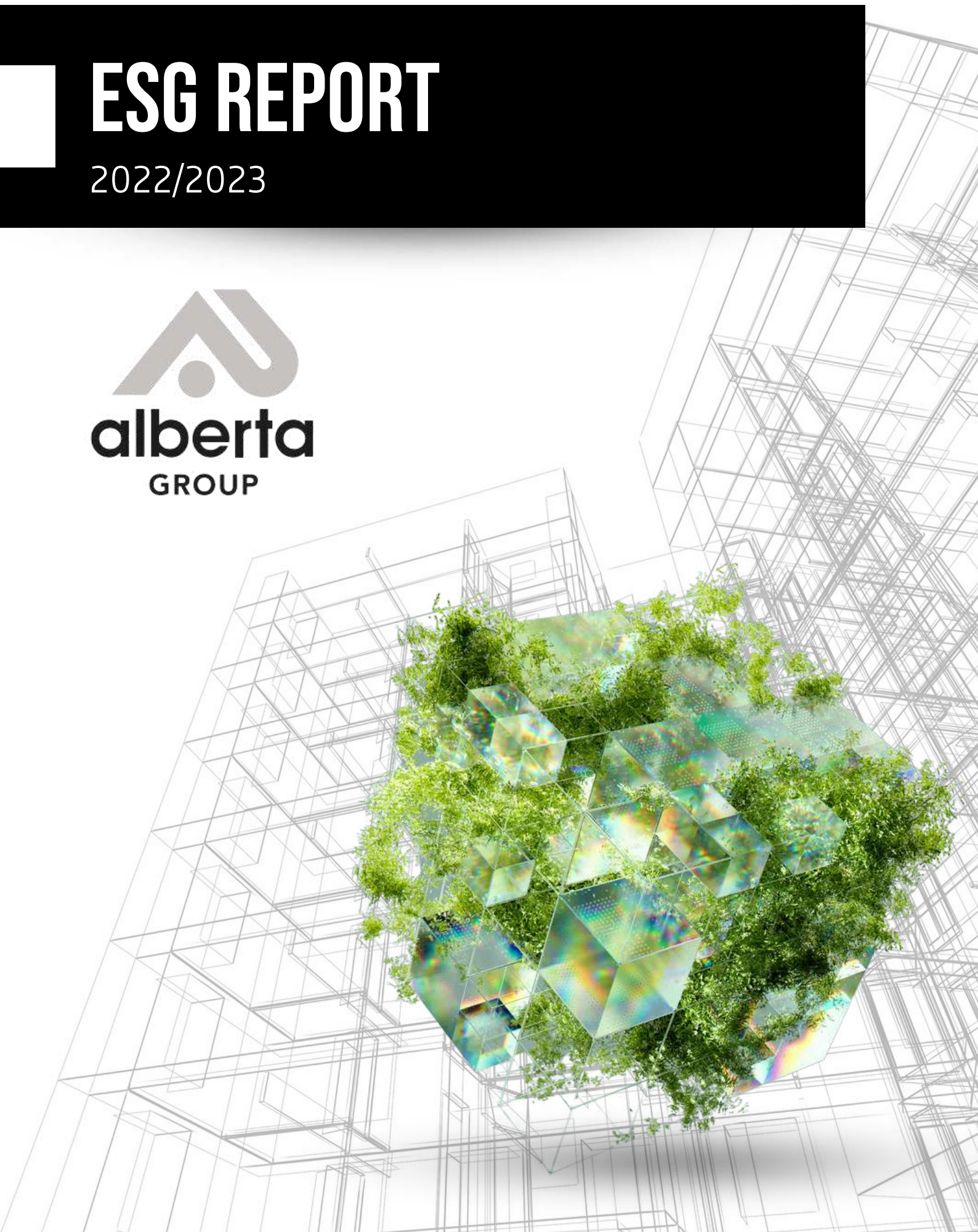


# ESG REPORT

2022/2023



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# ALBERTA GROUP: A VISION OF SUSTAINABLE LEADERSHIP

## A LEGACY OF EXCELLENCE AND INNOVATION

As we unveil this Environmental, Social, and Governance (ESG) report, Alberta Group reflects on its role as an industry leader, celebrated for our dedication to excellence and innovation. Our success is rooted in the dynamic synergy of our skilled workforce and our strategic alliances with premier brands, which enhances our global network of partners and associates. At the core of our operations is a client-centric ethos, where understanding and meeting the unique needs of our clients with tailored, impactful solutions is paramount. Our people are the heart and soul of our operations and the reason we prioritise safety in everything we do. At Alberta, we foster a collective mindset that safely begins with each individual.

