, business	• 7 webinars • 1,388 total participants
Educational Video Series	Videos on non-financial requirements	Business, experts, financial institutions	• 5 videos • 758 views
Youth Empowerment for Sustainable Development	3-month hybrid educational program for students from Kyiv universities, focused on project work and sustainability skills	Youth (80% women, 20% men), 3 universities	• 45 selected participants from 81 applicants
ESG Research in the Banking Sector of Ukraine	In partnership with IABU and IFC - comprehensive survey assessing ESG strategy implementation, challenges, and opportunities among 21 banks	Financial institutions, regulators, investors	• First-of-its-kind national study in Ukraine, published in October 2024
Training for Top Managers – ComInBank	In-person training “Sustainable Strategy & ESG Criteria” for executives	Banking sector	• 15 top managers trained
Certified GRI Course on Non-Financial Reporting	Official training on GRI Standards, delivered over 2 days	Private sector, consultants	• 5 participants completed the course
ESG Sustainability Leadership Program	The 9-module program for integrating ESG principles and best management practices	Experts from organizations, companies, and banks	• 9 modules • 28 participants

International Sustainability Forum 2024 (1/2)

The International Sustainability Forum 2024 (ISF24) was a landmark event aimed at tackling some of the most pressing challenges in sustainable development while fostering collaboration between key stakeholders.

Held in both Kyiv and The Hague, the forum gathered over 600 participants, including business leaders, policymakers, international experts, and civil society organizations. Together, they engaged in open dialogue about Ukraine's green recovery and its journey towards joining the EU, all while addressing the broader global sustainability agenda.



in Kyiv and The Hague



over 600 offline participants



over 2,000 online spectators



**8 panel discussions
2 presentations**



41 partners of the Forum

ISF24's primary goal was to create a platform for collaboration and cooperation between the business, financial, and governmental sectors. It focused on Ukraine's recovery in the context of sustainability and its efforts to mobilize green capital to fuel a low-carbon economy.

The forum brought together stakeholders from Ukraine and the EU to discuss green recovery, sustainable development, and the integration of ESG practices into Ukraine's rebuilding efforts.



International Sustainability Forum 2024 (2/2)

Key objectives of the forum included:

- Building international partnerships for Ukraine's green recovery and EU accession.
- Facilitating connections between local Ukrainian businesses and international investors to promote sustainable business growth.
- Establishing a platform for discussions on global financial methodologies and how they can support Ukraine's post-war economic recovery.
- Addressing the urgent need for sustainable investments in Ukraine amidst ongoing global challenges, including the war.

UKRAINIAN AGENDA

01

EU accession of Ukraine - what's needed for economic growth based on sustainable development principles

02

Role and impact of donors during the war and post-war recovery – what programs and plans are delivering?

03

Unlocking finance and partnerships for recovery and SDG action – how can it be done?

04

ESG disclosure as an avenue for social and economic change – how to get all stakeholders on board?



1. EU requirements for non-EU countries – how to follow from the minimal to maximum action plan



2. How is the EU attracting private money for the green transformation - and why does this have an impact on the financial support of Ukraine

DUTCH AGENDA

01

Partnering to strengthen resilience and post-war recovery of the region: unlocking the finance market

02

Building resilient and sustainable infrastructure: innovative approaches to energy security and water management

03

Sustainable value chains: integrating circular economy and resource efficiency principles into Ukraine's recovery strategy

04

The role of human capital development in post-war growth

05

War's impact on food & agriculture: what challenges are Ukrainian and EU producers facing?

ISF24 provided ample networking opportunities, fostering practical discussions between stakeholders and creating lasting connections for future collaborations in the fields of green infrastructure, energy security, and circular economy integration.

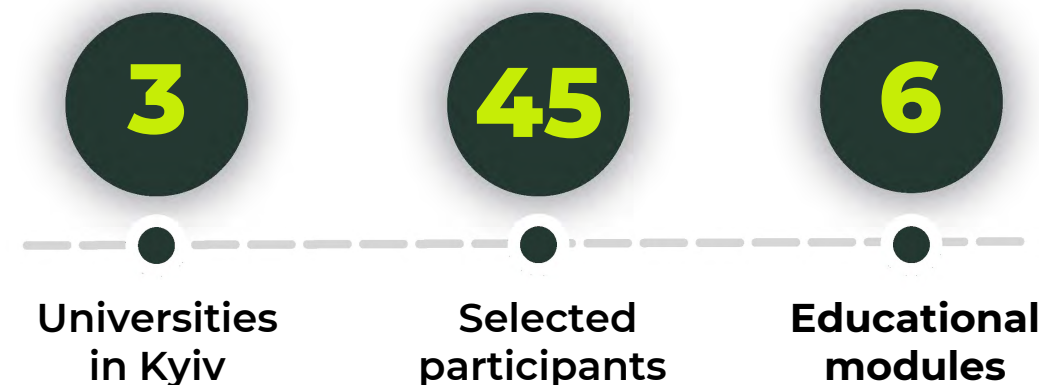
Youth Empowerment for Sustainable Development



Focus on Youth Education

ASDE places strategic importance on capacity building among youth. The "Youth Empowerment for Sustainable Development" program (supported by the Public Affairs Section of the U.S. Embassy to Ukraine), implemented in cooperation with three Kyiv-based universities, aimed to provide students with a deeper understanding of sustainable development and hands-on experience in project development.

The format included lectures, case studies, group discussions, and guest speakers from the sustainability field.



YOUTH EMPOWERMENT for sustainable development

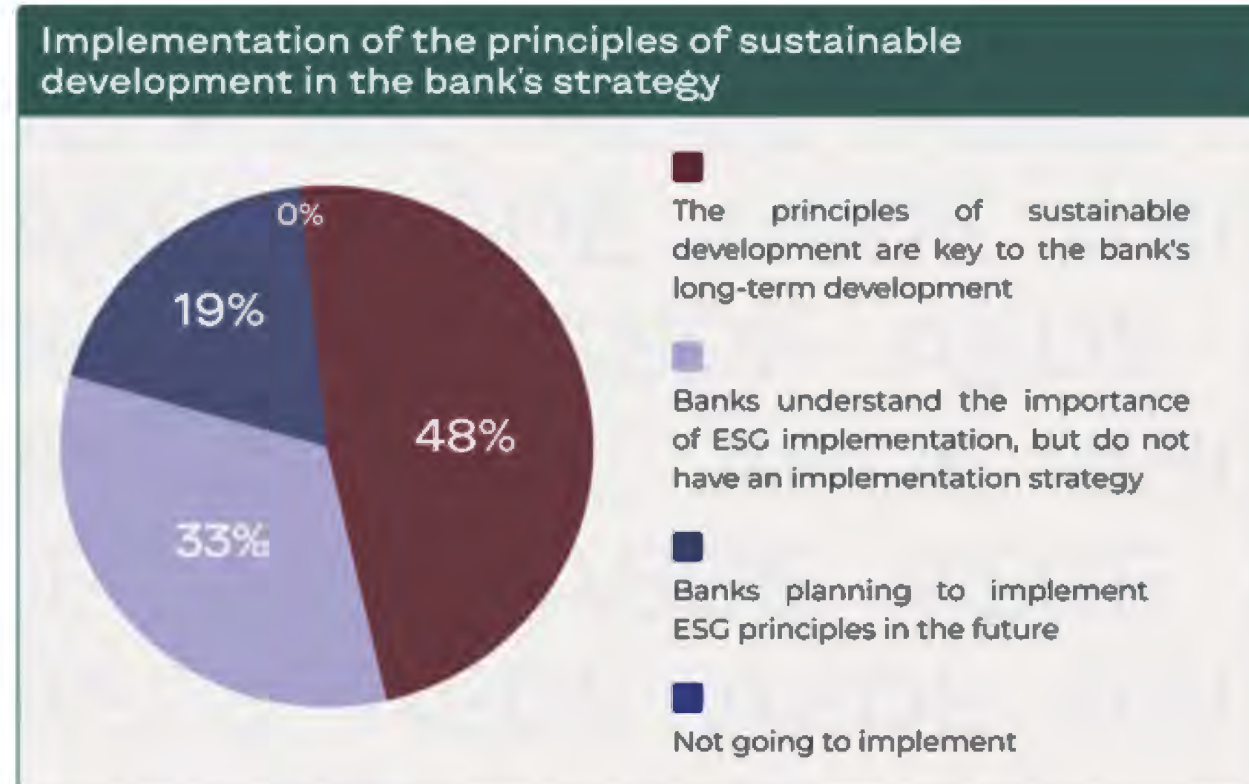
"I had no specific expectations but was confident that the training would be highly informative — and it truly was. From the very first session, there was a warm and welcoming atmosphere among the students and speakers. It was evident that a lot of effort had been put into organizing the training to ensure everything was top-notch" - **participants feedback.**

"I personally found all the topics presented by the speakers interesting, as each of them tried to convey the core essence of their subject matter. Some topics were challenging to grasp, while others were absorbed effortlessly" - **participants feedback.**

ESG Research in the Ukrainian Banking Sector

In partnership with the **Independent Association of Banks of Ukraine** and **IFC ECA ESG Program**, ASDE led a comprehensive study of how ESG principles are being implemented across the Ukrainian banking sector.

