

2022



# ESG REPORT 2022

"Building a legacy for generations to come."



**Malta, St. Julian's**

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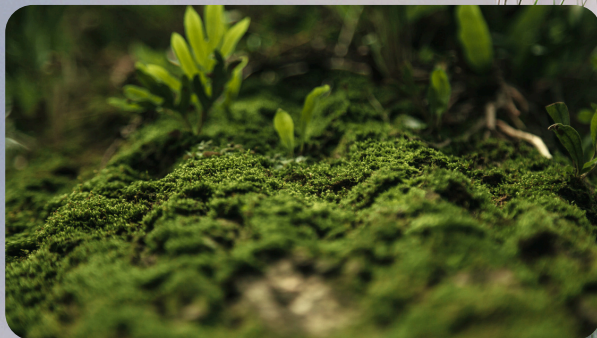
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# CONTENTS



## **About US**

- 1.1 Company Profile
- 1.2 Business at a Glance

## **Approach & Governance**

- 2.1 Approach to ESG
- 2.2 Sustainability Strategy
- 2.3 Championing Sustainability on a Global Stage
- 2.4 Governance for Sustainable Growth
- 2.5 Responsible Operations
- 2.6 Compliance

## **Environment & Society**

- 3.1 Sustainable Investment: UCO Recycling Plant
- 3.2 Vision and Social Impact of UCO Recycling Plant
- 3.3 Waste Oil Collection and Processing Steps
- 3.4 Environmental Results for 2022
- 3.5 Employer of Choice
- 3.6 Social Results for 2022

