

ESG REPORT 2023

Building a legacy for generations to come.

CONTENTS

About US

- 1.1 Our Business
 - 1.2 Our Global Operations
 - 1.3 Financial Highlights
-

ESG Strategy and Performance

- 2.1 Framework of ESG Report
 - 2.2 Our ESG Strategy
 - 2.3 Our ESG Performance
 - 2.4 Sustainability on the Global Stage
-

Corporate Governance

- 3.1 Our Governance Structure
 - 3.2 Foundation of Compliance Program
 - 3.3 Upholding a Strong Culture of Compliance
 - 3.4 Implementing Effective Compliance Practices
 - 3.5 Corporate Governance Targets for FY2024
-

Environment

- 4.1 Our Response to Climate Change
 - 4.2 Sustainable Investment: UCO Recycling Plant
 - 4.3 Waste Oil Collection and Processing Steps
 - 4.4 UCO Results for FY2023
 - 4.5 Environmental Targets for FY2024
-

People and Communities

- 5.1 Human Rights
 - 5.2 Community
 - 5.3 Our People
 - 5.4 Social Targets for FY2024
-





ABOUT US 1

Founded in 2018 in Malta, today Alkagesta has grown into an avant-garde commodity trading house operating globally. Alkagesta specializes in trading the full range of Petroleum Products and Fertilizers. Additionally, we handle Petrochemicals and Agricultural Commodities, often on a spot basis by leveraging market opportunities. Our expertise in physical and paper markets accompanied by well-managed logistics enables Alkagesta to meet the world's growing demand for commodities safely and responsively and serve our counterparties around the globe.

OUR BUSINESS



SOURCE

The strong experience in commodity trading and logistics of Alkagesta teams translates into deep market knowledge and demonstrated value added relationships with producers globally. We are constantly challenging the common trading routes for efficiency and bringing new ideas on sourcing.



STORE

We store commodities to eliminate imbalances in supply and demand in a global market. Alkagesta has access to more than 430,000 cubic meters of storage capacity in regions we operate which creates a competitive edge in trading and flexibility for our customers.



QUALITY

Considering the changing commodity specifications requirements over time and across diversified regions, the Alkagesta team has established a framework that enables the satisfaction of end users' specific fuel oil quality requirements through diversified access to sourcing from various refineries.



DELIVER

Logistics is at the core of our trading operations. The long-standing experience of the Alkagesta team in railway, truck and marine operations allows us to deliver commodities in the most efficient and safe way to end user's doors.



OUR GLOBAL OPERATIONS



We are present

- Sliema, Malta
- Geneva, Switzerland
- Ashgabat, Turkmenistan
- Turkmenbashi, Turkmenistan
- Baku, Azerbaijan
- Tbilisi, Georgia
- Istanbul, Turkiye
- Constanta, Romania
- Dubai, UAE
- Sao Paulo, Brazil
- Mumbai, India
- Tirana, Albania

Our Values

The starting point where our unique culture was born..

1. Entrepreneurial Zeal
2. Unity
3. Kodawari
4. Ownership





ESG STRATEGY AND PERFORMANCE

2

Our commitment to ESG entails operating with due regard for our surroundings, proactively preventing and managing pollution, and fostering economic prosperity for local communities, customers, and suppliers alike.

We admit, believe, and commit to the best service across the value chain.

FRAMEWORK OF ESG REPORT

Framework of our sustainability report

1. Monitor Trends
2. Take Actions
3. Track the Performance

Since its incorporation, Alkagesta has been focused on Strong Governance to manage the efficiency of the organization and to discipline risk management throughout the whole company. The company recognizes that its actions can have a significant impact on the environment and the communities it operates in. Therefore, Alkagesta strives to be a responsible and sustainable corporate citizen.

In 2021, we frameworked the ESG at Alkagesta and started the internal training for the team to increase the ESG awareness. As a part of that framework, we wrote our first Sustainability Report in 2021 which mapped out the future on the ESG. In 2022, our Sustainability Report included concrete actions that we took during the year 2022 and the strategy for the 2023. In 2023 with the enhancement of our ESG framework through targeted goal-setting and innovative sustainability practices, we made significant strides in driving positive change .