This research was the first of its kind in Ukraine, and serves as a baseline for measuring progress in the financial sector's ESG transformation. It also contributed to building evidence-based dialogue between the regulator, financial institutions, and civil society.



Key details:

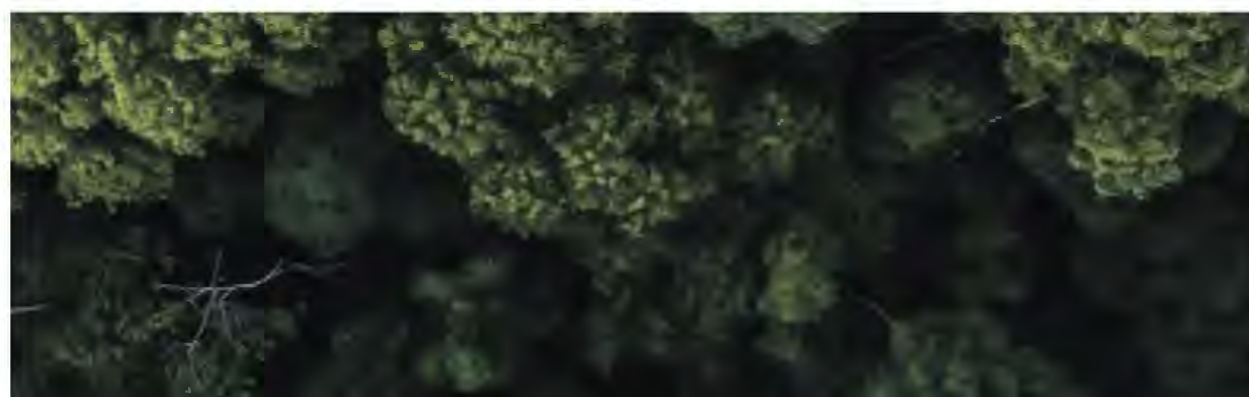
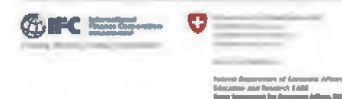
Surveyed 21 leading Ukrainian banks, including both systemic and mid-size institutions

Goal of research - to evaluate the current state of Ukraine's financial sector, analyze macroeconomic trends, and identify key regulatory drivers, with the aim of pinpointing significant sustainability issues for financial intermediaries operating in the Ukrainian market.

The study was conducted **between March and October 2024**. This report serves as a critical benchmark for evaluating the sector's readiness to support Ukraine's sustainable development goals (SDGs).

HOI6Y

Integrated ESG
Driving Sustainable Investment



International Sustainability Webinars (1/2)

International Sustainability Webinars

2024 (ISW24) project serves as a key platform for knowledge exchange on sustainable development, focusing on innovative approaches and practical solutions aimed at promoting a low-carbon society, preserving resources, and encouraging social progress toward a net-zero future.

This series of webinars has gathered experts from across various fields, including finance, business, and government, to discuss topics crucial for Ukraine's sustainable development. The webinars aimed to form a solid foundation for economic growth, incorporating global trends in sustainable development, ESG criteria, and other key aspects of sustainable business practices.

Key Themes and Insights

1. Banking Transition to ESG Principles

The importance of integrating ESG principles within the financial sector focused on regulatory frameworks, collaboration between financial institutions, businesses, and civil society to drive sustainable finance.

2. Sustainable Banking and Green Banking in Ukraine

The principles of sustainable and green banking, distinguishing between the two and emphasizing their role in stabilizing and building resilience in Ukraine's financial system.

3. The Enterprising Women: From Leadership Theory to Practice

Leadership strategies, project management, and inclusive leadership: how women leaders can drive business success and integrate ESG principles into their practices.

4. Financial Market in Ukraine: Managing Climate Risks

Ukraine's climate-related and environmental risks, examining the current understanding within the financial sector and the role of regulatory bodies like the National Bank of Ukraine in guiding market actors.

International Sustainability Webinars (2/2)

5. Essential Traits of Business Growth in Ukraine: the Challenges Entrepreneurs Face Amidst Crises

Key aspects of business development in Ukraine, identify the specifics of financial support available to businesses during the war, and explore the main challenges to economic growth.

7. Digitalization in Sustainability: Accelerating Green and Digital Transitions

This session explored the intersection of digitalization and sustainability, focusing on how digital technologies can accelerate green transitions, with a particular emphasis on cybersecurity and sustainable infrastructure.

6. The EU Taxonomy for Sustainable Activities as a Framework for Ukraine's Green Recovery

The EU Taxonomy and its significance for Ukraine's green recovery, highlighting how financial markets can align with the EU's climate and energy targets, particularly in the context of sustainable finance.



7 webinar series

34 expert speakers

1900+ views on YouTube

800+ views on ZOOM

19 countries represented

Social media outreach:
7000+ subscribers

International Sustainability Academy (1/2)

The International Sustainability Academy

(ISA) is an educational hub that provides cutting-edge training programs, workshops, and certifications to organizations and professionals seeking to integrate sustainability into their operations.

ISA focuses on building capacity and imparting knowledge on key sustainability issues, including ESG reporting, sustainable finance, climate change, and social responsibility.

In 2024, ISA has delivered impactful training sessions, helping leaders and professionals enhance their understanding and implementation of sustainable strategies. Some of the key activities include:



Training for COMINBANK: "Sustainable Strategies and ESG Criteria"



Date: 28th March 2024



Audience: 15 top managers of COMINBANK



Course Overview: This tailored training program provided top-level executives with deep insights into sustainable banking practices, ESG integration, and the development of long-term sustainability strategies for financial institutions.



Outcome: Participants were equipped with practical tools to integrate ESG criteria into their strategic planning, helping the bank move towards greener operations.

Certified Course on Non-Financial Reporting According to GRI Standards



Date: 26-27 February 2024



Participants: 5 professionals from various sectors



Course Overview: This specialized course provided participants with a comprehensive understanding of the GRI standards for non-financial reporting. It covered methodologies for collecting, analyzing, and reporting data related to sustainability performance, ensuring alignment with international best practices.



Outcome: Participants gained certification in non-financial reporting and were equipped with the skills to implement GRI standards within their organizations.



International Sustainability Academy (2/2)

ISA's practical, hands-on training and globally recognized certifications have made it a leader in sustainable development education, providing individuals and businesses with the tools they need to thrive in an increasingly sustainable and responsible world.

All of the Academy's courses are certified and meet the modern requirements of international standards. Here is a list of the key courses offered in 2024:



✓ **Certified course on non-financial reporting according to GRI standards**

✓ **Financial management for sustainable development: program for executives**

✓ **Executive courses on sustainable development and sustainable finance**

✓ **Corporate training program for implementing an environmental and social management system (ESMS)**

✓ **CSRD: implementation and adaptation to new requirements**

✓ **Carbon accounting and emissions responsibility management**

✓ **Sustainable communications**

✓ **Sustainable finance**

✓ **Circular economy**

✓ **Sustainable marketing**

✓ **General overview of non-financial reporting**

✓ **Inclusive leadership for company sustainability**

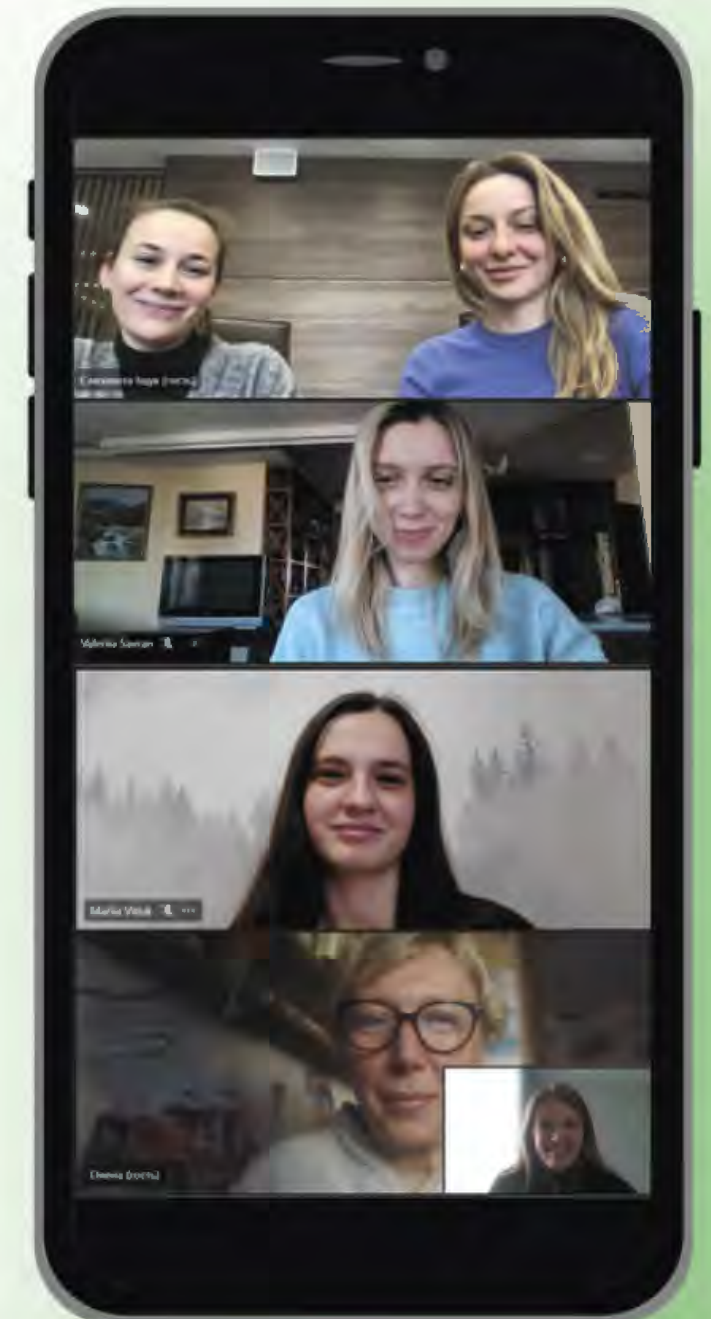
✓ **ESG fundamentals for the banking sector (introductory course)**