# ABOUT US

## SECTION KEY TOPICS

- Company Profile
- Business at a Glance

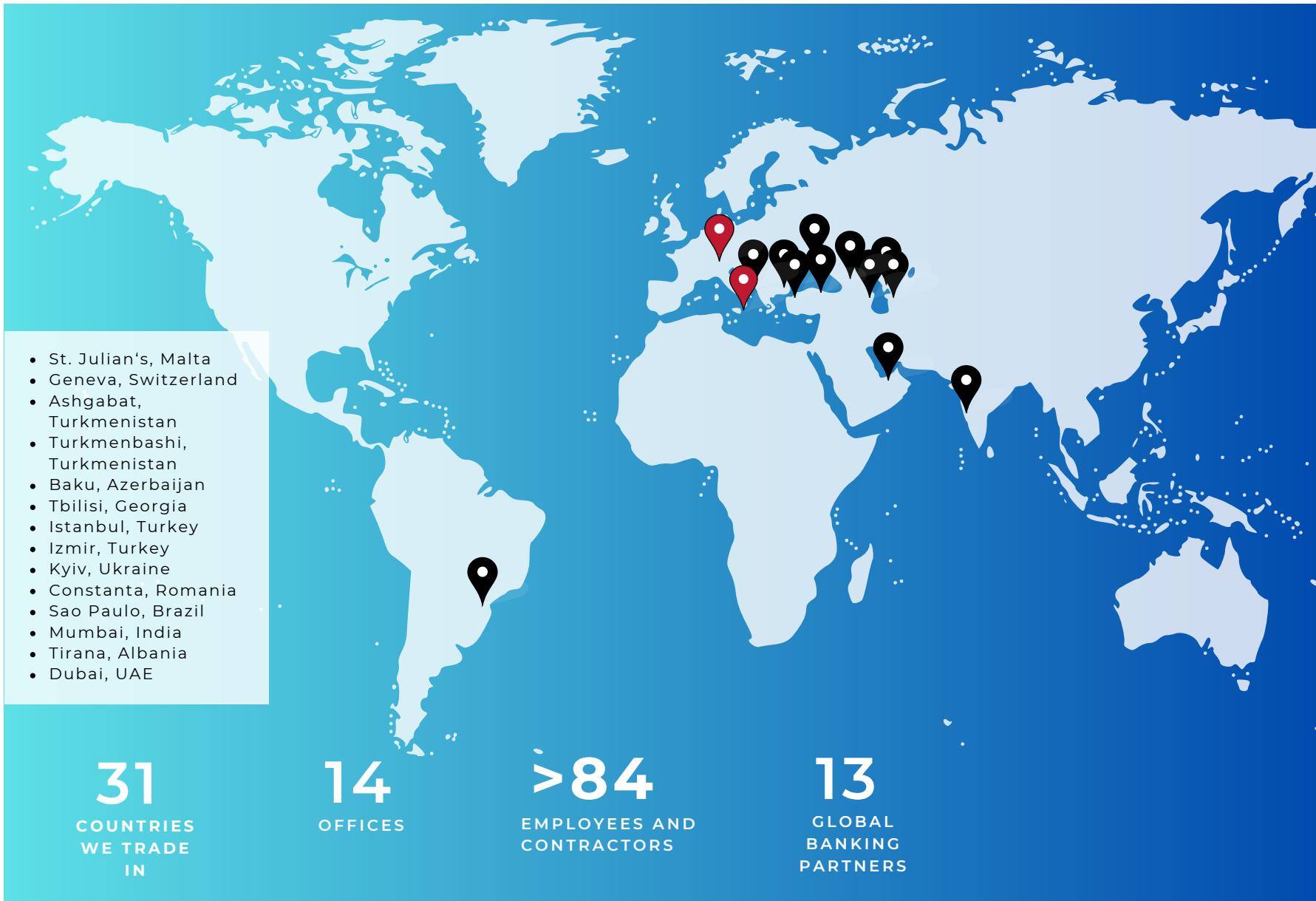
# COMPANY PROFILE

Founded in 2018 in Malta, today Alkagesta has grown into an avant-garde commodity trading house operating globally. Alkagesta is specialized in trading of the full range of Petroleum products, Petrochemicals, Fertilizers, and Agricultural commodities. 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 VALUES
- Respect
  - Ownership
  - Integrity
  - Unity
  - Service Oriented
  - Entrepreneurial Zeal
  - Value Centricity
  - Continuous Learning and Improvement

 <b>SOURCE</b>	 <b>STORE</b>	 <b>QUALITY</b>	 <b>DELIVER</b>
<p>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.</p>	<p>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.</p>	<p>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.</p>	<p>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.</p>

# BUSINESS AT A GLANCE



# APPROACH & GOVERNANCE

## SECTION KEY TOPICS

- Approach to ESG
- Sustainability Strategy
- Championing Sustainability on a Global Stage
- Governance for Sustainable Growth
- Responsible Operations
- Compliance

# APPROACH TO ESG

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

At Alkagesta, our primary area of focus is the trading and shipping of commodities, allowing us to market over 2.6 million 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. Our company is committed to supporting the United Nations' Sustainable Development Goals, which identify critical challenges faced by societies worldwide. 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.

## UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

- GOAL 1: No Poverty
- GOAL 2: Zero Hunger
- GOAL 3: Good Health and Well-being
- GOAL 4: Quality Education
- GOAL 5: Gender Equality
- GOAL 6: Clean Water and Sanitation
- GOAL 7: Affordable and Clean Energy
- GOAL 8: Decent Work and Economic Growth
- GOAL 9: Industry, Innovation and Infrastructure
- GOAL 10: Reduced Inequality
- GOAL 11: Sustainable Cities and Communities
- GOAL 12: Responsible Consumption and Production
- GOAL 13: Climate Action
- GOAL 14: Life Below Water
- GOAL 15: Life on Land
- GOAL 17: Partnerships to achieve the Goal



### 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.

# SUSTAINABILITY STRATEGY

## History

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 includes concrete actions that we took during the year 2022 and the strategy for the following years.

## Strategy

To prioritize the ESG agenda in 2022, we took the topic to the Executive Board level and expanded the existing Compliance Committee to "ESG and Compliance Committee". The ESG and Compliance Committee, oversees the company's activities in compliance ("Compliance Program") and Environmental Social Governance areas that may impact the company's business operations or public image, considering applicable government and industry standards, as well as legal and business trends.

In a nutshell, we monitor the trends, track the performance of our ESG actions and plan the next steps on a quarterly basis. This navigates the framework of our sustainability report.

## Framework of our sustainability report

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

## Key updates in FY2022

- 1 ESG and Compliance Committee establishment mobilized the company resources to take concrete actions.
- 2 The team participated in multiple global events with a focus on Sustainability and contributed to the events by sponsoring them and actively taking part in the discussions.
- 3 Alkagesta invested in the Sustainability Project by acquiring UCO (Used Cooking Oil) Recycling Plant.
- 4 The company revisited the Compliance and ESG-related policies.