As we transition into 2024, Alkagesta remains steadfast in its dedication to sustainable practices. Building upon the achievements of the previous years, we have set ambitious targets in this report to further reduce our environmental footprint and enhance our social impact. Our focus extends across all dimensions of ESG – environmental, social, and governance – as we strive for comprehensive sustainability.

OUR ESG STRATEGY

At Alkagesta, our primary area of focus is the trading and shipping of commodities, allowing us to market over 5,180,500 metric tons of petroleum and fertilizer products across the globe, addressing the global needs for energy and food security.

In 2021, Alkagesta embarked on its ESG journey by releasing its inaugural Sustainability Report, with the primary aim of enhancing ESG awareness among its stakeholders.

In 2022, we took significant steps to tackle ESG risks and address important global issues, making it a pivotal year for us in this regard. We referred to the best practices and choose as a lighthouse for our Sustainability Targets the United Nations Goals.

In 2023, Alkagesta remained steadfast in our commitment to sustainability, recognizing the critical role that Environmental, Social, and Governance (ESG) factors play in shaping our future.

Aligned with our core values and guided by the United Nations Sustainable Development Goals (SDGs), we intensified our efforts to integrate ESG considerations into every aspect of our operations.

To make the most significant impact, we have prioritized areas related to our primary business activities. While our company's activities are relevant to multiple SDGs, we focus on SDGs 3, 7, 8, 9, 12, 13 and 17 because of our influence in these areas.

Governance

By continuously refining our governance, we aim to enhance long-term value creation, reduce risk, and ensure an ethical management, thereby fostering trust and confidence among our stakeholders.

Trading

Regularly monitoring the energy trends of environmentally-friendly products on a worldwide level and initiating the trade of sustainable and transitional commodities.

Shipping and Logistics

We are always looking for ways to improve the efficiency of logistics operations by route and load optimization and by the use of alternative modes of transportation.

Investment

This process involves keeping up-to-date with the latest advancements in sustainability and allocating both financial and human resources toward achieving goals that are related to sustainability.



UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS



OUR ESG PERFORMANCE

Environment

Targets for FY2023

Increase by 10% the volumes of UCO collected and treated at UCO recycling plant.

Set up the trading desk of sustainable feedstock and biofuels at Alkagesta.

Train 100% of management team in Alkagesta on environmental awareness and best practices.

Identify the new opportunity for investment in the sustainability area.

Results for FY2023

Achieved ✓
Volumes increased by 47 %

In Progress ⚙️

Achieved ✓

Achieved ✓
Investment in UCO plant in Georgia

Social

Targets for FY2023

To progressively improve the number of women recruited

> 40% of candidates hired for junior positions, directly from Universities

Establish framework for supporting people with severe Autoimmune disease (Sclerosis)