✓ **Integrating ESG into banking activities (specialized course for managers and specialists)**

✓ **Building an ESG strategy for banks: A practical approach for top management**

✓ **Basics of environmental and social management for business**

✓ **International standards for environmental and social management: A practical approach for business**



ESG Sustainability Leadership Program



On November 14, we launched the unique ESG Sustainability Leadership Program **in collaboration with DTEK Academy.**

This **9-module program** is designed for leaders who are eager to integrate ESG principles and best management practices within their organizations. The main objective of the program is to train and equip participants with the knowledge and tools to manage ESG factors, ensuring their businesses remain competitive amid uncertainty, while implementing sustainable development strategies and scaling operations.

The program is developed in partnership with the **IFC ESG Advisory Program** and the **IFC Green Banking Program**, following the methodology of **The Cambridge Institute for Sustainability Leadership** and under the license of **GRI**.

Participants included experts from organizations actively integrating ESG approaches, such as **DTEK Group, Nibulon, UGB Ukrgasbank, PUMB, Deloitte, Fozzy Group, PryvatBank, Bank Pivdenny, Eterna Law, Umgi**, and others. In total, **28 participants** joined the program.

They gained practical skills in assessing ESG risks, implementing sustainable development strategies, preparing high-quality corporate reporting, and executing effective communications.



Program modules include:

01

Introduction to Sustainable Development and ESG Criteria **(November 14-15)**

02

Regulatory Policy in the Field of Sustainable Development **(November 21-22)**

03

Financial Instruments for Sustainable Development **(December 5-6)**

04

Ecological-Social Governance System **(December 19-20)**

05

Carbon Accounting and Managing Climate Responsibility **(January 16-17)**

06

Engaging Stakeholders and Reporting Non-financial Disclosure **(January 30-31)**

07

Developing Internal Team Potential and Human Capital Development **(February 13-14)**

08

Marketing and PR Strategies for Sustainable Development **(February 27-28)**

09

Climate Risks and the ClimaLAB Presentation; Inclusive Leadership for Business Development **(March 13-14)**

Ukrainian Sustainable Finance Alliance



The Ukrainian Sustainable Finance Alliance (USFA) is a key initiative that brings together financial institutions, businesses, and stakeholders to advance sustainable finance in Ukraine. As a collaborative platform, USFA aims to create a financial ecosystem that supports green investments, sustainable finance practices, and ESG integration across the Ukrainian financial sector.

Expansion of membership:

In 2024, USFA successfully attracted two major financial institutions to join the Alliance:



These new members represent a strong commitment to integrating sustainability into their financial strategies, further bolstering USFA's mission to lead the way in sustainable finance.



Impact of USFA on the Market

- ✓ **Increased awareness and engagement:** through webinars, seminars, and partnerships, USFA has increased awareness of sustainable finance across Ukraine, bringing together a wide network of financial institutions, businesses, and policymakers.
- ✓ **Policy advocacy:** USFA has been actively involved in shaping Ukraine's sustainable finance regulations, advocating for policies that incentivize green investments and the integration of ESG factors into decision-making processes in the financial sector.
- ✓ **Capacity building:** By partnering with ISA, USFA offers education and training to its members, ensuring they are equipped to meet the growing demands for ESG compliance, sustainable investments, and non-financial reporting.

Media Presence (1/2)

Our members, experts, and thought leaders frequently engage with media outlets, providing valuable insights and thought-provoking perspectives on the most pressing sustainability challenges. In 2024, ASDE's representatives contributed to a variety of articles, highlighting key sustainability topics relevant to Ukraine's green recovery and long-term development.

Key Articles Published by ASDE Experts



Artificial intelligence, climate, and investments: sustainable development trends for Ukraine in 2024

Author: Alina Sokolenko, head and member of the ASDE Advisory Board
Publication: [dsnews](#)



The ecological challenge: revisiting leaf burning practices in the modern world

Author: Olena Horbachova, Sustainable Development Expert, Ecologist, ASDE Member
Publication: [ASDE Blog](#)



Paying the bills: how not to turn Ukraine's post-war budget into a debt trap

Author: Oksana Cooper, ASDE Member
Publication: [Epravda](#)



Battery sorting: why it matters for our health and the planet

Author: Olena Horbachova, ASDE Member
Publication: [ASDE Blog](#)



Biodiversity in real estate and construction: impacts, dependencies, and management strategies

Author: Oleh Bykh, ASDE Member
Publication: [ASDE Blog](#)

Media Presence (2/2)

Key Articles Published by ASDE Experts



Climate war — the second front of Ukraine: what needs to be done to stop the environmental disaster

Author: Yevheniya Afanasenko, Member of ASDE Advisory Board
Publication: Focus



How to leverage the potential of green energy in Ukraine

Author: Yana Konyok, Executive Director of ASDE
Publication: Reform Energy



The three-letter concept: A discussion on ESG and its applicability in Ukraine

Author: Alina Sokolenko, Chair and Member of the ASDE Advisory Board
Publication: The Page



How to preserve and enhance Ukraine's human capital

Author: Viktoriya Protsenko, ASDE Member
Publication: Mind

In addition to media articles, ASDE actively engages with the public through social media platforms, keeping stakeholders informed and fostering meaningful discussions on sustainability. **We use Facebook, LinkedIn, Instagram, YouTube, and Digest to:**

- Share updates on our activities, sustainability initiatives and training programs
- Post insightful articles, interviews, and video content
- Engage with a broader audience
- Invite to our events, such as forums, webinars, etc

ENVIRONMENTAL



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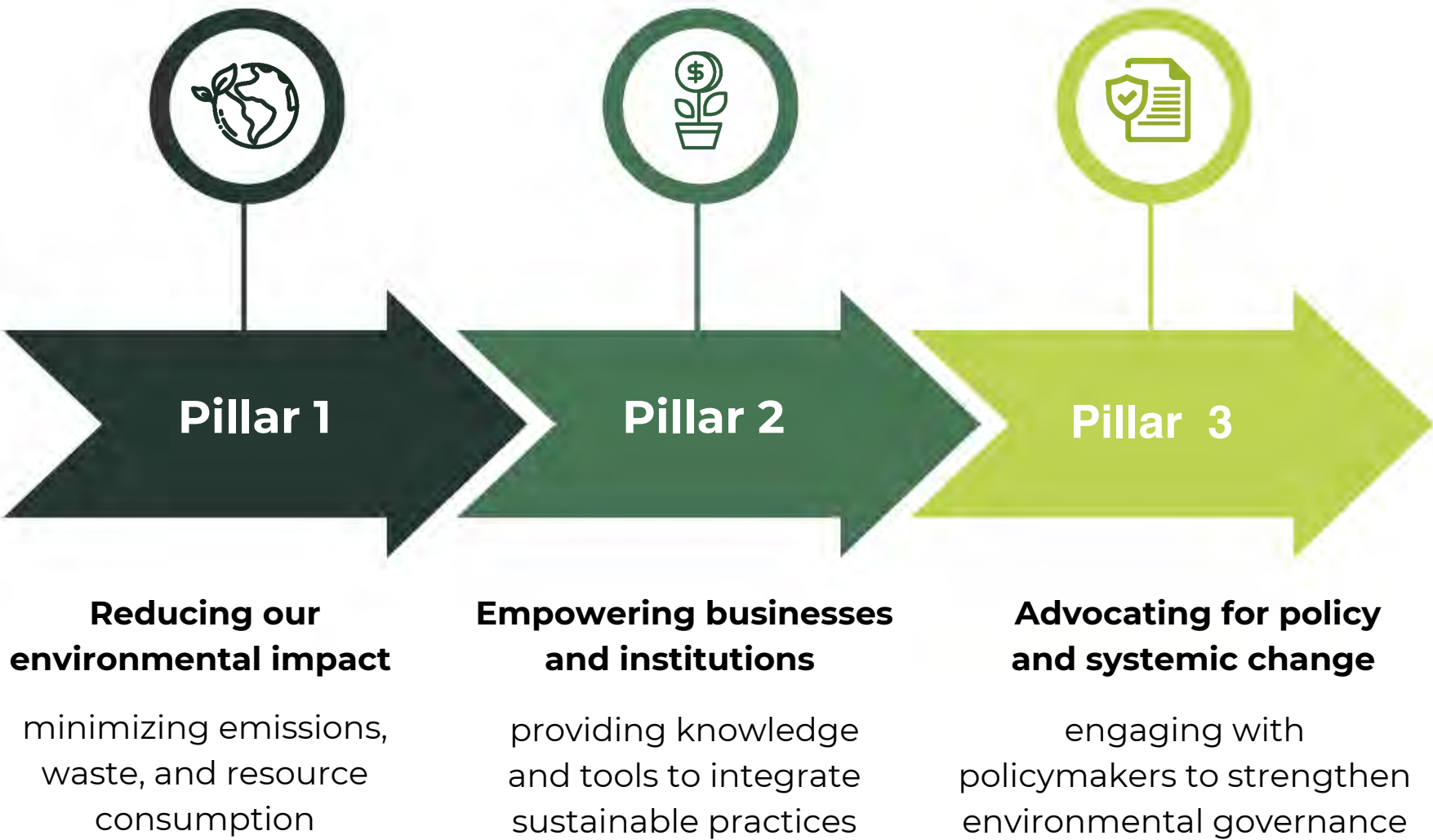
Our approach (1/2)