## ADHERENCE TO THE EUROPEAN SUSTAINABILITY REPORTING STANDARDS

In our commitment to transparency and accountability, Alberta Group adheres to the European Sustainability Reporting Standards (ESRS) within this ESG report. These standards guide us in providing a clear and comprehensive account of our sustainability practices and impacts. By aligning our reporting with ESRS, we ensure that our stakeholders—ranging from clients and partners to team members and the wider community—receive a consistent, reliable, and easily understandable depiction of our sustainability efforts.

## STRATEGIC ALLIANCES AND CLIENT-CENTRIC SOLUTIONS

Alberta Group is recognised not just for our innovative spirit but also as a catalyst for growth and a frontrunner in advanced engineering and design. Our commitment to forging strategic partnerships enriches our industry-specific knowledge and operational acumen, setting new standards in our field.

## UNITING EXPERTISE FOR GLOBAL IMPACT

This report also shines a light on the integral parts of Alberta Group: Alberta, ISTC, and PT Matic. Each entity upholds our collective values and ambitions, showcasing a legacy of achievements that underscore our position as a global partner of choice. Through the collaborative efforts of our companies, we demonstrate not only our multifaceted expertise but also our commitment to sustainability, governance, and social responsibility, making us a preferred partner worldwide.

“While this report highlights the big picture of Alberta Group's achievements, as an installer, I understand the importance of everyday contributions. Each task, each project, collectively contributes to the overall success and commitment to excellence highlighted in this report. It's gratifying to see my daily work contributing to this larger impact.”

Alexandru Sinchevici - Senior ELV Installer, Alberta



Alexandru Sinchevici - Senior ELV Installer, Alberta

# ALBERTA GROUP MILESTONES



2022



2023



2022



2023





# ALBERTA GROUP MILESTONES



2022



2023



2022



2023



## INTERNATIONAL FOOTPRINT



### CROSS-CONTINENTAL EXPANSION: ALBERTA GROUP IN MEA

The Alberta Group's international footprint extends across strategic regions, showcasing our global presence and commitment to serving diverse markets. With robust operations in Malta, our reach spans to Libya, Kuwait, Egypt, Iraq, Qatar, and throughout East Africa. This geographical diversity amplifies our ability to tap into varied market dynamics and reinforces our capacity to influence and adapt to different economic landscapes.

# STRATEGIC IMPACT ON SUSTAINABLE DEVELOPMENT GOALS (SDGS)

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PARTNERSHIPS FOR THE GOALS



# ENVIRONMENT

## STRATEGIC IMPACT ON SUSTAINABLE DEVELOPMENT GOALS (SDGS)

### 6 CLEAN WATER AND SANITATION



#### ACHIEVING REMARKABLE WATER EFFICIENCY GAINS IN 2023

Alberta is committed to sustainability and efficient resource management. We are pleased to report a marked improvement in our water usage efficiency. In 2022, the water consumed per unit of revenue was recorded at 0.05 ltr. Through strategic enhancements in our water management systems, this ratio was reduced to 0.04 ltr in 2023.

PT Matic has reached a significant milestone in its water efficiency efforts. In 2022, our water consumption per unit of revenue was 0.01 ltr, which we have successfully reduced to zero in 2023. This remarkable achievement underscores PT Matic's commitment to sustainability and highlights our leadership in environmental conservation within the industry.



### 7 AFFORDABLE AND CLEAN ENERGY



#### 48 LIGHT SENSORS WERE INSTALLED AT ALBERTA HEAD OFFICE

By leveraging technology to automatically adjust lighting based on occupancy and daylight, we are actively supporting the global transition towards more sustainable energy consumption patterns.





# ENVIRONMENT

## STRATEGIC IMPACT ON SUSTAINABLE DEVELOPMENT GOALS (SDGS)

### 12 RESPONSIBLE CONSUMPTION AND PRODUCTION



21

### HYBRID VEHICLES IN OUR FLEET

The adoption of hybrid vehicles represents a pivotal shift towards more fuel-efficient and energy-saving transportation options within our operations. Starting off with 11 eco-friendly vehicles in 2022, our fleet accounts for 21 hybrid vehicles as of 2023.

