



TEGOS

TEGOS Law Firm

Sustainability Report 2025-2026

Latvia

About TEGOS

TEGOS is one of the largest commercial law firms in the Baltics, with **over 30 years** of experience in the market. The legal services we provide meet high professional standards. We strive to understand each client's needs and provide tailored solutions at a fair and reasonable price.

TEGOS combines in-depth local knowledge with professional cross-border capabilities. Our work is based on a clear structure and strategic legal guidance that helps clients make bold and well-considered decisions – even in complex situations.

Today, TEGOS brings together **more than 200 lawyers across the Baltic states**, offering comprehensive services and an understanding of the specific needs of various industries to promote business growth and long-term success.

In 2026, TEGOS got awarded as the **Baltic Law Firm of the Year in the Women in Business Law Awards** celebrating excellence and innovation across the legal sector from today's leading women lawyers. Moreover, partner Linda Štrause was awarded as the **Lawyer of the Year in Real Estate** for the whole CEEMEA region.

Our approach

➤ Full-service expertise

Interdisciplinary expertise across the Baltics to solve complex matters

Direct contact with local partners for country-specific issues

➤ Local and international teams

Seamless processes across the Baltics and on a country level

Single contact for coordinated and unified advice when needed

Backup contact for timeliness and responsiveness

Local team leader for specialised advice

➤ “Four eyes” principle

Thorough review of all matters

Prioritisation of Conflict of Interest (COI) avoidance

Our values and principles

➤ Candid communication

We communicate openly and respectfully, building trust through honesty, active listening, and mutual support. We listen actively and value diverse perspectives so that everyone feels heard.

➤ Partners for progress

We act as one team, take ownership, and deliver with professionalism – always focused on creating value for our clients. We go beyond legal expertise, understanding our clients' needs to help their businesses succeed.

➤ Empowering growth

We foster continuous learning, embrace innovation, and empower our people and clients to drive meaningful growth. We stay creative and agile, solving complex problems with confidence.

Leading position

INTERNATIONAL RECOGNITION

60+

Award-winning partners

INTERDISCIPLINARY EXPERTISE

210+

Experienced lawyers

TRULY INTERNATIONAL

5,000+

Regional and international clients



Legal500



Women in Business Law Awards 2026

At the awards ceremony in London, TEGOS received two recognitions. The firm was named **Baltic Law Firm of the Year**, and partner Linda Štrause was awarded **Lawyer of the Year in Real Estate across the CEMEA region**.

This award highlights firms that actively support diversity, inclusion, and the advancement of women in the legal profession.

We are proud that so many talented women lawyers are part of our firm, and that their work and leadership are a natural part of who we are at TEGOS. For us, equality is about more than pay. It is also about making sure people have equal opportunities, the right support, and the flexibility they need to thrive.

As head of the Real Estate practice, **Linda Štrause** brings people together, supports the development of younger colleagues, and leads with clarity and trust. She is also actively involved in pro bono work, contributing to children's welfare initiatives and cultural projects in Latvia.



TEGOS Sustainability Strategy

Sustainable development is an integral part of TEGOS operations. As a law firm, we not only recognise our role in promoting sustainability, but we also actively engage to support our clients on their journey toward more responsible and sustainable business practices.

Our goal is to integrate environmental, social, and governance (ESG) principles into both our day-to-day operations and our long-term strategy, ensuring transparent and structured communication about our progress in this area.

When preparing our sustainability reports, we rely on **internationally recognised standards**, such as the guidelines of the European Financial Reporting Advisory Group (EFRAG), which enable us to provide concise and transparent information about our achievements and future plans. This approach helps us not only to reflect on what we have accomplished, but also to set clear goals for future development.

We are committed not only to responding to regulatory requirements and market trends, but also to **setting an example of sustainable and ethical practices** in the Baltic region and beyond.

Open communication with customers, colleagues, and business partners is our priority, so that together we can promote positive change and responsible business practices.

TEGOS Priorities

- In 2025, TEGOS made a concerted effort to strengthen sustainability principles at all levels of the law firm's operations. This year, we have made a special effort to ensure that the values of responsible business and sustainability become an integral part of our daily practices. We are developing **employee well-being programmes** and have strengthened our team's understanding of the importance of ethical, inclusive, and transparent business practices.
- TEGOS sustainability priorities for 2025 included **improving burnout risk management**, promoting gender balance at the partner and management levels, and educating employees on cybersecurity and the use of artificial intelligence tools. We deliberately base our development on the **UN Sustainable Development Goals**, focusing particularly on the five where our contribution is most significant.
- At TEGOS, sustainability is not merely about compliance with regulatory requirements – it is our long-term commitment to being **a driver of positive change in the legal and business environment**. We are actively building a responsible practice based on values, transparency, and collaboration with our clients, colleagues, and the community.

Our People



Pro-Bono and Charity

- We support **SOS Children's Villages Latvia** and also organise an annual golf tournament that brings together the Baltic legal community gathering donations for SOS Children's Villages Latvia.
- We provide legal support to the **Imants Ziedonis Museum Fund** on AI and ethics, including an initiative involving synthetic voice technology.
- We donate annually to **HospissLV**, supporting the "**Hospiss Māja**" social enterprise to improve hospice and palliative care.
- We collaborate with the **University of Latvia Faculty of Law** to support the next generation of legal professionals through practical training.