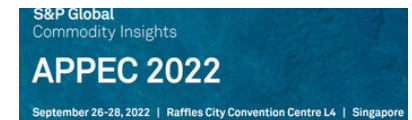
# Championing Sustainability on a Global Stage: Our Team's Participation in Multiple Events Through Sponsorship and Active Involvement in Discussions

New Regional Dynamics and Move to the Green Shipping Future.  
Istanbul, Türkiye  
June, 2022

APPEC : Energy transition:  
The race to net-zero  
Singapore  
September, 2022

Argus Fuel Oil and Alternative Marine Fuels.  
Miami, USA  
October, 2022

Mediterranean Energy, Green Shipping conference.  
Julian's, Malta  
June, 2022



# GOVERNANCE FOR SUSTAINABLE GROWTH

## Governance

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 2022, we significantly enhanced our corporate governance by restructuring our management to facilitate more efficient and effective decision-making processes.

## 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.

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.

# RESPONSIBLE OPERATIONS

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.

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

- ➔ **Communication and Training**

We provide regular training and communication on compliance policies, ensuring employee awareness of responsibilities and company expectations.
- ➔ **Monitoring and Reporting**

We have established clear procedures for employees to report potential policy violations, including a confidential and anonymous reporting mechanism.
- ➔ **Accountability and Consequences**

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.
- ➔ **Continuous Improvement**

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.

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.

This cultivates trust and confidence in our business practices, which is essential for maintaining a strong reputation and securing business opportunities. We recognize the importance of engaging with employees and external stakeholders in order to identify areas for improvement. By soliciting feedback and continuously refining our policies, we ensure that our compliance program remains agile and adaptable in the face of an ever-changing regulatory landscape. In conclusion, Alkagesta's commitment to maintaining the highest standards of ESG-governance, transparency, and accountability is at the core of our long-term success and sustainable value creation for our stakeholders. Through continuous improvement, effective management, and a comprehensive compliance program, we aim to remain at the forefront of industry best practices and solidify our position as a responsible and ethical leader in the commodity trading sector.

# COMPLIANCE

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.

## 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.

## Vessel Clearance

**170**

KYC assessments completed

**3**

On site assessments

In FY2022, 247 vessels were screened as part of our responsible sourcing KYC process, of which 5 were conflict affected

A total of 3 detailed site-based assessments were conducted.

## KYC

**97**

KYC assessments completed

**7**

On site assessments

In FY2022, 97 counterparts were screened as part of our responsible sourcing KYC process, of which 4 were conflict-affected.

A total of 7 detailed site-based assessments were conducted.

# ENVIRONMENT & SOCIETY

## SECTION KEY TOPICS

- Sustainable Investment UCO Recycling Plant
- Vision and Social Impact of UCO recycling plant
- Waste Oil Collection and Processing Steps
- Environmental Results for 2022
- Employer of Choice
- Social Results for 2022

# SUSTAINABLE INVESTMENT: UCO RECYCLING PLANT

In our Sustainability Report for 2021, we outlined our commitment to pursuing sustainable business practices and identified green investments as a key area of focus. We recognize that as a responsible corporate citizen, we have a responsibility to minimize our environmental impact and contribute to a sustainable future. One of the ways in which we aim to achieve this, is by investing in projects that promote environmental sustainability, such as the Used Cooking Oil (UCO) recycling plant.

We are proud to report that in 2022, we were able to follow through on our commitment to green investments by investing in a UCO recycling plant. This investment aligns with our sustainability objectives and allows us to contribute to the circular and sustainable economy.

## Results Achieved

7,643

Animals Protected

2,401,032 m<sup>3</sup>

Water Protected

The UCO recycling plant venture identified four main motives for the communities to collaborate:

### Safe Environment

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

### Save Animals

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

### Be Healthy

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

### No Cost

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

# VISION AND SOCIAL IMPACT OF UCO RECYCLING PLANT

## 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.

## SOCIAL IMPACT

Apart from being an environmentally sustainable project, the company supports individuals who struggle with integrating into work-life. Within the framework of the project individuals with conviction backgrounds and students in need of part-time jobs are encouraged to be hired. This social initiative strives to provide students with professional career opportunities while assisting ex-offenders in reintegrating into society. Alkagesta is dedicated to creating a better work environment, therefore social responsibility has been accepted as vital as environmental responsibility. The Used Cooking Oil recycling project not only supports individuals with conviction backgrounds and students in need of part-time jobs, but it also promotes the responsible disposal of used cooking oil.