Our approach to environmental performance is rooted in science-based decision-making, collaboration with stakeholders, and continuous improvement in our operations and projects. We aim to lead by example, integrating sustainable practices into every aspect of our work while advocating for stronger environmental policies, corporate responsibility, and climate resilience.

We align our environmental strategy with global frameworks such as:

- ✓ The Paris Agreement – supporting actions that contribute to limiting global warming to 1.5°C
- ✓ GRI – implementing transparent and accountable environmental disclosures
- ✓ EU Green Deal & CSRD – helping businesses and financial institutions navigate new sustainability regulations

ASDE’s environmental approach is built on three key pillars:



Our approach (2/2)

Impact through education and advocacy

ASDE’s environmental mission extends beyond our internal practices – we actively educate, engage, and advocate to create lasting environmental change.

By integrating strong environmental principles into our operations, education, and advocacy, ASDE remains at the forefront of driving positive environmental change

Through the ISA, we provide specialized training on:

- ESG compliance & sustainable reporting (CSRD, GRI)
- Climate risk management & Net Zero strategies (ESMS, Carbon accounting and emissions liability management)
- Sustainable procurement & supply chain transparency

ASDE collaborates with government institutions, businesses, and financial entities to:

- Strengthen environmental regulations and corporate climate disclosures
- Promote sustainable finance mechanisms to accelerate green investments
- Drive policy discussions on climate resilience and sustainable economic recovery

ASDE understands that achieving sustainability requires continuous progress and collaboration. Moving forward, we are committed to:

- Strengthening partnerships with businesses to scale up environmental solutions
- Increasing stakeholder engagement on sustainable best practices
- Advocating for climate-resilient financial systems in Ukraine and beyond

Climate change impact

Climate change impacts multiple sectors, affecting economic stability, financial markets, and business resilience. ASDE collaborates with stakeholders to analyze how climate change influences corporate sustainability, regulatory compliance, and investment strategies.

ASDE integrates climate considerations into its projects, education programs, and stakeholder engagement efforts. Our climate-related activities focus on:

1.

Supporting ESG and Climate Risk Disclosure (GRI 201-2, GRI 305-4)

- Educating businesses and financial institutions on climate-related financial risks
- Assisting organizations in understanding and adapting to new climate-related regulatory frameworks (e.g., CSRD, EU Taxonomy)
- Promoting best practices in carbon accounting and Scope 1, 2, and 3 emissions reporting

3.

Integrating Climate Considerations into Financial and Business Strategies

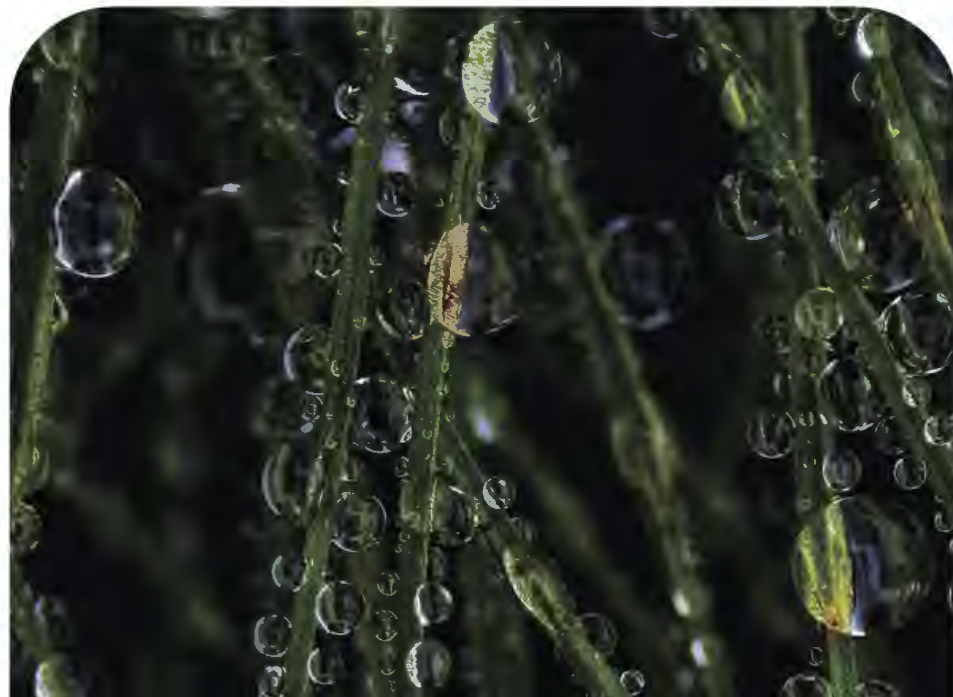
- Through the USFA, ASDE works with financial institutions to integrate climate risk management into lending and investment practices. Partnering with banks and corporate entities to assess climate-related financial risks and develop low-carbon transition strategies.

2.

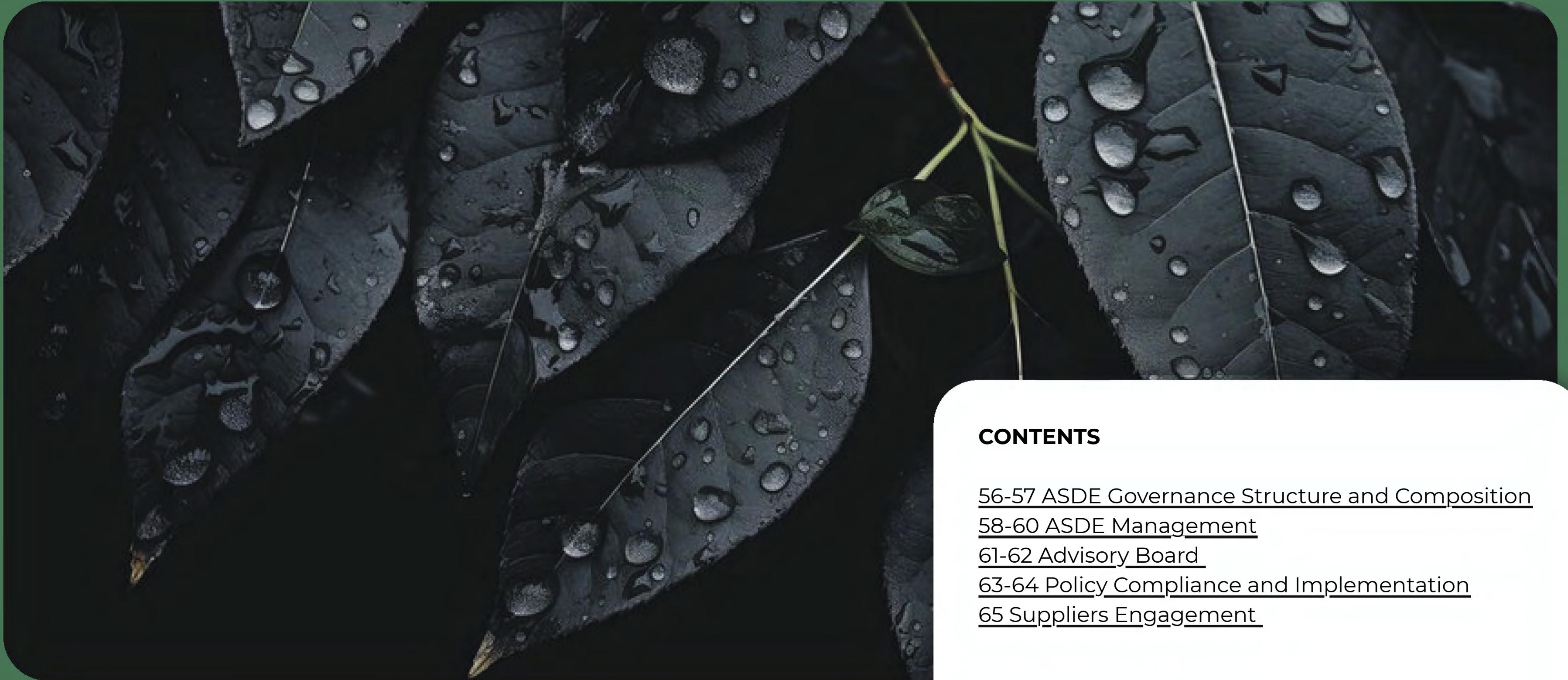
Capacity Building and Training on Climate Change Adaptation

The ISA offers specialized training on:

- Climate risk management for businesses and financial institutions
- Corporate adaptation strategies to reduce climate-related vulnerabilities
- Carbon footprint reduction methodologies and emissions accounting
- ASDE actively collaborates with policymakers, businesses, and financial institutions to support climate resilience and compliance with emerging climate-related regulations.