Zero human rights infringements

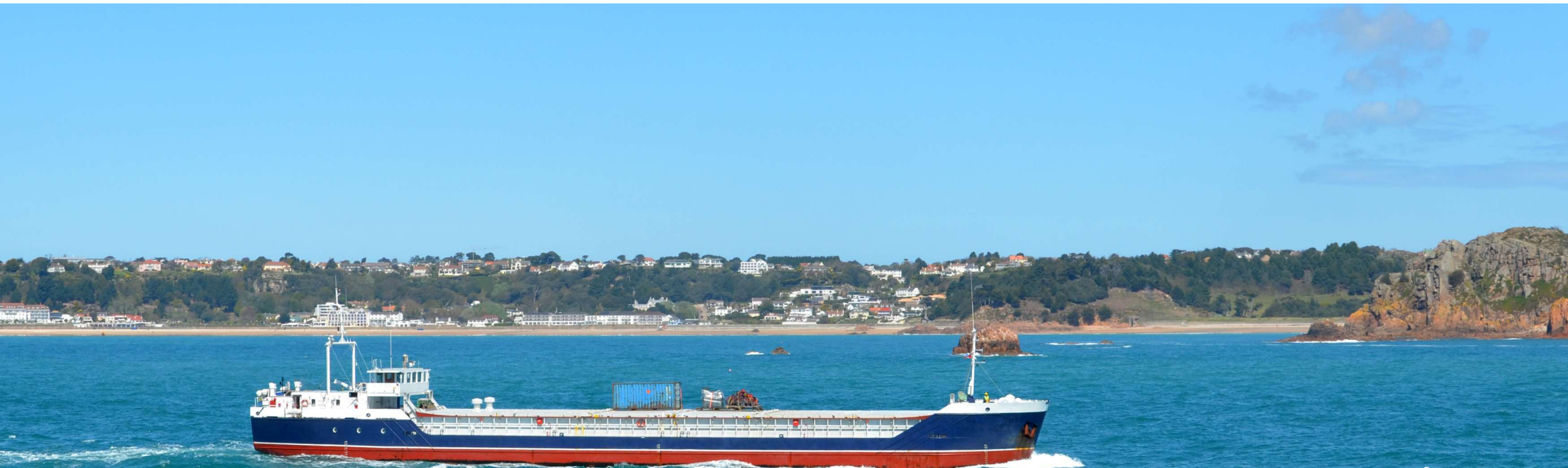
Results for FY2023

Achieved ✓
27% the percentage of females among total hires

Achieved ✓
90% of hired candidates for junior position

Achieved ✓

Achieved ✓



SUSTAINABILITY ON THE GLOBAL STAGE

Alkagesta prioritizes its involvement in international dialogues and contributes to the development of essential narratives within the sectors it operates, emphasizing its adherence to sustainability initiatives and ethical governance.

Egypts 2023 - “Driving Energy Transition, Security, and Decarbonization”

Alkagesta is exploring new opportunities by participating in Egypts 2023, demonstrating its commitment to leading the energy sector with a focus on sustainable and climate-conscious commodity trading.

London International Energy Week

At London International Energy Week, Alkagesta engaged with key global figures to shape the energy landscape, focusing on innovations and strategies that promote environmental responsibility and sustainable development within the sector.

Abu Dhabi Finance Week (ADFW 2023)

Alkagesta's involvement in the 2023 Abu Dhabi Finance Week showcases its commitment to responsible investment and economic sustainability in the MENA region, reflecting its dedication to global sustainability efforts.

FAI Annual Seminar 2023 - “Innovations in Fertilizer and Agriculture Sectors”

Alkagesta's participation in FAI 2023, with its Fertilizer Lead and Regional Trader for India, highlights the company's role in advancing sustainable agricultural practices and environmentally responsible solutions in the Asian fertilizer industry.

World Fuel Oil & Green Marine Summit

Alkagesta's repeated "Gold Sponsor" status and CEO Orkhan Rustamov's analysis of market trends emphasize the company's commitment to advancing sustainable energy practices and improving industry understanding in the Black Sea and Mediterranean regions.

Argus Oil Products 2023. Caspian and Central Asia Markets

Alkagesta's role as a Gold sponsor at the Argus Caspian and Central Asia Markets Conference in Dubai underscored its dedication to advancing sustainable business standards within the oil trading sector through knowledge dissemination, best practice sharing, and strategic partnerships in the region.

Abu Dhabi Family Office Summit - “Creating new opportunities for Partnership, Investment, Innovation and Social Good”

At the Abu Dhabi Family Office Summit, Alkagesta engaged with industry professionals to develop wealth management strategies centered on ethical governance and sustainable investment, supporting the summit's objectives of promoting innovation, partnerships, and societal benefits.

Fujairah Bunkering & Fuel Oil Forum - The Maritime Energy Transition & Future Fuels”

At the event, Alkagesta unveiled its expansion plans for the Middle East and Southwest Asia, illustrating its strategy to integrate sustainable and ethical practices into its growth initiatives within these critical markets.

IFA Annual Conference 2023 Prague

Alkagesta attended in a panel discussion centered on the critical transition towards sustainable agricultural methods and responsible supply chain management.

EPCA conference - “Collaboration for Impact”

Alkagesta participated in the 57th Annual Meeting of the European Petrochemical Association, which concentrated on critical themes such as energy security, affordability, and sustainability.





CORPORATE GOVERNANCE

3

At Alkagesta, we acknowledge the crucial role that robust corporate governance plays in creating long-term value for our stakeholders. We continually strive to uphold high governance standards and practices. In 2023, we significantly enhanced our corporate governance by restructuring our management to facilitate more efficient and effective decision-making processes.

Fostering accountability and embracing sustainability, Alkagesta champions responsible business practices for enduring success and value creation. With robust governance and adaptive compliance, we navigate complexities and uphold the highest ethical standards in the commodity trading industry.

*PIERRE GAY, NON-EXECUTIVE
BOARD MEMBER OF
ALKAGESTA SA*



OUR GOVERNANCE STRUCTURE

Board of Directors

Our Board of Directors, appointed by shareholders, is responsible for devising and executing the company's strategy.