**80%** of Total Staff

The percentage of students and Individuals with Conviction Background hired in 2022

By collecting used cooking oil from households and restaurants, the project reduces the amount of waste that ends up in landfills and pollutes the environment. The collected oil is then recycled and turned into biodiesel, which is a renewable and sustainable fuel source. In addition to its environmental benefits, the project also provides an alternative source of income for participating households and restaurants. By supporting both social and environmental causes, the Used Cooking Oil recycling project demonstrates the importance of taking a holistic approach to sustainability.

**48 h**

Total number of hours conducted trainings on ESG training through 2022

# WASTE OIL COLLECTION AND PROCESSING STEPS

01

## Assessment

UCO recycling plant representatives conduct assessment at each collection point before picking up.

02

## Collection

After assessment, we deliver plastic drums for collection. If necessary Health and Safety protocol should be explained by the Collection Point representative. We collect oils from food establishments at agreed time intervals or per request (max 1-day notice). During the process collector weighs drums separately and the total volume for a collection point is registered in the collection document and company software (Formula: Full drum – tare). The collector provides collection notes to the collection point.

03

## Recycling

In our company, after delivery, the full fat boxes are emptied using a specially designed lifting and tilting device and cleaned fully automatically. In the three-phase decanter, the liquid used fat is separated into its components by a centrifuge: fat, water and solids (such as breadcrumbs, leftover French fries, etc.). This overall process works purely mechanically – without the addition of any chemicals. Most of the cleaned old fat is processed in the fuel industry and used for the production of biodiesel. Some are used in the cosmetics industry and in the manufacture of cleaning agents.

04

## Reporting

We are sending monthly collection reports per collection point for invoicing. Collector issues and Delivery Note monthly. We hereby confirm that the product was delivered in accordance with Directive 2009/28/EC and ISCC System GmbH.

## Results Achieved

**733,813 kg**

The amount of Used cooked oil collected in 2022

**51,366 kg**

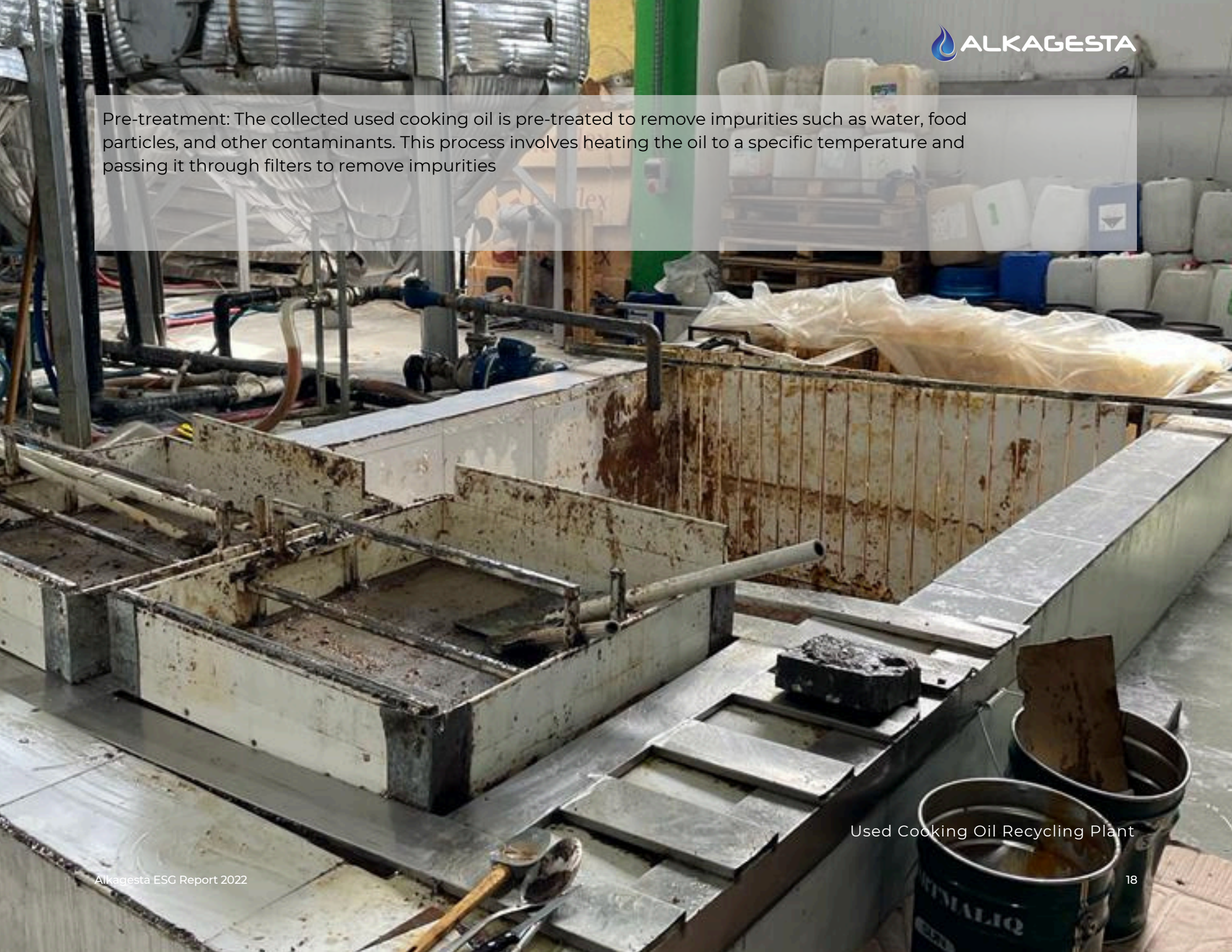
The amount of produced feedstock in 2022