56%

### REDUCTION IN GENERATED WASTE

The total waste generated by Alberta decreased dramatically from 31,148 kg in 2022 to 13,821 kg in 2023, indicating a strong effort and successful implementation of waste reduction strategies. Additionally, the proportion of non-recycled waste decreased substantially from 68% in 2022 to 37% in 2023, reflecting an enhanced focus on recycling and effective waste management practices.



Horace Fava - Mechanical Servicing Manager

**“ Waste from fire extinguishers poses a significant environmental challenge if not managed properly. At Alberta, we address this issue by repurposing foam waste from fire extinguishers into training materials at ISTC. ”**

Horace Fava

### 13 CLIMATE ACTION



18%

### DECREASE IN TOTAL ENERGY CONSUMPTION

Guided by the ISO 14001:2015 standard for environmental management systems. In 2023, Alberta successfully streamlined its carbon output, trimming down emissions from direct operations (Scope 1) from 245,883 kgCO<sub>2</sub> to 195,884 kgCO<sub>2</sub>, and emissions from energy procurement (Scope 2) from 81,139 kgCO<sub>2</sub> to 76,896 kgCO<sub>2</sub>. This advancement subtly underscores our dual approach: refining our direct activities and enhancing our energy sourcing strategies.

**A DECREASE OF 20% IN GROSS SCOPE 1 EMISSIONS REPORTED IN 2023.**

**A DECREASE OF 5% IN GROSS SCOPE 2 EMISSIONS REPORTED IN 2023.**



## SOCIAL

### STRATEGIC IMPACT ON SUSTAINABLE DEVELOPMENT GOALS (SDGS)

#### 3 GOOD HEALTH AND WELL-BEING



**"A GREAT SAFETY CULTURE: WHEN PEOPLE CONTINUE TO WORK SAFELY, AND DO THE RIGHT THING, EVEN WHEN NO ONE IS WATCHING."**

Our strategy for workplace health and safety is founded on these core principles:

- Safety is a collective responsibility embraced by all team members and championed by leadership.
- Utilising leading lagging indicators to pinpoint potential risk areas and prevent injuries over time.
- Ensuring workplace safety through consistent operating discipline and focus.
- Providing adequate resources required for the successful implementation of OH&S policy as well as any other documented systems that may be created from time to time.
- Augmenting a systematic approach to incident reporting and investigation with the scope of disseminating lessons learnt and drive a continuous improvement process. Health and Safety performance shall be periodically evaluated against set targets and benchmarks.
- Establishing clearly defined communication channels so that consultation can be carried out directly with team members or through their representatives, on all matters affecting occupational health and safety.

**1:23**

#### IS THE RATIO OF TRAINED FIRST AIDERS TO HO TEAM MEMBERS

At Alberta Group head office, the health and safety of our team members and visitors are of paramount importance. A crucial element of our safety strategy is maintaining an adequate number of trained first aiders. By the end of 2023, our head office, which accommodates 138 team members, boasted 6 trained first aiders. This equates to a ratio of 1 trained first aider for every 23 team members, far surpassing the legally required ratio of 1:100. Our first aiders receive regular training to remain up-to-date with the latest first aid practices, ensuring they are well-prepared to handle any emergencies that may arise.

**1:14**

#### IS THE RATIO OF TRAINED FIRE WARDENS TO HO TEAM MEMBERS

In addition to our first aiders, maintaining an adequate number of trained fire wardens is another critical element of our safety strategy. By the end of 2023, our head office boasted 10 trained fire wardens. This equates to a ratio of 1 trained fire warden for every 14 team members.

While there is no legal requirement for fire wardens, we ensure that we have a sufficient number to enhance our emergency preparedness and response capabilities at all times.

## **100% OF ALBERTA'S TEAM MEMBERS UNDERTAKE HEALTH & SAFETY TRAINING**

We've ensured that every member of our team—both on-site and office-based has undergone comprehensive health and safety training, achieving a 100% participation rate. This reflects our holistic safety approach, aligned with our ESG principles, which demonstrates our commitment across all operation levels.

# SOCIAL

## STRATEGIC IMPACT ON SUSTAINABLE DEVELOPMENT GOALS (SDGS)


3

GOOD HEALTH AND WELL-BEING




80%


COVERAGE OF GYM MEMBERSHIP PER TEAM MEMBER



Recognising the pivotal role of physical health in the overall well-being of our workforce, we encourage our team members to maintain their physical health through the provision of gym memberships. This initiative underscores our unwavering commitment to the welfare of our team.