Audit Committee

The Audit Committee, reports directly to the Board of Directors, and supervises the integrity of the company's financial reporting, internal controls, and risk management systems. The committee also monitors the performance and independence of external auditors, ensuring adherence to established guidelines and regulations.

Executive Board

The Executive Board oversees day-to-day business operations, policies, procedures, and budgets, ensuring proper oversight of key business areas.

The Executive Board has established the following committees: Risk Committee; Finance and Investment Committee; Trading and Business Development Committee; and ESG and Compliance Committee

Risk Committee

The Risk Committee identifies, evaluates, and manages risks impacting the company's financial performance, operations, and reputation, ensuring appropriate risk management processes are in place and effectively communicated to stakeholders.

The Finance and Investment Committee

The Finance and Investment Committee oversees capital management, financial planning, and investment activities, ensuring alignment with the company's strategic objectives and risk appetite.

Trading and Business Development Committee

The Trading and Business Development Committee guides the company's trading activities and business development initiatives, ensuring compliance with relevant regulations and ethical standards while supporting growth and diversification objectives.

ESG and Compliance Committee

The ESG and Compliance Committee is vital for overseeing the company's activities in compliance and Environmental, Social, and Governance matters. The committee assesses the company's ESG performance, identifying and addressing key ESG risks and opportunities. This includes reviewing ESG-related policies, procedures, and initiatives, and monitoring progress towards ESG goals and targets. The committee plays a critical role in integrating ESG considerations into the company's business strategies, operations, and risk management processes.



"Our governance adheres to our values, guiding our actions and decisions."



FOUNDATION OF COMPLIANCE PROGRAM

Our compliance program, comprising policies such as Anti-Bribery and Corruption (ABC), Anti-Money Laundering (AML) and Combating the Financing of Terrorism (CFT), Sanction, and Know Your Customer (KYC), is essential for navigating the complex regulatory landscape. The program ensures adherence to relevant laws, regulations, and industry standards, which is crucial for avoiding legal consequences, financial penalties, and reputational damage. It also serves as a foundation for ethical decision-making, establishing trust with clients, partners, and regulators, and maintaining our reputation in the industry.

Alkagesta is committed to upholding the highest standards of corporate governance, which we believe is essential for long-term business success and sustainable value creation for our stakeholders. By restructuring our management and establishing the ESG and Compliance Committee, we have reinforced our commitment to transparency, accountability, and responsible business practices. We will continue monitoring and refining our governance practices, ensuring they remain robust and aligned with the evolving expectations of our stakeholders and the commodity trading industry.

By fostering a culture of accountability, our compliance program promotes effective risk management, establishing clear expectations for employee behavior and providing mechanisms for identifying, reporting, and addressing potential compliance issues. This helps prevent incidents that could negatively impact the company's operations or public image. Moreover, our compliance program demonstrates to clients, partners, regulators, and investors that Alkagesta is committed to operating responsibly and ethically.

Alkagesta is unwaveringly dedicated to conducting its operations in a responsible and sustainable manner, acknowledging the critical importance of maintaining high ethical and environmental standards throughout our commodity trading activities. In this section, we will delve into the various tools and processes we utilize to ensure responsible operations across our entire business.



UPHOLDING A STRONG CULTURE OF COMPLIANCE

At Alkagesta, we have taken the following steps to ensure effective implementation and enforcement of our comprehensive compliance program:

Communication and Training	Monitoring and Reporting	Accountability and Consequences	Continuous Improvement
We provide regular training and communication on compliance policies, ensuring employee awareness of responsibilities and company expectations.	We have established clear procedures for employees to report potential policy violations, including a confidential and anonymous reporting mechanism.	We hold all employees accountable for adhering to compliance policies and take appropriate disciplinary action for violations, sending a clear message that non-compliance will not be tolerated.	We regularly review and update our compliance policies, ensuring relevance and effectiveness in addressing the evolving risks and challenges faced by the commodity trading industry.