Collection of used cooking oil: The plant collects used cooking oil from various sources, such as restaurants, hotels, and households.



Used Cooking Oil Recycling Plant

Pre-treatment: The collected used cooking oil is pre-treated to remove impurities such as water, food particles, and other contaminants. This process involves heating the oil to a specific temperature and passing it through filters to remove impurities



Used Cooking Oil Recycling Plant

Storage and Shipment: After the pre-treatment process, Used Cooking Oil feedstock is accumulated in reservoirs and prepared for shipment to the biofuel plants for further refining.



Used Cooking Oil Recycling Plant

# ENVIRONMENTAL RESULTS FOR 2022

## Targets and Strategic Priorities for 2022

Zero Prosecutions by environmental regularity authorities in relation to Alkagesta

Involvement in Carbon Trading to control overall direct emissions

90 % of vessels chartered are undergoing Chartering Liability Insurance

Investment in Environmental Projects

## 2022 Performance Results

✓ Achieved **0** ZERO Procecutions

✗ Not Achieved

✓ Achieved **90%** of vessels chartered are undergoing Chartering Liability Insurance

✓ Achieved **1** UCO recycling plant was acquired by Alkagesta 2022

2023

# KPI's

ENVIRONMENT

Increase by 10% the volumes of feedstock 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.

# EMPLOYER OF CHOICE I

## Employer of choice

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.

We also believe in investing in our employees' development and growth. We offer various training programs, mentorship opportunities, and career advancement pathways, which enable our employees to acquire new skills and progress in their careers. Additionally, we provide ongoing coaching and support to help our employees overcome any challenges they may face in their roles. In 2022 we have added Continuous Learning and Development to our values.

Finally, we recognize and reward our employees for their contributions to the company. We offer competitive compensation, bonuses, and recognition programs to show our appreciation for their hard work and dedication. By recognizing our employees' achievements, we encourage them to continue delivering exceptional results. As an employer of choice, we are committed to continuously improving and innovating our workplace practices to create an environment where our employees can thrive. We believe that by investing in our employees, we are investing in the success of our company as a whole.

## 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.

## 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.

# EMPLOYER OF CHOICE II

## 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.

## 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.

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# SOCIAL RESULTS FOR 2022

## Targets and Strategic Priorities for 2022

Zero human rights infringements

100% of employees of Alkagesta to be trained on Human Rights

Increase the awareness of the team and communities we work in on environmental topics

## 2022 Performance Results

✓ Achieved **0** Human Rights infringements

✓ Achieved **100%** employees of Alkagesta are trained on Human Rights

✓ Achieved **12** 12 Trainings were conducted during the 2022

2023

# KPI's

SOCIAL  
PERFORMANCE

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



## Contact Us

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