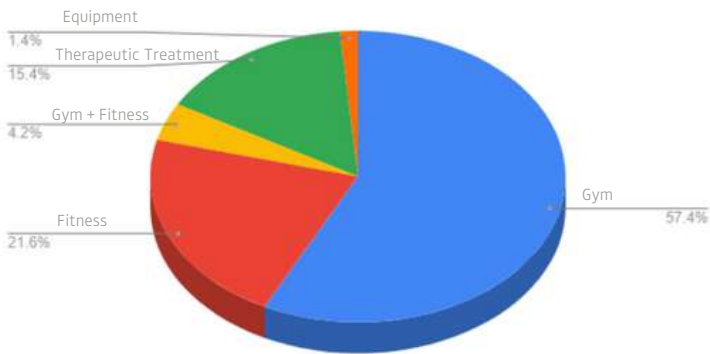
Our advanced fleet management system diligently monitors **driving behaviour**, thereby enhancing the safety of our personnel while on the roads.



Underpinning our dedication to the physical health of our team is our group-wide **health insurance coverage**, which includes **flu vaccinations** and **VDU eye tests**. This holistic approach to healthcare serves as a testament to our commitment to the well-being of our team members.




In our pursuit of ensuring preparedness for health emergencies, we provide comprehensive **first aid and emergency training** at the International Safety Training College. This initiative equips our personnel with the requisite knowledge and skills to respond effectively to any health-related crisis within the group's premises and on field.



Team Members Enrollment Breakdown for Gym Coverage Plan

## MENTAL HEALTH AND COMMUNITY WELL-BEING



In line with our dedication to community well-being, we have formed a strategic partnership with the **Richmond Foundation**, a centre providing psychological support services. Through this alliance, we offer essential assistance to our team members facing challenges related to well-being.



Furthermore, we have implemented a Feedback Mechanism, impeccably overseen by an esteemed psychology professional. This confidential channel provides our dedicated staff with a secure space to articulate their well-being concerns, ensuring that their voices are heard and their needs are addressed.



To foster an inclusive culture, we curate a diverse range of social events. These gatherings, spanning children's parties and holiday celebrations, play a pivotal role in cultivating a cohesive and supportive community spirit among our team members. Additionally, Alberta Group's team-building activities have proven to strengthen teamwork and interpersonal skills, promoting a healthier, more unified workplace.

# SOCIAL

## STRATEGIC IMPACT ON SUSTAINABLE DEVELOPMENT GOALS (SDGS)

### 11 SUSTAINABLE CITIES AND COMMUNITIES



## OUR CORPORATE SOCIAL RESPONSIBILITY INITIATIVES



### FOSTERING INCLUSIVITY AND COMMUNITY THROUGH SPORTS

As part of our Corporate Social Responsibility (CSR) initiatives, we collaborated with Hamrun Hanin to support various community-focused projects. We believe that sports are for everyone, and through this partnership, we aim to foster a sense of community and inclusiveness, demonstrating our commitment to making a positive impact and advancing social causes that align with our values.



### SUPPORTING ANIMAL WELFARE AT A LOCAL DOG SHELTER

Our commitment to animal welfare is exemplified through our collaboration with the Association for Abandoned Animals. Our dedication to animal welfare is highlighted by our support for the Association for Abandoned Animals. This year, we made a generous donation of essential food supplies and provided hands-on care, ensuring the animals receive the attention and love they need. Our team volunteered numerous hours to assist with daily operations and improve the living conditions at the shelter.



### ECOLOGICAL RESTORATION THROUGH TREE PLANTING IN COMINO

In alignment with our commitment to environmental sustainability, we have undertaken a significant tree-planting initiative on the island of Comino. This project aims to restore and enhance the natural habitat, contributing to biodiversity and improving air quality. By planting a diverse range of native tree species, we are fostering a healthier ecosystem and providing a sustainable environment for future generations.



### SAFETY DOESN'T COUNT CHROMOSOMES: TRAINING FOR DOWN SYNDROME TEENS AT ISTC

In partnership with the Down Syndrome Association Malta, we delivered a dynamic training program at ISTC for teens with Down Syndrome. This initiative aimed to equip these young individuals with essential skills and knowledge, empowering their personal growth and future opportunities. Our dedicated team provided a nurturing and inclusive environment, offering personalised support to each participant. This program highlights our commitment to making a meaningful impact and fostering inclusivity within our community.