Compliance training carried out in FY2023 included Topics on:

1. Prohibition of Market Manipulation
2. Prohibition of Bribery and Corrupt Practices
3. Prevention of Money Laundering Activities
4. Adherence to Antitrust and Competition Regulations
5. Standards for Business Correspondence
6. Vessel Clearance

We sustain an exceptionally high rate of participation in our obligatory training sessions, both for current staff and newcomers, reaching 98%. Throughout the fiscal year 2023

In FY2023, All companies under Alkagesta Holding is audited

90%

Compliance should be achieved, demonstrating commitment to regulatory requirements and financial integrity.

Maintain rigorous audit procedures and emphasize adherence to accounting standards for sustained transparency and accountability in future financial disclosures.



IMPLEMENTING EFFECTIVE COMPLIANCE PRACTICES

Vessel Clearance

226

KYC assessments completed

6

On site assessments

In FY2023, 328 vessels were screened as part of our responsible sourcing KYC process, of which 8 were conflict affected

A total of 6 detailed site-based assessments were conducted.

KYC

112

KYC assessments completed

8

On site assessments

In FY2023, 112 counterparts were screened as part of our responsible sourcing KYC process, of which 5 were conflict-affected.

A total of 8 detailed site-based assessments were conducted.

World-Check

In our quest to uphold the highest levels of integrity and compliance, Alkagesta employs World-Check, a preeminent risk intelligence database. World-Check equips us with extensive information on individuals and organizations that may pose potential risks to our business, such as involvement in financial crimes, sanctions, corruption, and other unethical activities.

Integrating World-Check into our due diligence processes enables us to identify and mitigate potential risks associated with our clients, suppliers, and partners. This vigilant approach helps us maintain a robust reputation and ensures compliance with international regulations and industry best practices.

SeaSearcher

Recognizing the significance of responsible shipping within commodity trading, Alkagesta utilizes SeaSearcher, a maritime intelligence platform provided by the Lloyd's List Intelligence. SeaSearcher, delivers the expertise necessary for the safe and efficient movement of global trade. It supplies professionals in the maritime, insurance, and legal sectors with timely, relevant information. SeaSearcher allows Alkagesta to tackle challenges in global trade movement, expedite maritime compliance risk validation, and diminish AIS gap investigations through expert analytics grounded in industry-approved models. This platform empowers us to monitor our supply chain, minimizes operational risks, and reduces the potential environmental impact of our shipping activities.

Vessel Vetting

Alkagesta is dedicated to carrying out shipping operations with responsibility and sustainability at the forefront. We have established a comprehensive vessel vetting policy that assesses the safety, environmental, and operational performance of every vessel we charter.

Our vetting policy takes into account numerous factors, including the vessel's age, flag, classification, management history, and environmental performance. Additionally, we scrutinize the ship owner's and operator's track records to ensure their commitment to high safety and environmental standards. By adhering to our stringent vessel vetting policy, we can mitigate the risk of accidents, spills, and other incidents that could potentially harm the environment, local communities, or Alkagesta's reputation.



CORPORATE GOVERNANCE TARGETS FOR 2024

KPIs for FY2024

- 1 Implement an anonymous reporting system for ethics violations and conduct regular ethics training for employees and board members.
- 2 Ensure that discussions related to ESG are included to board meetings agenda throughout FY2024.
- 3 Commence regular compliance audits within a year and address any identified issues promptly.
- 4 Provide ongoing training and education programs for employees to increase awareness and understanding of ESG issues, fostering a culture of accountability and responsibility.





Alkagesta acknowledges the imperative of safeguarding the natural environment, henceforth, we have embraced environmental management practices applicable across all Alkagesta offices and business operations. Our foremost objective at Alkagesta is to conduct business operations with utmost efficiency. We are steadfastly committed to mitigating any potential adverse impacts on the environment and the local communities within which we operate.

OUR RESPONSE TO CLIMATE CHANGE

Our objective is to minimize our environmental footprint in the regions where we operate. We implement various measures to address environmental concerns, covering aspects such as preserving biodiversity, conserving water, managing waste, preventing spills, and maintaining air quality.

Efficiently managing our environmental impacts is essential for the overall performance of our business. We acknowledge the substantial risks associated with environmental incidents like oil spills, improper waste management, and emissions, which could harm the natural environment and communities in our operational areas. Consequently, we have established and enacted environmental risk management processes throughout our business to identify and mitigate any adverse effects on the environment. This includes setting improvement targets and regularly evaluating our performance.

Raising Awareness

We believe that raising environmental awareness within our company and the communities on which we have an impact is just as important as our actions toward a more sustainable future, such as responsible consumption, recycling, and so on.