GOVERNANCE



CONTENTS

56-57 ASDE Governance Structure and Composition

58-60 ASDE Management

61-62 Advisory Board

63-64 Policy Compliance and Implementation

65 Suppliers Engagement

ASDE Governance Structure and Composition (1/2)

Our governance structure is designed to foster collaboration between key stakeholders, including members, executive bodies, and external advisors.

GRI 2-13

Governance Bodies:

- **General Meeting of Members:** The highest governing body, comprising all members of ASDE. The General Meeting convenes at least once a month to discuss updates and vote on critical matters.
- **ASDE Head:** The ASDE Head is responsible for overseeing daily operations and representing ASDE in external relations. This role ensures the strategic vision and operations align with ASDE's values and objectives.

Executive Bodies:

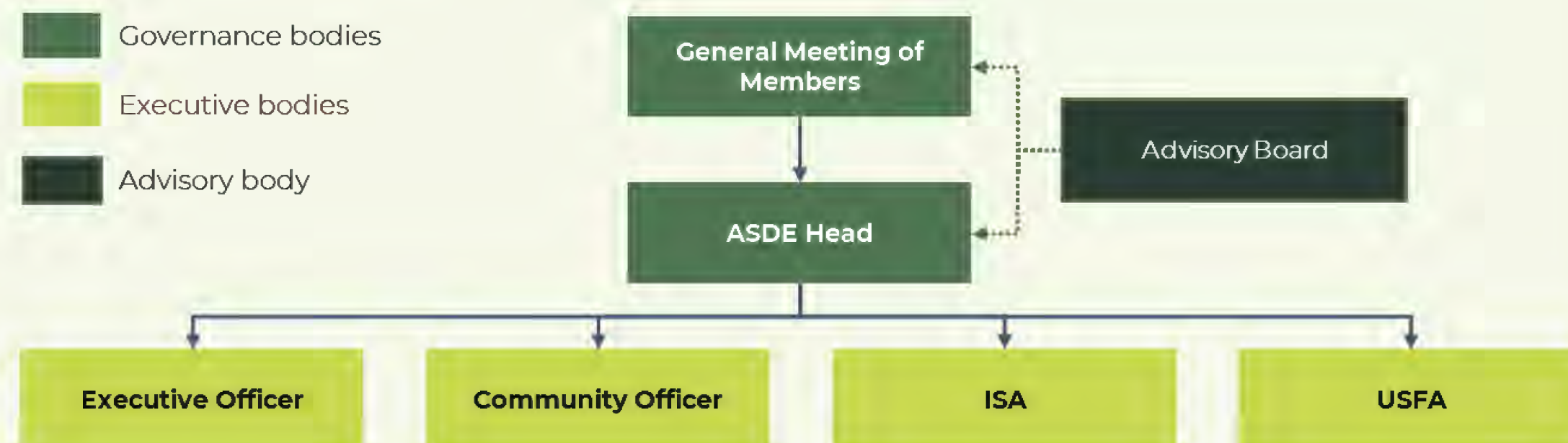
- **Executive Officer:** Responsible for the overall administration of ASDE, managing resources, and overseeing projects.
- **Community Officer:** Engages with ASDE's stakeholders and builds relationships to ensure continuous growth of ASDE's membership and partnerships.

- **ISA:** Focused on providing training and capacity-building programs related to sustainability and ESG practices.
- **USFA:** Promotes the integration of sustainable finance within Ukraine's financial system, supporting green investments and financial products.

Advisory Body:

- **Advisory Board:** Offers high-level guidance on strategic matters and provides advice on projects and partnerships.

ASDE Management Structure



ASDE Governance Structure and Composition (2/2)

GRI 2-17

The highest governance body of ASDE is the General Meeting of Members. This body is responsible for key organizational decisions. The ASDE Head, supported by the Executive Officer and Community Officer, is responsible for managing the day-to-day operations, ensuring that decisions made by the General Meeting are effectively implemented.

The Advisory Board plays a crucial role in guiding high-level strategic direction and ensuring ASDE's activities align with international sustainability frameworks and best practices.

ASDE underwent a significant update to its Advisory Board composition. A comprehensive selection process was conducted to ensure the best fit for the organization's strategic goals and values.

The process included:

- **Candidate Selection:** Potential candidates were selected based on their expertise, experience, and commitment to sustainability
- **Interviews:** Each candidate participated in an interview to assess their alignment with ASDE's mission, vision, and objectives, as well as their ability to contribute effectively to the board of the organization
- **Voting by Members:** Following the interviews, a voting process was held during the General Meeting where ASDE members had the opportunity to vote for their preferred candidates

Additionally, a **Secretary of the Advisory Board** meeting was elected. The position was filled by **Yana Konyok**, who had previously completed specialized training for corporate secretaries.



ASDE Management (1/3)

GRI 2-13

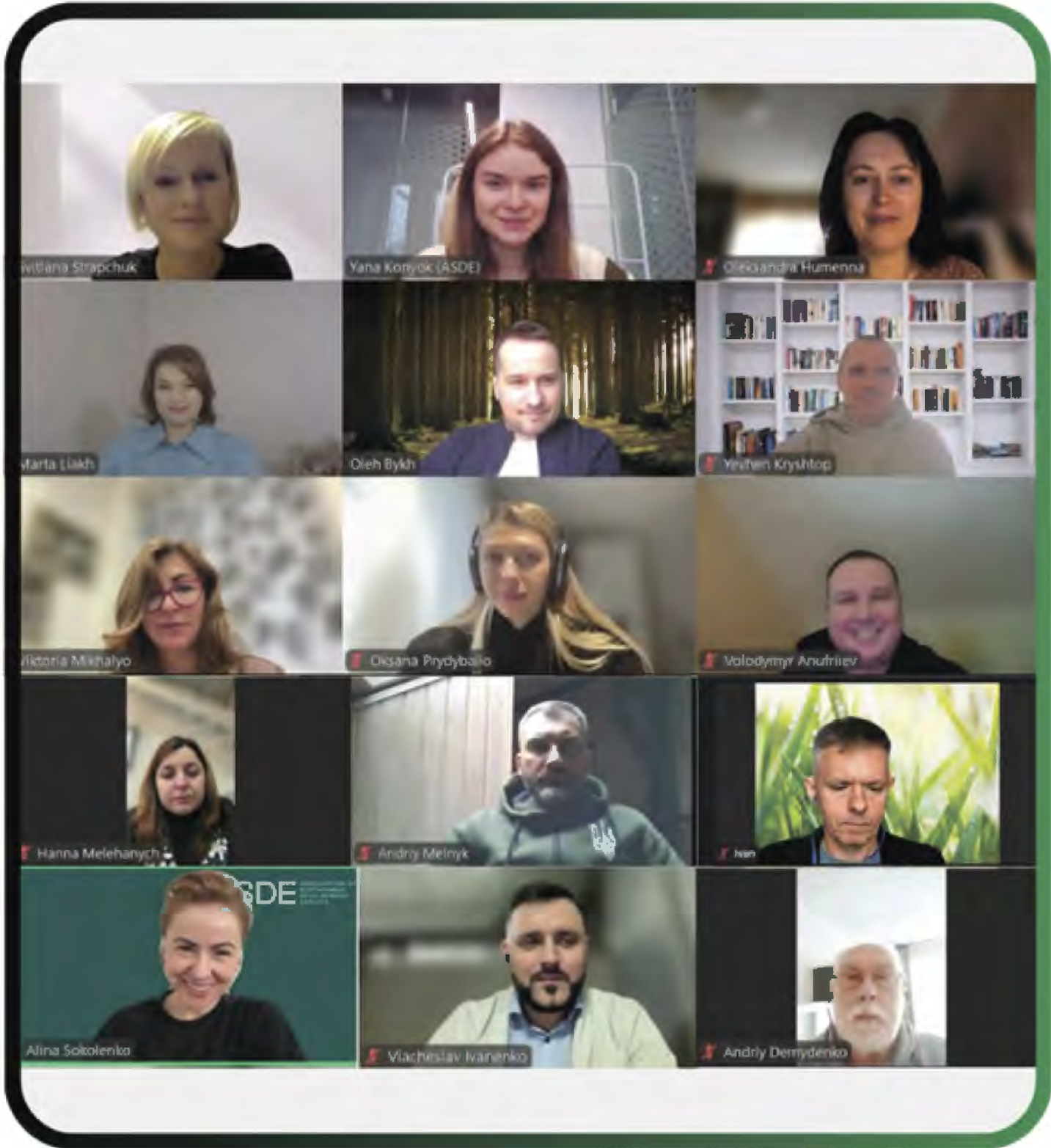
The GM of Members is the highest governing body within ASDE. It is composed of all ASDE members, who vote on key decisions affecting the future direction of the organization, including:

- ✓ Approving strategic plans
- ✓ Reviewing the performance and effectiveness of ASDE's initiatives
- ✓ Setting new organizational priorities and goals

GRI 2-17

The Head is the top executive leader responsible for managing the organization's daily operations. The Head ensures that the organization is working effectively toward the realization of its mission and strategic objectives, providing leadership in all matters of governance, decision-making, and external relations.