## SOCIAL

### STRATEGIC IMPACT ON SUSTAINABLE DEVELOPMENT GOALS (SDGS)

#### 4 QUALITY EDUCATION



#### 60% INCREASE IN TRAINING HOURS

**17,566**  
HOURS OF TRAINING

**EQUIVALENT TO**  
**2195 WORKING DAYS**

Our commitment to education and continuous learning extends far beyond the traditional classroom setting, embodying the essence of lifelong learning and inclusivity. With Alberta delivering a total of 13,004 hours, ISTC contributing 2,824 hours, and PT Matic adding 1,738 hours to our collective educational endeavors, we demonstrate our dedication to offering opportunities for continuous improvement and skill development to all members of our team.

Our comprehensive approach to education encompasses both in-house training and collaboration with our valued suppliers. We equip our team members with the necessary knowledge and skills, as we are committed to their development holistically.

**IN 2022, A TOTAL OF 9234 TRAINING HOURS WERE  
DELIVERED TO OUR TEAMS ON GROUP LEVEL.**

#### 5 GENDER EQUALITY



**100%**  
**PARTICIPATION IN**  
**PERFORMANCE AND CAREER**  
**GROWTH REVIEWS**

With 100% participation of both genders in performance and career development reviews, we ensure that all team members have equal opportunities for growth and advancement, fostering a culture of fairness and inclusivity at Alberta Group.



## SOCIAL

### STRATEGIC IMPACT ON SUSTAINABLE DEVELOPMENT GOALS (SDGS)

#### 5 GENDER EQUALITY



**944**

#### HOURS OF PARENTAL LEAVE TAKEN BY MALE TEAM MEMBERS OVER 2022-2023

Our dedication to promoting work-life balance within the Group achieved a momentum in 2022, particularly evidenced by the active participation of male team members. In 2022, a total of 424 hours of parental leave was utilised by the male team member, primarily within Alberta; while in 2023, it reached 520 hrs. This significant figure showcases the early engagement with our parental leave policies. By providing male team members the opportunity to take substantial time off for family care, we strive to support them in their personal lives and to set a standard for gender equality in the workplace. This uptake of paternal leave among men is a positive indicator of the changing perceptions towards shared parenting responsibilities and highlights our commitment to fostering an inclusive and supportive work environment.

**1,664**

#### HOURS OF PARENTAL LEAVE TAKEN BY FEMALE TEAM MEMBERS

Between 2022 and 2023, Alberta Group supported our female team members with a collective 1,664 hours of parental leave, highlighting our unwavering commitment to nurturing a work environment where personal growth and family life are valued equally.

#### 34% OF THE MANAGEMENT COHORT ARE WOMEN

As of 2023, women constitute 34% of our management cohort at Alberta compared to 2022 which was at 28%, marking a significant step forward in ensuring balanced representation within our corporate structure.

#### 8 DECENT WORK AND ECONOMIC GROWTH



### CAREER DEVELOPMENT OPPOTUNITIES

Our initiatives provide comprehensive training and skill enhancement across various key areas. We offer specialised programmes tailored to the latest advancements in technology and industry standards, ensuring our team remains at the forefront of innovation. Partnering with leading educational institutions and leveraging our in-house expertise, we provide continuous learning opportunities, from technical certifications to leadership development courses. Additionally, we conduct regular training refreshers to keep our team members' skills sharp and current. Our collaborative projects with local and international bodies offer real-world experience and exposure to global best practices.

## SOCIAL

### STRATEGIC IMPACT ON SUSTAINABLE DEVELOPMENT GOALS (SDGS)



#### 8 DECENT WORK AND ECONOMIC GROWTH



#### UP TO €600 TRAVEL ALLOWANCE FOR MULTINATIONAL TEAM MEMBERS

Understanding the importance of embracing a global perspective, Alberta Group is dedicated to fostering a diverse and inclusive workforce. To facilitate this, we offer travel support by covering flight tickets capped at €600 for our multinational team members. This initiative underscores our commitment to attracting and retaining top talent from across the globe.

#### 22% OF THE GROUP'S TEAM MEMBERS ARE AGED 20-30

By focusing on this age group, we demonstrate our dedication to nurturing a dynamic, youthful workforce that can bring fresh perspectives and innovative ideas to our operations. This strategic emphasis on youth employment went from 18.7% in 2022 to 22% in 2023, aligning with our broader goals for diversity, inclusion, and the development of a resilient, forward-thinking organisational culture.