Alkagesta is committed to conducting internal trainings not only on workplace recycling, reducing paper use, and electronic waste management, but also on domestic waste management, waste sorting, plastic product production, underwater pollution, deforestation, and the carbon footprint of shipping and oil drilling, and etc.

We conduct community training sessions and projects such as beach and forest cleaning, revegetation, training sessions in high schools and universities.

Managing Waste

We prioritize responsible practices for managing waste, aiming to minimize our environmental footprint. Our approach involves proactive management of waste in all offices adhering to applicable regulations, and systematically tracking data on waste generation and transfers.

KPI for FY2023

Train 100% of management team in Alkagesta on environmental awareness and best practices.

Results Achieved 

100%



SUSTAINABLE INVESTMENT: UCO RECYCLING PLANT

In 2022, following the strategic evaluation of our Key Performance Indicators (KPIs) for 2021, our organization strategically invested in the UCO Recycling Plant. This decision was meticulously chosen to align with our sustainability goals and actively contribute to the promotion of a circular and sustainable economy. In 2023, we successfully resumed project operations, surpassing the performance targets set for the year. Through this initiative, we emphasized the development of our team members in Environmental, Social, and Governance (ESG) principles, underscoring our commitment to ethical business practices. Our collaboration with the UCO Recycling Plant not only facilitated substantial social and environmental impact but also reinforced our unwavering dedication to sustainability endeavors.

VISION OF UCO

Our investment in this plant is just one of the many steps we are taking to reduce our carbon footprint and promote sustainability. We believe that by investing in sustainable projects, we can not only help protect the planet but also benefit our customers and the wider community. We are proud to be taking this important step towards becoming a more environmentally responsible company. By reducing our environmental impact, we are contributing to a cleaner and healthier planet for future generations.

We target to increase the volumes we make at the UCO recycling plant by increasing the number of collection points and efficiency management. We are closely monitoring opportunities in the regions where we operate where we can replicate the UCO recycling projects. On top of that, the UCO recycling team constantly invests in research and development, to identify new feedstock projects such as animal fat and brown grease.

1 Safe Environment

2 Save Animals

3 Be Healthy

4 No Cost

01 Don't spill cooked oil to sewage. This is a huge contribution to the environmental problems

02 Avoid feeding animals with used cooked oil as it can potentially lead to a range of serious illnesses.

03 Don't use cooked oil in human consumption. It is common cause of different forms of cancer.

04 It makes no cost for you. we come and take from your place.

KPI for FY2022

Investment in Environmental Projects

Results Achieved ✓

UCO recycling plant was acquired by Alkagesta in 2022

KPI for FY2023

Increase by 10% the volumes of used cooking oil collected and treated at UCO recycling plant.

Results Achieved ✓

47% increased volumes

KPI for FY2023

Animals Protected

Results Achieved ✓

7,643 animals protected

KPI for FY2023

Water Protected

Results Achieved ✓

2,401,032 m³

WASTE OIL COLLECTION AND PROCCESSING STEPS



UCO RESULTS FOR FY 2023

Alkagesta's investment in the Used Cooked Oil Plant (UCO) in 2022 aimed to not only enhance operational efficiency but also to promote environmental sustainability through the effective recycling of used cooking oil. This part of ESG report focuses on the performance of the UCO plant highlighting key achievements and progress made in the fiscal year 2023 (FY2023) in comparison to FY2022

The Used Cooked Oil Plant (UCO) has demonstrated commendable progress in its operations, particularly in the area of UCO collection and treatment. The substantial increase in volumes of used cooking oil collected and feedstock produced in FY2023 underscores the plant's commitment to environmental stewardship and sustainability. Moving forward, continued investment in technological advancements and sustainable practices will further enhance the UCO section's contribution to Alkagesta's ESG objectives and broader environmental goals.



25%

Increase in Collection Points

We're thrilled to announce a significant expansion in our collection network. The number of UCO collection points has surged by an impressive 25%. This milestone represents a concerted effort to increase accessibility and convenience for those looking to dispose of their used cooking oil responsibly. Our enhanced network of collection points now extends to more local restaurants and individual households, ensuring that no source of used cooking oil goes untapped.