As the face of ASDE, the Head represents the organization in meetings with stakeholders, partners, and other organizations, promoting ASDE's mission and goals.



ASDE Management (2/3)

Community engagement and membership development



Led by: Oleksandra Hondiul,
ASDE Community Lead

Our Community Lead is responsible for engaging, growing, and supporting our membership base, ensuring that every member has access to networking opportunities, resources, and collaboration platforms that advance sustainability initiatives.

- Developing membership programs that provide value to ASDE members
- Facilitating engagement through events, webinars, and roundtable discussions
- Ensuring that members have access to expert insights, policy updates, and sustainability trends
- Expanding ASDE's partnerships with other organizations, both in Ukraine and internationally, to bring additional opportunities to our community

Education and capacity building: ISA



Led by: Yana Konyok,
ISA Head

Education is a fundamental pillar of ASDE's mission. The ISA serves as ASDE's key platform for professional development, offering courses and training programs that equip individuals and organizations with the knowledge they need to integrate sustainability principles into their operations.

Key focus areas:

- Providing certified educational programs on ESG, sustainable finance, non-financial reporting (GRI), corporate sustainability strategies, etc
- Developing customized corporate training for businesses and financial institutions on sustainability practices
- Expanding national and international collaborations to bring global best practices into ASDE's training programs
- Empowering professionals and companies with the tools to meet sustainability regulations and investor expectations

ASDE Management (3/3)

Business and corporate engagement: USFA



Led by: Viktoriya Mykhailo,
USFA Executive Director

Through the USFA, ASDE provides businesses and financial organizations with expertise, resources, and support to implement sustainable finance strategies and ESG integration.

Key responsibilities:

- Supporting corporate members in implementing sustainable finance principles, including ESG disclosure and impact assessment
- Advocating for sustainability regulations and aligning corporate practices with global financial frameworks (such as CSRD, SFDR, and EU Taxonomy)
- Providing guidance on green investments, climate risk management, and sustainable banking strategies
- Strengthening collaboration between businesses, banks, financial institutions, and policymakers to promote sustainability-focused economic development



Advisory Board (1/2)

The Advisory Board provides strategic oversight and high-level guidance to ensure ASDE remains aligned with its mission and long-term sustainability objectives. It is an essential governance body that ensures the organization adheres to international standards and best practices and that ASDE’s actions are consistent with its commitment to transparency and accountability.

This body plays a significant role in maintaining the integrity and credibility of ASDE’s sustainability reports by:

-  Providing feedback and recommendations for continuous improvement
-  Ensuring that ASDE’s sustainability practices and reporting are aligned with global best practices

In line with ASDE's commitment to high ethical standards, all Advisory Board members, the Chairperson, and the GM of Members are required to disclose any personal, professional, or financial interests that could potentially create a conflict with their duties to ASDE.

As of December 2024, no conflicts of interest were disclosed to ASDE’s stakeholders, reinforcing the organization’s commitment to ethical governance and transparency.

The Advisory Board’s responsibilities encompass several key functions that help shape the direction and success of ASDE:

Advisory Board Responsibilities

- Coordinating the implementation of the mission and strategy.** The AB ensures that ASDE’s mission and strategy are effectively implemented. They provide strategic direction, helping to ensure that ASDE’s activities align with organizational objectives
- Providing recommendations.** The Board offers recommendations to the Chairperson and GM on the necessary actions to achieve ASDE’s core objectives. These recommendations cover project participation, event organization, and engagement with key stakeholders
- Discussion and formulation of key issues**
- Promoting ASDE’s activities**
- Advisory and methodological support**

Advisory Board (2/2)

Meeting and Documentation

The decisions and conclusions made by the AB are documented in meeting minutes, which are shared with all Advisory Board members. This ensures transparency in the Board’s deliberations and recommendations.

The AB holds regular meetings at least quarterly, with extraordinary meetings called as needed. Minutes of meetings are published after each meeting.

Changes in the Composition of the AB (2024)

In 2024, ASDE’s Advisory Board underwent significant changes:

- 6** new members joined the Board, bringing fresh perspectives and expertise
- 2** members exited, resulting in a current total of 9 AB members
- ✓** A new Chair of the AB was elected



Serhiy Porovskyy
Chairperson of the ASDE Advisory Board



Yevgeniya Afanasenko
Member of the AB



Oleksandr Kucherenko
Member of the AB



Iryna Papusha
Member of the ASDE Advisory Board



Garry Sotnik
Member of the ASDE Advisory Board



Alina Sokolenko
Member of the ASDE Advisory Board



Bohdan Vykhov
Member of the Advisory Board



Viktoriia Mykhailo
Member of the ASDE Advisory Board



Dariusz Prasek
Member of the ASDE Advisory Board

Policy Compliance and Implementation (1/2)

GRI 2-23

ASDE is guided by a set of publicly available and organization-wide policy commitments that reflect its values and priorities in sustainability, ethics, and governance. These policies are approved at the leadership level and apply to all employees, members, and partners. ASDE’s commitments cover areas such as anti-corruption, non-discrimination, conflict of interest, freedom of association, and human rights, and are designed in line with international norms.

ASDE maintains a set of core policies that govern our operations, stakeholder interactions, and project activities. All policies are reviewed annually by the management team to ensure their relevance, legal compliance, and alignment with emerging challenges and best practices.

Policy Area

Anti-Corruption	Zero tolerance for corruption in all organizational and partnership activities
Non-Discrimination & Diversity	Commitment to inclusion, equity, and a respectful work environment
Anti-Competitive Behavior	Upholding fair collaboration and transparent practices in the sustainability ecosystem
Freedom of Association	Support for collective engagement and open dialogue among members and partners
Grievance Mechanism	Ensures that concerns can be raised confidentially and addressed constructively
Conflict of Interest	Requires all members and partners to disclose personal or professional conflicts

Policy Compliance and Implementation (2/2)

Policy compliance is supported by clearly defined responsibilities across ASDE’s structure:

- ✓ Executive Officer oversees day-to-day policy adherence and internal monitoring
- ✓ Community Lead ensures members are aware of and comply with community-related policies (inclusion, grievance, conduct)
- ✓ ISA and USFA leads are responsible for integrating relevant policy considerations into educational and financial-sector programming
- ✓ AB reviews policy effectiveness and proposes updates during its strategic sessions

GRI 2-24

To ensure these commitments are translated into action, ASDE embeds policy requirements throughout its internal procedures and external activities. This includes integrating relevant provisions into project design templates, partner agreements, onboarding processes, and public communications.

Training sessions, internal reviews, and oversight by the Executive Officer and AB reinforce organizational alignment with stated policies. Moreover, ASDE ensures that its ISA and USFA reflect these commitments in their educational and sectoral outreach activities, further strengthening compliance across stakeholder groups.

GRI 415

In 2024, ASDE made no political contributions.



Suppliers Engagement

ASDE collaborates with a range of external suppliers and service providers in the course of delivering its projects, events, and educational activities. While ASDE's operations are primarily service- and knowledge-based, we recognize the importance of maintaining ethical, environmentally conscious, and socially responsible relationships throughout our supply chain.

All suppliers are Ukrainian-based legal entities or individual entrepreneurs, with occasional cooperation involving international partners for cross-border events and knowledge exchanges.

In 2024, ASDE conducted internal tenders for the following key initiatives:

In 2024, ASDE engaged with suppliers primarily in the following categories:

- 1. Event and logistics service providers** (venues, equipment rental, catering)
- 2. Communication and design partners** (graphic designers, video editors, translators)
- 3. Educational contractors** (trainers, guest lecturers, external facilitators)
- 4. Technical support** (IT services, web development, software tools)