Working with students

- We support **Prof. K. Čakste's Civil Law Simulation**
- We support **Prof. K. Dišlers Moot Court Competition** in constitutional law
- We support **Vis Riga Pre-Moot** and the **Riga Arbitration Symposium**
- In October 2025, Ivars Grunte, managing partner at TEGOS, signed the **Memorandum to Support Excellence in Jurisprudence** in collaboration with the University of Latvia and the University of Latvia Foundation.
- Katrīna Salmgrieze, attorney at law at TEGOS, **regularly coaches student moot court teams** to prepare them for competitions.
- We are introducing students to office work in collaboration with **ELSA** and high school students as part of the **Shadow Day**.
- We offer summer internships as well as opportunities for **flexible working hours**, allowing students to combine their education with the acquisition of practical skills.
- We participate in and support the student essay contests organized by the publication "**Jurista Vārds**".
- We collaborate with the **Legal Practice and Assistance Centre** of the Faculty of Law.
- We are partnering with the **University of Latvia Foundation** to support Latvian students' participation in international moot court competitions.

Social Responsibility

TEGOS considers employee well-being, professional development, and community engagement to be essential components of sustainability. That is why we are implementing the following initiatives:

- **Mentoring programme for new employees**
Mentoring program for new employees
TEGOS offers a structured mentoring program to help new colleagues adapt more quickly, develop their professional skills, and receive support from experienced experts.
- **Tracking and analysis of pro bono work**
We regularly track and analyse our pro bono projects to provide legal assistance to the public and strengthen our social contribution.
- **Employee well-being initiatives**
We offer hybrid work options, wellness programs, and an inclusive work environment to promote physical and mental well-being, as well as a healthy work-life balance.
- **Collaboration with local communities and donations**
TEGOS participates in local initiatives, supports community projects, and makes donations to promote community development and social well-being.

Environmentally Friendly

TEGOS is aware of its impact on the environment and is implementing specific measures to reduce its ecological footprint and promote sustainable practices:

- **Waste sorting and reduction**
The office has implemented a waste sorting system to minimize the amount of unsorted waste and promote recycling .
- **Tracking and reducing paper consumption**
We are implementing paper consumption tracking and the use of digital solutions to reduce printing volumes and promote a paperless work culture.
- **Environmentally friendly procurement and suppliers**
TEGOS selects suppliers and products that adhere to sustainability principles, such as eco-friendly materials and certified services, giving preference to local manufacturers in order to reduce the environmental impact of transportation.
- **Energy efficiency measures**
The office has implemented energy-efficient solutions, such as LED lighting and optimized heating and ventilation, to reduce energy consumption .
- **Everyday eco-friendly practices, such as:**
 - recycling coffee grounds,
 - use of eco-friendly materials,
 - compliance with the bottle deposit system,
 - promoting vegetarian lunches among employees.

Governance

- TEGOS management team consists of partners who oversee the main practice groups and participate in strategic decision-making.
- The administrative team ensures office support, human resources management, financial accounting, marketing, and business development. Regular meetings and transparent communication promote sustainability and effective operations.

Administrative functions

- Marketing and Business Development
- Office Administration
- Finances and Accountancy
- Human Resource Management

Practice groups

- Dispute Resolution
- Corporate & Commercial
- Corporate and M&A
- Tax
- Employment Law
- Competition and EU
- Banking and Finance
- Intellectual Property
- Real Estate

Information on TEGOS
legal expertise areas
and industry
specialisation is
available on our
website

[Here](#)

Sustainability-related Legal Advice



TEGOS provides pro bono legal support for the activities of the **Foundation Viegli**, including to the museums of Imants Ziedonis and Vilhelms Purvītis established by it.

Our team advised on regulatory issues related to the removal of pieces of art and antiques from Latvia and return thereof. We also assisted in preparing the documents for establishing legal relationship with the German museum.



AS Latvenergo has acquired shares in SIA Laflora Energy to build a wind power plant with a total capacity of 108.8 MW in the former peat extraction area of Kaigu Bog in Līvberze County.

the reinforced concrete parts of the towers will be manufactured locally in Latvia. Significantly, this technology reduces the carbon footprint by almost 40% compared to steel towers of the same length.



TEGOS provides full scope legal assistance to **Fibenol** in development of a commercial-scale biorefinery plant in Latvia to be based on its patented market-ready Sunburst technology.

Biorefining is a type of timber processing that focuses on converting biomass into functional biomaterials, offering sustainable alternatives to petroleum products.

Sustainability-related Legal Advice



TEGOS assists **AS Eco Baltia**, the largest environmental resource management and recycling company in the Baltics, with its plan to acquire SIA Eko Osta. The target is the leading company in Latvia in collection and recycling of environmentally harmful and hazardous waste, thereby ensuring expansion of the company's activities and range of environmental services. In addition, we supported the client in entering the bond market.



TEGOS regularly assists various clients **with the development of wind energy projects in the Baltic States**, providing legal support for the planning, acquisition, and financing of new wind farms, as well as the expansion of existing projects. Our work helps clients develop renewable energy capacity in a safe and compliant manner, thereby promoting emissions reductions and a sustainable energy supply system throughout the region.



TEGOS advises LMT on the IoT product development process, providing strategic recommendations on comprehensive protection across all aspects of intellectual property – from patents and designs to copyrights and trademarks. This ensures that the product's technological and commercial value is protected both domestically and internationally.

Leaders of our Sustainability team



Agnese Hartpenga

Partner

Head of Energy Practice Group



Linda Štrause

Partner

Head of Real Estate Practice Group



Aija Kreicberga

Senior Associate

Real Estate Practice Group



Elīna Lesničenoka

Associate

Energy Practice Group

We can help

Sustainability – more than just a trend; it is a necessity

TEGOS helps companies integrate sustainability principles into their daily operations by providing:

- **Regulatory compliance** – consulting on ESG requirements and legal risks
- **Strategic approach** – incorporating sustainability goals into the company's development plan
- **Risk mitigation** – legal solutions that protect reputation and financial stability
- **Partnership** – together we build a responsible and competitive business

Contact your
TEGOS expert

Here