47%

Increase in UCO Collection and Treatment

The data indicates a substantial improvement in the collection and treatment of used cooking oil, with the amount collected in FY2023 surpassing that of FY2022 by approximately 47%. Moreover, the production of feedstock in FY2023 saw a remarkable increase compared to the previous fiscal year, reflecting the effectiveness of operational enhancements and strategic initiatives implemented at the UCO plant.

KPI for FY2023

Increase by 10% the volumes of UCO collected and treated at UCO recycling plant.

Results Achieved ✓

FY2023

1,079,452 kg

The volume of Used cooked oil collected in 2023

1,065,580 kg

The volume of produced feedstock in 2023

FY2022

733,813 kg

The volume of Used cooked oil collected in 2022

652,990 kg

The volume of produced feedstock in 2022

ENVIROMENTAL TARGETS FOR 2024

KPIs for FY2024

- 1 Increase by 10% the volumes of feedstock collected and treated at our UCO recycling plants.
- 2 Set up the trading desk of sustainable feedstock and biofuels at Alkagesta.
- 3 Train 90%> of team in Alkagesta on environmental awareness and best practices.
- 4 Facilitate support for conferences dedicated to Green Projects.
- 5 Identify the new opportunity for investment in the sustainability area.
- 6 Calculate Scope 1 greenhouse gas emissions annually to track and reduce the carbon footprint



PEOPLE AND COMMUNITIES

5

At Alkagesta, our operations are guided by a profound sense of responsibility towards our stakeholders and the communities we engage with. Our commitment to making a positive impact in these spheres is not only integral to enhancing our organizational reputation and prosperity but also crucial in fostering greater equity and prosperity on a global scale. Through diligent involvement with global events, we ascertain that our initiatives are genuinely impactful and adaptive to the distinct challenges and opportunities present within individual communities.

**Alkagesta believes in the power of Choice.
We choose to act responsibly.
We choose to create Alkagesta Legacy for
future generations.**

ORKHAN RUSTAMOV, CEO

HUMAN RIGHTS



Discrimination and Harassment

We believe every employee has the right to be treated fairly and deserves a comfortable and safe working environment. Alkagesta prohibits discrimination based on age, race, color, religion, sex, national origin, marital status, disability, citizenship, sexual orientation, gender identity or expression, military service, or other characteristics protected by the law. Alkagesta does not accept abusive conduct or harassment – a policy made clear from the first day of orientation. Formal channels are available for employees who seek advice or a solution, and our policies strictly prohibit retaliation against employees who express concerns. We manage our business operations so that employees feel they are being treated fairly and respectfully.

Alkagesta collaborates with NGOs, civil societies, and academic institutions. Our employees are the building blocks of not only our success but also our culture. Employees of Alkagesta are actively funding support of social projects. Therefore, in light of them being responsible citizens, they are also the core of the Alkagesta Foundation and active participants in its projects.

Diversity and Inclusion

Alkagesta is committed to being a high-performing company built on the foundation of a diverse and inclusive workforce, with individuals and teams working to blend a wide range of talents, preferences, and perspectives in the pursuit of shared purposes. We support and encourage diversity and inclusion within our business and organizations with which we do business by maintaining workplaces that are free from discrimination or harassment based on race, sex, color, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, political opinion or any other status protected by applicable law.

HOT LINE

hr@alkagesta.com
compliance@alkagesta.com

Guidance and Reporting for Employees

We strive to create workplaces where open and honest communication among all employees is valued and respected. If any employee believes that someone is violating the Human Rights Policy or the law, they are asked to report it to their Human Resources Function, where the concern will be reviewed, and an appropriate investigation will be conducted.

INTERNATIONAL STANDARDS

1. International Bill of Human Rights (comprising the Universal Declaration of Human Rights, International Covenant on Civil and Political Rights and International Covenant on Economic, Social and Cultural Rights).
2. International Labour Organization's Declaration on Fundamental Principles and Rights at Work.
3. UN Guiding Principles on Business and Human Rights.
4. UN Global Compact.

COMMUNITY

As an employer of choice, Alkagesta is interested in contributing to the economic benefits of where we undertake business operations. We recognize that we have an impact on the communities in which we are active, both directly and indirectly, and we are committed to establishing and maintaining long-term relationships with all relevant stakeholders. We further understand that we have a responsibility to give back and operate as good corporate citizens. Via meaningful stakeholder engagement and integration of our social programs into our core business, we support the advancement of the interests of both our host communities and our business.