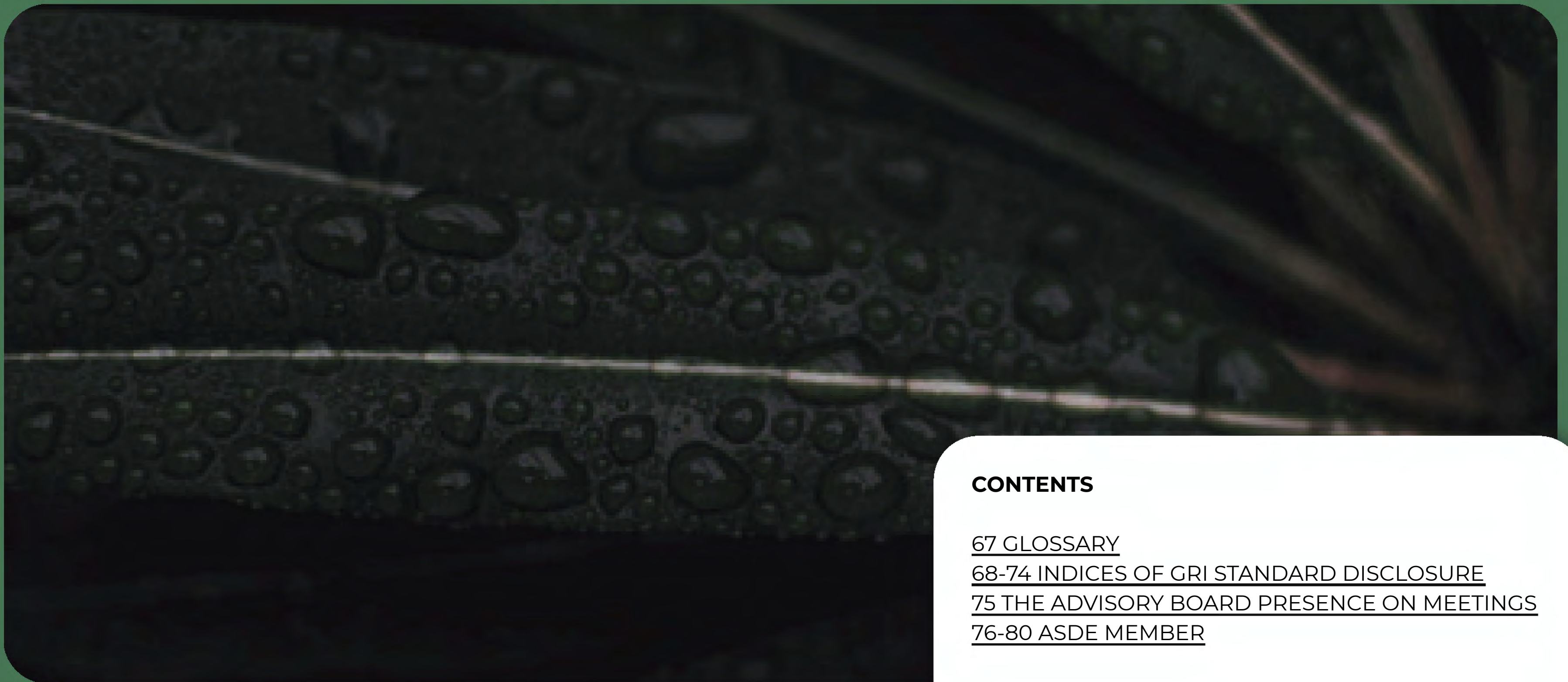
For each tender, ASDE collected a minimum of three proposals from qualified vendors. **Evaluation was based on a combination of:**

- **Cost-effectiveness**
- **Technical quality**
- **Experience in working with NGOs or sustainability-focused organizations**
- **Compliance with ASDE's ethical standards**

The selected suppliers demonstrated the best balance of price, quality, and value alignment, ensuring that both events were delivered professionally and responsibly.

This internal process strengthens accountability and reinforces fair market competition, especially in projects funded by sponsors or donors.

APPENDIX



CONTENTS

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68-74 INDICES OF GRI STANDARD DISCLOSURE

75 THE ADVISORY BOARD PRESENCE ON MEETINGS

76-80 ASDE MEMBER

Appendix 1 – Glossary

(The) Head	The Head of Association of Sustainable Development Experts
AB	ASDE Advisory Board
BDF	The Business Development Fund
CSRD	Corporate Sustainability Reporting Directive
DGF	Deposit Guarantee Fund
ESG	Environmental, Social, and Governance
ESMS	Environmental and Social Management Systems
EU	European Union
GDPR	General Data Protection Regulation
GM	General Meeting of the ASDE Members, ASDE highest governance body
GRI	Global Reporting Initiative
IFC	International Financial Corporation
ISA	The Academy, International Sustainability Academy
ISF	International Sustainability Forum
KNEU	Kyiv National Economic University named after Vadym Hetman
MOUs	Memoranda of understanding
IABU	The Independent Association of Banks of Ukraine
PCGF	The Partial Credit Guarantee Fund in Agriculture
UAH	Ukrainian hryvnia
UNDP	United Nations Development Programme
UNIDO	United Nations Industrial Development Organization
USFA	Ukrainian Sustainable Finance Alliance
VAT	Value Added Tax

Appendix 2 - Indices of GRI Standard Disclosure

GRI CONTENT INDEX

NGO Association of Sustainable Development Experts has reported with reference on GRI Standards for the period starting 1 January 2024 and ending 31 December 2024

Statement of use GRI 1 used

DISCLOSURE	LOCATION	COMMENTS
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GENERAL DISCLOSURES

Applicable GRI Standard(s)

GRI 2: General Disclosures 2021

2-1 Organisational details	Appendix 2 – Index of Standard Disclosures p. 58	NGO “Association of Sustainable Development Experts” Verkhohliada Andriia st, 16/267 01103, Kyiv, Ukraine +380678948108
2-2 Entities included in the organisation’s sustainability reporting	Appendix 2 – Index of Standard Disclosures p. 58	NGO “Association of Sustainable Development Experts”. There is no difference between sustainability and financial reporting entities. The organisation consists of one entity only
2-3 Reporting period, frequency, and contact point	About this report, p. 5 Appendix 2 – Index of Standard Disclosures p	Contact point: info@asde.org.ua Publication date: April 2025
2-4 Restatements of information	Appendix 2 – Index of Standard Disclosures p	No information restatements
2-5 External Assurance	About this report, p. 5	
2-6 Activities, value chain, and other business relationships	About ASDE, p. 6 ASDE Value Chain, p. 8 Appendix 2 – Index of Standard Disclosures, p. 58	There were no significant differences between ASDE's operations in 2023 and 2024 in terms of their value chain.
2-7 Employees	Appendix 2 – Index of Standard Disclosures, p. 58	ASDE does not have registered employees on its payroll. Instead, the organization collaborates with a network of specialists through individual entrepreneurs (FOPs). No significant fluctuations were reported during 2023-2024 in ASDE

GRI 2: General Disclosures 2021

DISCLOSURE	LOCATION	COMMENTS
GENERAL DISCLOSURES		
2-8 Workers who are not employees	ASDE Internal Stakeholders, p. 31 Appendix 2 – Index of Standard Disclosures, p. 59	ASDE calculated employees based on GRI’s definition, contract details, and headcount at the end of the reporting period. No significant fluctuations occurred during 2023-2024
2-9 Governance structure and composition	ASDE Governance Structure and Composition, p. 43 Appendix 2 – Index of Standard Disclosures, p. 59	There are no consideration for under-represented social groups.
2-10 Nomination and selection of the highest governance body	ASDE Governance Structure and Composition, p. 43	In 2024, there were changes in the composition of the Advisory Board. 6 new members joined, while 2 members exited, bringing the current number of Advisory Board members to 9. Additionally, a new Chair of the Advisory Board was elected
2-11 Chair of the highest governance body	ASDE Governance Structure and Composition, p. 43	The roles of the Chairperson, Head and the Executive director are held by different individuals
2-12 Role of the highest governance body in overseeing the management of impacts	ASDE Management, p. 47	
2-13 Delegation of responsibility for managing impacts	ASDE Governance Structure and Composition, p. 44	
2-14 Role of the highest governance body in sustainability reporting	About this report, p. 5 Appendix 2 – Index of Standard Disclosures, p. 59	GM Members are internal stakeholders and confirm, review and approve the Material Topics
2-15 Conflicts of interest	Appendix 2 – Index of Standard Disclosures, p. 59	No process to ensure the conflict of interests currently exists within ASDE Statement on Conflicts of Interest released and taken effect since February 2022. As of December 2024, no conflicts of interest were disclosed to stakeholders
2-16 Communication of critical concerns	Appendix 2 – Index of Standard Disclosures, p. 59	The management communicates critical concerns immediately with the GM, by gathering emergency GM meetings. In 2024, 0 critical concerns were communicated to the GM

GRI 2: General Disclosures 2021

DISCLOSURE	LOCATION	COMMENTS
GENERAL DISCLOSURES		
2-17 Collective knowledge of the highest governance body	ASDE Governance Structure and Composition, p. 44 Appendix 2 – Index of Standard Disclosures, p. 60	ASDE GM consists of sustainable development experts, thus no additional training is considered
2-18 Evaluation of the performance of the highest governance body	ASDE Governance Structure and Composition, p. 44 ASDE Management, p. 49	
2-19 Remuneration policies	Appendix 2 – Index of Standard Disclosures, p. 60	No payment or any other form of remuneration exists for the GM Members, their work is fully voluntary since ASDE is a non-profit organisation and operated pro bono
2-20 Process to determine remuneration	Appendix 2 – Index of Standard Disclosures, p. 60	N/A, no remuneration provided for the GM Members
2-21 Annual total compensation ratio	Appendix 2 – Index of Standard Disclosures, p. 60	N/A, no employees are present in ASDE
2-22 Statement on sustainable development strategy	ASDE Head Message, p. 4	
2-23 Policy commitments	Policy Compliance and Implementation, p. 50 Appendix 2 – Index of Standard Disclosures, p. 60	Vulnerable stakeholder groups are not specifically addressed
2-24 Embedding policy commitments	Policy Compliance and Implementation, p. 50	
2-25 Processes to remediate negative impacts	Policy Compliance and Implementation, p. 50 Appendix 2 – Index of Standard Disclosures, p. 60	Timeframes for grievance procedure: Grievance reception and registration: 2 days Written acknowledgement of receipt: 7 days Assessment and investigation: 10 days Grievance response: 30 days
2-26 Mechanisms for seeking advice and raising concerns	Grievance Mechanism, p. 30 Appendix 2 – Index of Standard Disclosures, p. 60	ASDE consistently gathers insights and addresses concerns regarding its business conduct through various channels, including the Contact Us form, feedback forms following project participation, and messages via social media platforms