#### 67% OF THE GROUP'S TEAM MEMBERS ARE AGED 30-50

With the majority of Alberta Group's team members in 2023 falling within the 30-50 age range, this demographic segment brings a wealth of knowledge, skills, and matured expertise to the group, enhancing our operational stability and driving its strategic initiatives.

#### 100% OF ALBERTA'S TEAM MEMBERS ARE COVERED BY SOCIAL PROTECTION

Our commitment to the welfare and stability of our workforce is demonstrated by ensuring that 100% of our team members are covered by social protection schemes against loss of income. This coverage provides essential financial support during times of need.

#### SUPPORT PACKAGE FOR MULTINATIONAL TEAM MEMBERS

Alberta Group provides paid work permits and comprehensive health screening for our international team members. This initiative ensures that all our multinational team members, can work with peace of mind, knowing they have access to essential health services and the legal documentation required.

#### 76 COLLABORATIONS FOR DISCOUNT SCHEME

Minding the importance of economic stability for our workforce, we offer a **Discount Scheme**. This initiative is part of our broader strategy to provide our team members with the financial security they need to support their families.

## SOCIAL

### STRATEGIC IMPACT ON SUSTAINABLE DEVELOPMENT GOALS (SDGS)

#### 8 DECENT WORK AND ECONOMIC GROWTH



98%

#### PERMANENT EMPLOYMENT RATE

In 2023, Alberta's Permanent versus Temporary Contract Ratio reached 98% compared to 2022 which was at 96%, underscoring our dedication to fostering stable and long-term employment opportunities. This figure highlights that a substantial majority of our workforce benefits from permanent contracts, affirming our commitment to job security and the cultivation of a dependable team.

THE RATIO OF FULL-TIME TO PART-TIME TEAM MEMBERS AT ISTC INCREASED FROM 85% IN 2022 TO 89% IN 2023.

#### 10 REDUCED INEQUALITIES



54%

#### OF ALBERTA GROUP'S WORKFORCE ARE MULTINATIONAL

Reflecting a workplace that values the wide-ranging perspectives and experiences brought by team members from various nationalities, this diversity fosters innovation, enhances problem-solving capabilities, and strengthens the group's competitive edge in the global and local markets.

ALBERTA'S MULTINATIONAL WORKFORCE GREW FROM 50% TO 56% IN 2023.

ISTC'S MULTINATIONAL WORKFORCE GREW FROM 29% TO 37% IN 2023.

PT MATIC'S MULTINATIONAL WORKFORCE GREW FROM 19% TO 35% IN 2023.



“Our team at Alberta are more than just human resources they truly are the core of who we are. The management of our multinational on-site team is grounded in the principle of harnessing diverse strengths for collective success. This approach, while primarily operational, naturally fosters a workplace culture that mirrors the values of inclusivity and equality.”

Matthew Gauci - Technical Resources Manager, Alberta



# GOVERNANCE

## STRATEGIC IMPACT ON SUSTAINABLE DEVELOPMENT GOALS (SDGS)

### 9 INDUSTRIES, INNOVATION AND INFRASTRUCTURE



## OUR JOURNEY TOWARDS ISO 27001 CERTIFICATION

As part of our commitment to maintaining the highest standards of Group responsibility, we recognise the critical importance of robust cybersecurity in protecting our clients' data and ensuring the integrity of our operations. In an era where digital threats are increasingly sophisticated, safeguarding our information systems is of utmost importance.

We are actively working towards achieving ISO 27001 certification. ISO 27001 is the international standard for information security management systems (ISMS). It provides a systematic approach to managing sensitive company information, ensuring it remains secure through a comprehensive set of risk management, process control, and continuous improvement practices.

Our journey towards ISO 27001 certification involves:

- **Rigorous Risk Assessment:** Identifying and assessing information security risks and implementing appropriate measures to mitigate them.
- **Policy Development:** Establishing and maintaining information security policies and procedures that align with best practices and regulatory requirements.
- **Team Member Training:** Educating our workforce on cybersecurity best practices and ensuring they are equipped to recognise and respond to potential threats.
- **Regular Audits:** Conducting internal and external audits to ensure compliance with the ISO 27001 standards and continuously improve our ISMS.
- **Incident Response Planning:** Developing and maintaining a robust incident response plan to swiftly address and recover from any security breaches.