Theatre Crescendo

In addition to our ESG initiatives, our commitment to supporting local arts and culture extends to specific sponsorship. In FY 2023 Alkagesta supported theatre Crescendo in Geneva, Switzerland.

Supporting art and culture aligns with our values of promoting inclusivity and diversity. Theater productions offer opportunities for individuals from various backgrounds to participate in creative endeavors, whether as performers, directors, technicians, or audience members. By fostering an inclusive environment within the arts, we strive to celebrate the richness of diverse perspectives and experiences.

Basketball Club

In FY 2023, Alkagesta, a devoted sponsor committed to nurturing basketball development among the youth and those lacking financial means to access classes, provided backing for Luxol Basketball Club's endeavors in Malta.

The backing from this sponsorship was channeled towards initiatives targeting the improvement of the lives of underprivileged individuals within the local community. This investment in community welfare not only fosters social inclusivity but also seamlessly aligns with the company's ESG initiatives, emphasizing teamwork, cooperation, and ambition. This reflects Alkagesta's focus on unity and progress.

Partnership with Universities

In response to its rapid growth in 2023, Alkagesta has forged partnerships with local universities in its operational areas, aiming to provide developmental support for graduates and soon-to-be graduates. Through this initiative, students receive mentorship from industry experts tailored to their fields, augmented by individual need analyses. Notably, five participants have seamlessly transitioned into full-time employment upon graduation, showcasing the program's effectiveness. Alkagesta's commitment to nurturing talent underscores its dedication to excellence and sustainable human capital development, benefiting both the organization and the broader community.



KPI for FY2023

> 40% of candidates hired for junior positions directly from Universities

Results Achieved

90% of candidates hired for junior positions directly from Universities

OUR PEOPLE

At Alkagesta we believe that a positive work culture is essential for creating a productive and engaged workforce. That's why we have implemented initiatives such as regular team-building activities, employee feedback surveys, and open communication channels to ensure that our employees feel heard and valued. By creating a culture of respect and integrity, we have fostered a sense of community and belonging among our employees.



Training and Development

Alkagesta's dedication to the training and development of its workforce underscores our commitment to fostering professional growth and excellence across the organization. Through strategic partnerships with prestigious academic institutions such as Harvard, MIT, Onyx, and Ice Trainings, we provide our employees with enriched resources and opportunities to hone their skills, deepen their expertise, and excel in their roles.

Aligned with our corporate value of Kodawari, emphasizing our pursuit of excellence, Alkagesta prioritizes the development of each team member. Through tailored mentorship programs addressing skill gaps, we foster a culture of continuous improvement and excellence.

11%

The percentage of staff who have successfully completed courses offered by Harvard University and the Massachusetts Institute of Technology (MIT).

Recruitment Approach

At Alkagesta, our recruitment strategy is firmly rooted in Environmental, Social, and Governance (ESG) principles, showcasing our dedication to sustainability and ethical corporate conduct. We prioritize not only identifying top-tier talent but also seeking candidates who resonate with our values and uphold a strong commitment to ESG considerations. Moreover, our recruitment approach is deeply committed to Diversity, Equity, and Inclusion (DEI) strategies. Alkagesta is dedicated to fostering an environment where all individuals are treated equitably, ensuring that opportunities and workplace outcomes are not predetermined by one's identity. Our steadfast adherence to fair treatment underscores our pledge to maintaining inclusive practices across all facets of our recruitment processes.

27%

The percentage of females among total new hires



KPI for FY2023

To progressively improve the number of women recruited

Results Achieved

27% is the percentage of females hired among total new hires

SOCIAL TARGETS FOR 2024

KPIs for FY2024

- 1 Enhance social capital and community cohesion by supporting local arts and cultural initiatives
- 2 To invest in initiatives that promote education and extracurricular activities among young people, fostering holistic development and well-being
- 3 To enhance awareness, understanding, and engagement with Environmental, Social, and Governance (ESG) topics among students through targeted training programs.
- 4 Zero human rights infringements



Malta, Sliema

Address: Piazzetta Business Plaza,
Office 8, Level 6, Tower Road, SLM1605

Phone: +356 226 05 057

Switzerland, Geneva

Address: Rue De-Candolle 14, 1205

Phone: +41 22 320 19 57

Email: info@alkagesta.com

