

Forward Note

Dear Colleagues,

Welcome to this edition of our company newsletter, where we spotlight the remarkable strides, our teams have made across various departments. From strategic advancements in F3 Advisory to the creative endeavors of Fastsigns, and the revitalization of our internal communications with FKL's office relocation, each story reflects our collective aspiration for excellence.

We also highlight our ongoing dedication to social responsibility through initiatives like the voluntary bottle donation program supporting animal welfare. This newsletter serves as a testament to our unified efforts and shared vision. We encourage you to read the content of this issue and continue contributing to our dynamic workplace.

Thank you for being part of this journey!

Warm regards,



Yvette Sciberras
Newsletter Editor

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F3 Advisory: Driving Strategic Growth Through Specialised Corporate Services

F3 Advisory is Famalco's boutique internal advisory firm, designed to support the Group's companies with expert guidance across key business functions. Spearheaded by the Board of Directors and the Corporate Governance and Leadership Council, F3 Advisory ensures strategic alignment, operational efficiency, and regulatory compliance. Its comprehensive scope encompasses core departments such as Administration, Insurance & Claims, Legal Department, BTU (Fenier), Quality Assurance, and Centralised Procurement & Inventory. Additionally, F3 Advisory integrates key functions including Environmental, Social & Governance (ESG), Compliance & Internal Audit, Business Development, Research & Insight (BDRI), and Health & Safety (H&S). This integrated approach reinforces Famalco's commitment to sustainable growth, innovation, and robust corporate governance. Through its integrated service model and strategic leadership, F3 Advisory plays a pivotal role in supporting Famalco's vision of excellence and long-term growth. Each function within F3 Advisory is designed not only to meet operational needs but to anticipate future challenges, enabling Famalco and its subsidiaries to operate with agility, compliance, and strategic foresight.



Fastsigns Malta Your Trusted Partner in Bespoke Branding Solutions

FASTSIGNS
More than fast. More than signs.®

FASTSIGNS Malta is a leading provider of bespoke visual communication solutions, offering tailored signage and branding solutions designed to meet the specific needs of businesses across a wide range of industries. As an integral part of Famalco, the company offers a comprehensive suite of services, including custom signage, innovative cladding systems, exhibition stands, uniquely engineered one-off projects, and an extensive selection of printing options on vinyl, banners, carpets, and more, all with the scope of enhancing brand presence and impact.

Under the leadership with over 30 years of industry experience, the professional team ensures each project is executed with precision and professionalism. The service provider collaborates closely with clients to develop tailored visual solutions that effectively communicate brand messages.



From initial concept to final delivery, the company is dedicated to excellence in every project. Its commitment extends beyond traditional signage services by offering comprehensive project management services, including concept development, graphic design, and installation. By leveraging the latest technologies and innovative materials, the team provides dynamic, impactful visual solutions that resonate with target audiences.

The business is equipped to bring your vision to life with creativity! Discover how FASTSIGNS Malta may help your brand stand out and leave a lasting impression.



FKL Announces Office Relocation

Focused Knowledge Limited (FKL), the internal communications agency of Famalco, is pleased to announce the relocation of its offices and welcoming back our original office space. This strategic move underscores FKL's commitment to creating a dynamic and efficient workspace with the scope to instill more teamwork and delivering impactful communication solutions. The new environment is designed to enhance collaboration, stimulate creativity, and reinforce service excellence across all communications efforts. FKL looks forward to leveraging this space to better serve the Group and contribute to its continued growth and success. We look forward to welcoming you back to our original office space and discussing how FKL may contribute to your company's success.



Support Animal Welfare Through Voluntary Bottle Donation

Famalco is pleased to introduce a voluntary initiative aimed at supporting animal welfare through environmental sustainability. Employees are encouraged to participate by collecting eligible plastic beverage containers and depositing them in designated collection points within our premises. Each returned container, through the Beverage Container Refund Scheme (BCRS), contributes €0.10 towards aiding local animal shelters.

The funds accumulated from these returns will be donated to organizations dedicated to the care and rehabilitation of animals in need. Each department is encouraged to identify a suitable space for storing the collected bottles. At the end of each month, bottles will be collected from each department and deposited at BCRS. Your involvement in this initiative is entirely voluntary. Notwithstanding, by participating, you not only contribute to environmental sustainability but also provide essential support to vulnerable animals within our community.



Strengthening Our Human Capital



We are pleased to announce a new chapter in the continued development of our most valuable asset: our people. At the heart of this effort is FHC, which leads the Human Resources function across all Famalco companies, playing a central role in cultivating a high-performing, inclusive, and

engaged workplace. While it is sometimes believed that the role of HR is limited to talent acquisition, FHC's responsibilities extend far beyond. FHC is instrumental in shaping our organizational culture and enhancing employee engagement. This includes designing and implementing comprehensive training programs, facilitating career development opportunities, and ensuring compliance with company policies.

We are pleased to welcome Alberto Maria Monteleone as our new HR Manager, who will lead FHC's HR function with innovation and strategic focus. We look forward to the positive impact Alberto will have in his new role and the continued advancement of our human capital initiatives under his leadership.



Re-Introducing the Employee Handbook

In line with this commitment to strengthening our human capital, we are proud to relaunch our Employee Handbook. This comprehensive resource outlines our company policies, procedures, and core values, while also providing clear guidance on workplace expectations. This handbook serves as a central point of reference for all employees, fostering transparency, consistency, and alignment across the organization. The Employee Handbook will be available on the company intranet and distributed in print to all new employees.



We encourage everyone to review it carefully and contact Human Resources with any questions or feedback. We thank you for your continued commitment and look forward to growing together under this renewed focus on excellence in people management.



HR Notice Board

A List of Our Open Vacancies

Accounts Clerk

Administration Assistant

Business Development Officer

Health & Safety Manager

Signage Production Helper

HR Administration Officer

In-House Corporate Lawyer

Maintenance Person

Sign Maker and Installer

Truck Drivers

Financial Planning and Analysis Manager

For more info and vacancies visit:

FamalcoCareers.com

Welcome on Board

Emrys Bugeja – Administration Assistant
David Buhagiar – ICT Support Technician
Zeynep Erdogan – Content Writer
Vladimir Vasilic – Overseas Trailer Driver
Frankie Mario Mallia – Production Specialist