Achieving ISO 27001 certification will not only enhance our cybersecurity posture but also demonstrate our dedication to protecting the data and privacy of our customers, partners, and team members.



Matthew Magri - IT Administrator

**“In an era where cyber attacks have been increasingly sophisticated, pursuing ISO 27001 certification underscores our commitment to safeguarding the data and privacy of our customers, partners, and team members. This effort reflects our proactive approach to information security and our dedication to creating a resilient digital infrastructure.”**

Matthew Magri



# GOVERNANCE

## STRATEGIC IMPACT ON SUSTAINABLE DEVELOPMENT GOALS (SDGS)

### 16 PEACE, JUSTICE AND STRONG INSTITUTIONS



### 22

## POLICIES IMPLEMENTED TO PRESERVE HUMAN AND WORKERS' RIGHTS

In our commitment to ethical operations and workplace innovation, we have implemented a robust set of internal policies that underscore our dedication to social responsibility and modern work practices. Notably, our **Anti-Human Trafficking Policy** stands as a resolute stance against human rights violations, anchoring our operations in principles of fairness and integrity.

### ✓ OPERATIONAL POLICIES:

- Disciplinary Policy & Procedure
- Dress Code & Grooming Policy
- QEMS Awareness Policy
- Training & Development Policy and Procedure
- Performance Management Policy
- Vehicle Policy
- Salary & Benefit Policy

### ✓ BENEFITS POLICIES:

- Refer a Friend Policy
- Expatriates' Family Visit Travel Policy
- Travel Policy

### ✓ CORE POLICIES:

- Code of Conduct
- Equal Opportunity & Equality Policy
- Recruitment Policy
- Work Ethics Policy
- Anti-Bribery Policy
- Anti-Human Trafficking Policy

### ✓ TEAM MEMBERS WELL-BEING POLICIES:

- Bereavement Leave Policy
- Leave Policy
- Study Leave Policy
- Hybrid Work Policy
- Grievance Policy

### 9

## APPOINTED WORKERS REPRESENTATIVES

At Alberta, we have appointed nine dedicated Workers' Representatives. These representatives play a vital role in maintaining open lines of communication between on-site team members and management, not only regarding health and safety issues but also reporting concerns to various committees (including green initiatives, corporate social responsibility, and health and safety). They consult on safety measures, relay critical information, and channel team member feedback directly to our Committees. This structure ensures that our practices are comprehensive and responsive.



# GOVERNANCE

## STRATEGIC IMPACT ON SUSTAINABLE DEVELOPMENT GOALS (SDGS)

### 17 PARTNERSHIPS FOR THE GOALS



### ENGAGING WITH OUR STAKEHOLDERS



In line with our ISO 9001:2015 certification, we conducted a Contextual Analysis to ensure that our organisation comprehensively understands the environment in which it operates, the needs and expectations of relevant interested parties, and the factors that could impact the effectiveness of its QMS. This analysis forms the foundation for developing a robust and responsive quality management system.

Building on this solid foundation, we engage in several key activities aimed at enhancing our relationships with stakeholders and continuously improving our operations. Key Engagement Activities:

- **Customer Relations:** Customer feedback is integral to our product and service improvement processes. We regularly conduct satisfaction surveys and implement suggestions to enhance customer experience.
- **Outcomes and Impact:** Through our engagement efforts, we aim to build trust and long-term relationships with our stakeholders. We continuously monitor and measure the impact of our engagement activities to ensure they are effective and align with our ESG objectives.
- **Continuous Improvement:** Stakeholder engagement is an ongoing process. We regularly review and refine our strategies to better meet the evolving needs of our stakeholders. We are committed to transparency and accountability, sharing our progress and challenges in our annual sustainability reports.

### ALBERTA GROUP COMMITTEES



#### CSR & Social Committee:

Committed to promoting sustainable practices and positive social impact, this committee oversees initiatives related to responsible business practices, community engagement, and environmental stewardship.



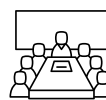
#### Green Committee:

Dedicated to promoting sustainable practices and environmental awareness, the Green Committee develops and implements eco-friendly initiatives to reduce the organisation's environmental impact.



#### Health and Safety (H&S) Committee:

This committee is focused on promoting a safe working environment by identifying and mitigating health and safety risks to protect our team, clients, and stakeholders.



#### Board of Directors:

The Board's mission is to enhance the company's long-term value and health by offering strategic guidance, ensuring adherence to legal standards, and upholding the highest levels of honesty, integrity, and ethics throughout the organisation.



