

Sustainability Report 2025



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If you have any questions on the report, please feel free to contact the authors or any of the firms listed for further advice.

Disclaimer

Kreston Albania is a business consulting services provider with careers available in Financial Services, including Auditing and other Assurance services, Accounting and Tax services, Legal services, Employee Management services, including Benefits & Insurance, and a wide range of other advisory services. Since December 2014, Kreston Albania has been part of the Kreston Global Network. Based on latest publication of Public Oversight Board in Albania, Kreston Albania has been ranked the 3rd largest company among auditing companies. Find out more at www.kreston.al.

Dear Stakeholders,

I am pleased to present Kreston Albania's 2025 Sustainability Report reflecting another year of steady progress in how we approach responsibility and long-term impact.

At Kreston Albania, sustainability is closely tied to the way we think, lead, and operate. Throughout 2025, we have continued to reinforce this mindset by building on our existing initiatives and integrating them more naturally into our everyday work and culture.

What stands out this year is not only the continuity of our efforts, but the way they have taken shape through more intentional actions and experiences. Whether through supporting our people, strengthening relationships within our community, or refining how we operate as a firm, our focus remains on creating meaningful and lasting value.

We see sustainability as an ongoing responsibility, one that requires both consistency and a shared sense of purpose. It is through this approach that we aim to contribute, step by step, to a more balanced and responsible way of doing business.

As we look ahead, we remain committed to growing with intention and continuing to lead in a way that reflects our values.

Thank you for your continued trust and support.

Sincerely,

Ljubica Llukaj

Strategic Partner
Transformation | Innovation | People
Kreston Albania



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Transformation | Innovation | People



ESG Strategy

Environmental, Social, and Governance (ESG) principles continue to shape how we approach sustainability and responsibility at Kreston Albania.

In 2025, our focus has been on ensuring that these principles are not treated as standalone initiatives, but as a natural part of how we work and make decisions. We see ESG as an ongoing commitment, one that evolves alongside our firm and the environment in which we operate.

Our approach remains grounded in a people-centered leadership philosophy supported by a clear and structured framework. This perspective guides how we build our culture and create value for those we work with.

We continue to align our efforts with the United Nations Sustainable Development Goals, as well as the broader direction set by Kreston Global. This alignment ensures that our actions are consistent with global standards while remaining relevant to our local context.

Our Pillars

Our People | Our Clients | Our Community



**How we work matters
as much as what we achieve.**

**ESG helps us stay intentional
in both — for our people,
our clients, and our community.**

The United Nations' Sustainable Development Goals (SDGs), also known as the Global Goals, are a set of 17 interconnected objectives designed to be a "blueprint to achieve a better and more sustainable future for all". They were adopted by all United Nations Member States in 2015 and aim to be achieved by 2030.

In alignment with Kreston Global, our ESG Strategy addresses the following goals.

Goal 3 / Good health & Well-being

Goal 4 / Quality Education

Goal 5 / Gender Equality

Goal 8 / Decent Work and Economic Growth

Goal 10 / Reduced Inequality

Goal 12 / Responsible Consumption and Production

Goal 17 / Partnerships for the Goal



Our main objective



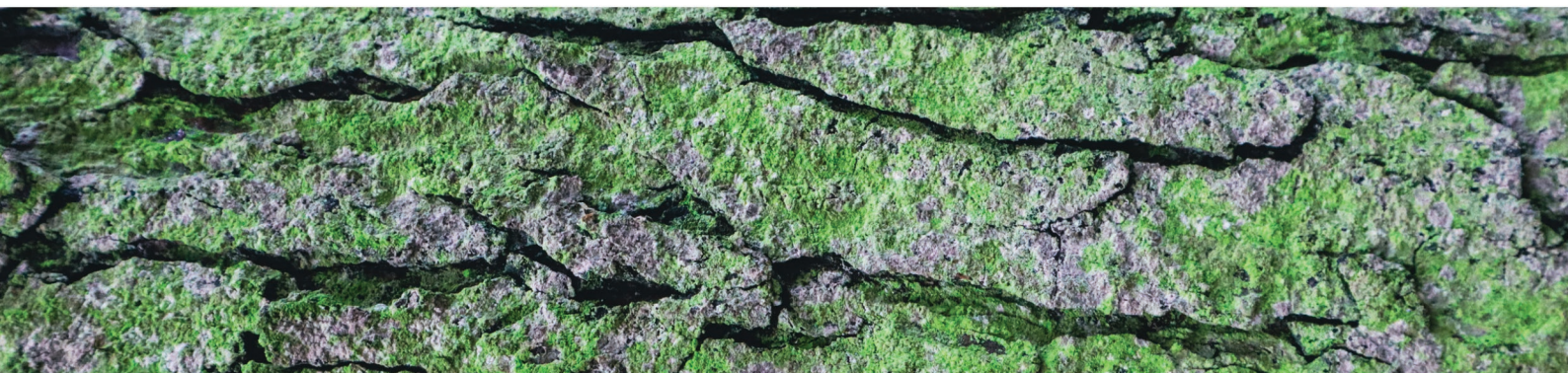
Through an ethical, open and fair approach in all we do, we intend to promote responsible and sustainable thinking, all in promoting equal opportunities and making a positive impact in our community.

ESG Committee



Our ESG Strategy is focused on delivering meaningful impact through responsible operations and a strong investment in our people. Its execution depends on engagement across the firm, ensuring that sustainability is consistently reflected in how we operate.

The ESG Committee plays a central role in this process, overseeing implementation, tracking progress, and maintaining alignment with our strategic priorities. Throughout 2025, the committee has continued to operate with clear accountability and focus, supporting the consistent integration of ESG across the organization.