GRI 2: General Disclosures 2021

DISCLOSURE	LOCATION	COMMENTS
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GENERAL DISCLOSURES

2-27 Compliance with laws and regulations	Appendix 2 – Index of Standard Disclosures, p. 61	Any situation of non-compliance with Ukrainian legislation or the ASDE Charter is determined as non-compliance. There were 0 accidents of non-compliance in 2024 in any form within ASDE
2-28 Membership associations	Approach to Stakeholders Engagement, p. 29 Appendix 2 – Index of Standard Disclosures, p. 61	ASDE members can be members or maintain positions in any other organisation. It is fully in line with ASDE mission, vision and role
2-29 Approach to stakeholder engagement	Approach to Stakeholders Engagement, p. 29 Appendix 2 – Index of Standard Disclosures, p. 61	ASDE Internal stakeholder groups: 1.Members 2.Management 3.AB Members
2-30 Collective bargaining agreements	Approach to Stakeholders Engagement, p. 29 Appendix 2 – Index of Standard Disclosures, p. 61	The organisation has no employees, thus, working conditions are not applicable
3-1 Process to determine material topics	Key Stakeholders, p. 9 Stakeholder Consultation, p. 10	
3-2 List of Material Topics	Material Topics, p. 11 Appendix 2 – Index of Standard Disclosures, p. 61	

GRI 3: Material Topics 2021

GRI 201: Economic Performance 2016

DISCLOSURE	LOCATION	COMMENTS
GENERAL DISCLOSURES		
3-3 Management of material topic	Financial Performance, p. 54	

GRI 202: Market Presence 2016

201 Economic performance	Financial Performance, p. 54 Appendix 2 – Index of Standard Disclosures, p. 62	ASDE's accounts are dedicated to project funding, with no primary goal as retention of economic value. As of December 31, 2024, ASDE held UAH3,358,962 in its accounts
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GRI 203: Indirect Economic Impact 2016

3-3 Management of material topic	ASDE Market Presence, p. 14	
202 Market Presence	ASDE Projects, p. 22 Appendix 2 – Index of Standard Disclosures, p. 62	The Ukrainian minimum wage, set at 8000 UAH as of 2024, serves as a reference point for compensation considerations

GRI 204: Procurement Principles 2016

3-3 Management of material topic	ASDE Indirect Economic Impact, p. 15	
203 Indirect Economic Impact	ASDE Projects, p. 22 ISA and IFC Partnership, p.26 Appendix 2 – Index of Standard Disclosures, p. 62	ASDE did not yield significant economic impact in 2023

GRI 205: Anti-corruption 2016

3-3 Management of material topic	Procurement Practices, p. 52	
204 Procurement Principles	Procurement Practices, p. 52 Appendix 2 – Index of Standard Disclosures, p. 62	
3-3 Management of material topic	Zero Tolerance for Corruption, p. 17	
205 Anti-corruption	Zero Tolerance for Corruption, p. 17 Appendix 2 – Index of Standard Disclosures, p. 62	

GRI 206: Anti-competitive behaviour 2016

DISCLOSURE	LOCATION	COMMENTS
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GENERAL DISCLOSURES

GRI 308: Supplier Environmental Assessment 2016

3-3 Management of material topic	Statement on Anti-Competitive Behaviour, p. 18	
206 Anti-competitive behaviour	Statement on Anti-Competitive Behaviour, p. 18	No violations or legal actions on any matter were recorded in 2024

GRI 404: Training and Education 2016

3-3 Management of material topic	Procurement Practices, p. 52	
308 Supplier Environmental Assessment	Procurement Practices, p. 53	

GRI 405: Diversity and Equal Opportunity 2016

3-3 Management of material topic	Training and Education, p. 21	
404 Training and Education	ASDE Projects, p. 22 Sustainability Recovery Guidance, p. 23	

GRI 406: Non-discrimination 2016

3-3 Management of material topic	Diversity and Equal Opportunity, p. 20	
405 Diversity and Equal Opportunity	Diversity and Equal Opportunity, p. 20 Appendix 2 – Index of Standard Disclosures,	The remuneration ratio is not applicable since ASDE doesn’t have any registered employees

GRI 407: Freedom of Association and Collective Bargaining 2016

3-3 Management of material topic	Diversity and Equal Opportunity, p. 20	
406 Non-discrimination	Diversity and Equal Opportunity, p. 20 Appendix 2 – Index of Standard Disclosures,	There were no incidents of discrimination in 2024 in ASDE

GRI 409: Forced or Compulsory Labour 2016

3-3 Management of material topic	Approach to Stakeholder Engagement, p. 29	
407 Freedom of Association and Collective Bargaining	Approach to Stakeholder Engagement, p. 29 Appendix 2 – Index of Standard Disclosures,	There are no risks regarding freedom of association or collective bargaining in 2024
3-3 Management of material topic	Diversity and Equal Opportunity, p. 20	
409 Forced or Compulsory Labour	Diversity and Equal Opportunity, p. 20	

GRI 413: Local Communities 2016

DISCLOSURE	LOCATION	COMMENTS
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GENERAL DISCLOSURES

GRI 414: Supplier Social Assessment 2016

3-3 Management of material topic	Our Approach (Our Communities), p. 32	
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413 Local Communities	Stakeholder Interaction, p. 32	
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GRI 415: Public Policy 2016

3-3 Management of material topic	Procurement Practices, p. 53	
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414 Supplier Social Assessment	Procurement Practices, p. 53	
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GRI 417: Marketing and Labelling 2016

3-3 Management of material topic	Policy Compliance and Implementation, p. 51	
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415 Public Policy	Policy Compliance and Implementation, p. 51	
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3-3 Management of material topic	Marketing and Labelling, p. 19	
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417 Marketing and Labelling	Marketing and Labelling, p. 19 Appendix 2 – Index of Standard Disclosures, p. 19	No compliance assessments were conducted in 2024
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Appendix 3 – The Advisory Board Presence on Meetings

	MONTH			
	23.02	10.05	23.08	29.11
Yevgeniya Afanasenko		+	+	+
Oleksandr Kycherenko		+	+	+
Bohdan Vykhov		+	+	+
Garry Sotnik		+	+	
Alina Sokolenko	+	+	+	+
Iryna Papusha	+	+	+	+
Dariusz Prasek	+	+	+	+
Viktoriya Mykhalyo		+	+	+
Serhiy Porovskyy		+	+	+
Olena Maslyukivska	+	+	+	
Tatjana Gerling	+	+	+	

UntilJoining

Resignation

Appendix 4 – ASDE Members



**Florian
Andrews**



**Vladislav
Antypov**



**Volodymyr
Anufriiev**



**Yevgeniya
Afanasenko**



**Maxim
Babayev**



**Ksenia
Bahrii**



**Oleh
Bykh**



**Bozhena
Bilousova**



**Hrystyna
Biliakovska**



**Nataliia
Burlachenko**



**Kateryna
Chechulina**



**Ruslan
Chorny**



**Oksana
Cooper**



**Andriy
Demydenko**



**Yevhenii
Deineko**



**Yevgenii
Dovgaliuk**



**Stanislav
Dubko**



**Andrii
Hnap**



**Mykola
Horbakha**



**Olena
Horbachova**



**Oleksandra
Humenna**



**Viacheslav
Ivanenko**



**Ivan
Koriakin**



**Nataliia
Koroliova**



**Yevhen
Kryshchuk**



**Olena
Kukhtina**



**Viktoriia
Kyrychenko**



**Marta
Liakh**



**Yuliia
Lohvynenko**



**Rostyslav
Lukach**



**Anna
Meleganych**



**Andriy
Melnyk**



**Tetiana
Melnyk**



**Valerii
Mikhailovskiy**



**Viktoriya
Mykhailo**



**Andrii
Oleniuk**



**Ihor
Olekhov**



**Oksana
Prydybailo**



**Oksana
Prosolenko**



**Viktoriya
Protsenko**



**Yevhen
Reikin**



**Koen
Roest**



**Steven Peter
Rowan**



**Sofia
Shutiak**



**Oksana
Siedashova**



**Hanna
Siroshstan**



**Olena
Skuibida**



**Alina
Sokolenko**



**Valeriy
Sokolenko**



**Svitlana
Strapchuk**



**Oleksandr
Sushchenko**



**Olena
Tarasova-
Krasiieva**



**Nataliia
Tiron-
Vorobiova**



**Olha
Varchenko**



**Mariia
Vasylets**



**Olesya
Vershyhora**



**Annis
Zakharova**



**Anna
Zhovtenko**



**Olga
Zhminko**



**Martin
Bjerregaard**