#### Executive Committee (ExCo):

ExCo is empowered to act on behalf of the Board between board meetings, implementing policy decisions and providing continuous leadership to maintain organisational momentum and direction.



#### Operational Excellence (OpEx):

The OpEx committee is responsible for ensuring effective overall management and control of the company's operations, facilitating coordination and integration of activities across various business units and subsidiaries to drive efficiency and performance.

# GOVERNANCE

## STRATEGIC IMPACT ON SUSTAINABLE DEVELOPMENT GOALS (SDGS)

### 17 PARTNERSHIPS FOR THE GOALS



Sacha Said - ESG Compliance Manager

### MESGA

**“As committed participants in the Malta ESG Alliance, we stand resolute in our mission to create positive environmental, social, and governance change. Our membership symbolises unity and resilience—a harmonious convergence of shared goals propelling us toward a future defined by collective success.”**

Sacha Said

### 83%

### OF PT MATIC PAYMENTS MEET STANDARD TERMS

PT Matic has maintained strong adherence to agreed payment terms, with 83% of payments aligning with our standard terms in 2023. This reflects our dedication to fostering trustworthy relationships with our suppliers and upholding financial integrity, crucial elements of our corporate governance and sustainability efforts.

**ALBERTA'S ADHERENCE TO PAYMENTS STANDARD TERMS IS AT 56% IN 2022.**

**ISTC'S ADHERENCE TO PAYMENTS STANDARD TERMS IS AT 78% IN 2022.**

### 100%

### DIRECTOR MEETING ATTENDANCE

Achieving 100% attendance at director meetings stands as a paramount indicator of robust governance and commitment from the board members within the group. This milestone signifies an unparalleled level of engagement and dedication, underscoring the active involvement of directors in steering the group's governance and oversight. Such commitment fosters more effective decision-making processes and strategic planning endeavors, ensuring that diverse perspectives are comprehensively considered to boost the company's strategic objectives.



Emna Fraoua - Branding & Communications Specialist/  
Cultural Ambassador

### THE CULTURAL AMBASSADORSHIP INITIATIVE

**“Embracing diversity isn't just a responsibility; it's our greatest opportunity. As a Cultural Ambassador and an international team member, I blend insight with action, shaping an inclusive workplace where every voice is heard and every culture is celebrated.”**

Emna Fraoua



# ALIGNING WITH MALTA'S SUSTAINABLE DEVELOPMENT VISION 2050



# ALIGNING WITH MALTA'S SUSTAINABLE DEVELOPMENT VISION 2050

## GOAL 1: TRANSITIONING TOWARDS A CLIMATE NEUTRAL GREEN AND BLUE ECONOMY



Oliver Fenech - General Manager, PT Matic

**“ Our team is committed to contributing to a sustainable future by carefully collecting all residual materials, including packaging, electronics, and other non-biodegradables, and ensuring they are responsibly sorted and properly disposed of in designated, segregated waste bins. This practice is a core part of our strategy to support the shift toward a climate-neutral green and blue economy. ”**

Kim Buhagiar



Kim Buhagiar - Supply Chain Manager, Alberta

## GOAL 2: TOWARDS THE PRESERVATION OF SUSTAINABLE URBAN DEVELOPMENT AND CULTURAL HERITAGE

The successful integration of fire and security solutions at the Grand Master's Palace exemplifies our commitment to preserving heritage while ensuring the safety and security of such esteemed sites. Our approach, marked by technical expertise and sensitivity to historical contexts, showcases our ability to meet complex challenges in heritage conservation.

## GOAL 3: ENSURING HEALTHY LIVES AND WELL-BEING FOR ALL

At Alberta, we have strategically positioned a contingent of 20 skilled professionals within the hospital, demonstrating our proactive approach to supporting essential health services. This initiative is a cornerstone of our commitment to enhancing healthcare through collaborative efforts.

## GOAL 4: ACCELERATING DIGITAL TRANSFORMATION, SMART MOBILITY AND CONNECTIVITY

In 2022, we piloted a project to make the Maltese roads safer, more organised and help with keeping traffic flowing from a remote control centre. A fully integrated traffic monitoring system was put in place which contributed to soothing traffic jams and giving drivers the information they need to make it to their destination on time.

# AWARDS & CERTIFICATIONS



EVALUATIONS BY ACCREDITED BODIES FUEL OUR DAILY QUEST FOR **EXCELLENCE.**