ESG Initiatives

As part of our continued commitment to our ESG Strategy, Kreston Albania has further strengthened its initiatives, embedding sustainability into everyday operations while expanding their impact across people, environment, and community.

Responsible Operations

The tagline **"Our Planet. Our Heritage."** remains present across our communication and client touchpoints, reinforcing our environmental responsibility.

We have maintained our use of eco-friendly stationery, alongside structured monitoring of waste, water, and energy consumption, supporting more efficient resource management.

Our journey toward Net Zero continues through consistent actions, In 2025, this included a plant donation initiative in a local school - "Shkolla 9-vjeçare Mihal Grameno" for Earth Day, where our team contributed to creating a greener and more engaging environment for students.

Beyond its environmental value, the initiative reflected our intention to connect sustainability with education and community impact—encouraging awareness and responsibility from an early stage.

Our eco-friendly office spaces and sustainable website infrastructure remain key elements in reducing both our physical and digital footprint, combining efficiency with improved employee and client experience.



Each step we take builds on the last, shaping a more conscious way of working and contributing to the world around us.

ESG

Initiatives

People & Culture

Employee well-being and engagement continue to be central to our culture, evolving from structured programs into more meaningful, shared experiences.

A key highlight was the **"Shift 2025" staff retreat**, which brought the entire team together in a dedicated space for reflection and alignment. The retreat served as an opportunity to strengthen connections, reinforce our values, and create a shared vision for the way we work and grow as a firm. It stands as a clear expression of our "Lead by Heart" mindset—placing people, trust, and collaboration at the center of our culture.

Alongside this, we continued to invest in everyday well-being through our **"Healthy Thursdays"** initiative and monthly wellness blog, supported by targeted actions such as the health-focused seminar with a specialized medical professional on preventive health for the Pink October Awareness Campaign.

Throughout 2025, **we also placed strong emphasis on connection, recognition, and personal development**, bringing our teams together through a series of thoughtfully designed experiences, including:

- Mentorship and connection initiatives such as "Tea Time with Partners" for Employee Appreciation Day
- Appreciation-driven moments such as the "Corridor of Love" for Saint Valentine
- Shared cultural and team experiences, including a special cooking class to rediscover Albanian cuisine for International Women's Day

Recognition remained an important part of our culture, reflected through:

- Birthday initiatives and experience-based gifts that encourage rest and enjoyment (cooking classes, padel, bowling)
- End-of-year traditions, including Secret Santa and special gifts for employees' children

Together, these initiatives reinforce a culture built on care, recognition, and continuous personal and professional development.



ESG Initiatives

Community & Inclusion

Our commitment to the community remains consistent, with a focus on meaningful, participatory initiatives.

In 2025, we continued our annual blood donation campaign, supporting national health needs and raising awareness.

We also contributed to social inclusion by:

- Supporting Down Syndrome Albania awareness initiatives
- Engaging in career development activities, including participation in the University of Tirana Career Day

Our commitment to diversity and inclusion remains reflected in our workforce, with a strong female representation and continued support through flexible policies and development opportunities.

We continue to invest in future talent through internships and academic collaborations, helping young professionals transition into the workforce.

At the same time, we maintain our focus on client and community relationships through thoughtful initiatives such as end-of-year gifts, including the "Zen in Business" notebook, reflecting our philosophy of mindful and balanced growth.



Zen in Business

Why your wellbeing is a business asset

Modern business moves fast. Expectations are high, decisions are complex, and the pressure to deliver results is constant. It's no surprise that a significant number of business professionals report high levels of stress and fatigue. Yet one truth holds across every industry:



“

What you do makes a difference, and you have to decide what kind of difference you want to make.

Jane Goodall

As we move into the next phase of our journey, Kreston Albania remains committed to strengthening its approach to sustainability and responsible growth. The progress achieved so far provides a solid foundation, but we recognize that sustainability requires both consistency, and the ability to evolve.

In the period ahead, we will continue to deepen the integration of ESG across the firm, with a particular focus on internal awareness and capability-building. Expanding our firmwide training initiatives will remain a priority, ensuring that our people are equipped to contribute meaningfully to our long-term objectives.

Our commitment to employee well-being will continue to evolve, building on existing initiatives through new formats and experiences that support both personal and professional development.

At the same time, community engagement will remain a key pillar of our efforts. We aim to further strengthen our connections with local institutions, start-ups, and academic partners—contributing to a more dynamic and inclusive business environment

We will also continue to take a measured approach to environmental responsibility, focusing on improving how we monitor, manage, and reduce our impact over time.

Across all areas, we remain committed to fostering a culture that values inclusion, opportunity, and long-term development, ensuring that our growth as a firm is aligned with the broader needs of society.

Looking ahead, our focus remains clear: to continue leading with intention, strengthening what we have built, and contributing—step by step—to a more sustainable and resilient future.

Thank you for your continued trust and support.



**Sustainability is shaping the way forward.
Through our journey, we hope to encourage
others to move forward with intention and
contribute to a more sustainable world.**



About Kreston Albania

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About Kreston Global

Kreston Global is one of the world's largest accounting networks, representing more than 150 independent firms in more than 110 countries around the world. Currently the 13th largest global accountancy network, Kreston firms advise both businesses and individuals on the full spectrum of accountancy and advisory needs, wherever in the world they happen to do business. With more than 27,500 dedicated professionals and a powerful community-based culture, Kreston celebrated its 50th anniversary in 2021.

Visit us at
www.kreston.al



Street "Muhamet Gjollesha",
Godina "Qendra Tregtare Ring",
Shkalla 2, Kati 6, Ap. 6,
Tirana, Albania

+355 44 50 42 81