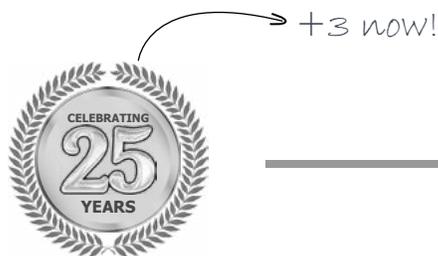


2026



AquaBioTech Group

An Informal Guide & Frequently Asked Questions
regarding employment and living in Malta



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Corporate Introduction

AquaBioTech Group is an independent aquaculture, fisheries and marine environmental consulting, testing, research and development company operating on a global scale with clients and projects in over fifty-five countries. Each division of the company is focused on a specialised field of work related to the aquatic environment.

Primarily involved in Consulting, Advisory and Training (CAT) for aquaculture, fisheries and other marine / oceanographic projects; Testing, Research, Inspection and Certification (TRIC) work in our aquatic research facilities; and the development of land-based fish and shrimp farms and aquatic research facilities using our proprietary RAS technology in our Design Engineering Technology Services (DETS) Division, we seek to offer a complete and holistic service to our clients. The company also has its own dedicated Research, Development and Innovation (R&D&I) team that keep the company at the forefront of technology and services we offer our clients.

Staff working at **AquaBioTech Group** are all considered specialists in their relevant area of work and the company has sought to create a multi-national team of more than one hundred in-house experts from more than thirty countries that have a variety of backgrounds and experiences bringing a wealth of knowledge and experience to any assignment undertaken.



AquaBioTech Group is an export focused business that has consistently derived more than 98% of its business from outside of Malta and continues to seek to internationalise its business in all three core sectors of the business.

An Informal Guide & Frequently Asked Questions regarding employment and living in Malta

This document aims to answer the most common questions we have been asked over the years from people considering joining AquaBioTech Group.

We are also encouraging you to watch our recruitment video found here: <https://aquabt.com/jobs-2/workwithus/> for more information regarding our company and Malta.

Where is the AquaBioTech Group located?

Our facilities are in Mosta, a small town in the middle of the island - below is the full address:

AquaBioTech Group

Central Complex,
Naggar Street
Targa Gap, Mosta
MST 1761
Malta G.C.

Maps location:

Main Office phone number: +356 2258 4100



Private mail and packages

The office address should be used for all private mail and packages - deliveries to your private accommodation is not recommended as someone must sign for all deliveries.

Living in Malta



The official languages are Maltese and English with almost all Maltese people speaking English at a good level. All communications in the office, socially and for work purposes, are required to be conducted in English.

This ensures that everyone is included in all discussions and that everyone thinks and reacts in English in emergency events. Communicating with a foreign client in their own language is encouraged, but even then, communications need to be documented in English so that everyone can understand what has been said.



Electricity & sockets

The electricity supply in Malta is 220 - 240 volts, 50 Hertz. The square-fitting standard three-pin, 5 - 13 Amp “British style” plugs and sockets are used. **Only** screw-lock adaptors are permitted to be used in the office and in leased properties.

What is the weather like in Malta?

Malta has a typical Mediterranean climate and is strongly influenced by the sea. July and August are the hottest months with an average temperature of 27°C (80°F) and extremes in the high 30’s during the month of August. In contrast, January and February are the coldest months with an average temperature of 13°C (55°F), although a high humidity level can make it feel colder than it really is. The use of a dehumidifier is very effective.

What is the cost and standard of living in Malta?

Overall, the island enjoys a high standard of living, providing a safe and secure environment for families and individuals. As you would expect, the overall cost of living is relative to the pay structure on the island, although the cost-mix is quite different to other countries.

The crime rate is low, but you should not become complacent. Being a touristic island, Malta is used to seeing foreigners, and everyone is well received on the island. Over the past five years or so the number of foreign workers has also risen dramatically as there are more jobs available than the local population can fill.



Food and drink

Overall, the cost of food and drink is comparable with other Southern European countries, although some things can be more expensive as many things are imported. That said, many locally grown vegetables are cheap, but you need to buy foods that are in season as out of season produce will have been imported.



Eating out is relatively cheap and the variety is huge given the touristic nature of the island. Restaurants of all types and sizes can be found and are generally of a good quality.

The COVID-19 pandemic really accelerated the home-delivery culture in Malta and almost everything can be ordered online and delivered to the office or your accommodation.

Water & Electricity

Water and electricity bills vary depending upon the person, but on average staff use around €35 - €50 per person per month based on a shared apartment. While the island presently enjoys the benefits of an energy hedging agreement, it remains to see if the current global situation will bring about higher energy prices for the island.

Transport

Company accommodation is all within a walking / cycling distance from the office and staff are encouraged to walk or cycle to work where possible. The bus transport network on the island is quite good and continuously getting better - a single trip cost €2.00, €2.50 during summer.

As soon as you become a holder of a valid Maltese residency document you can apply for a 'Tallinja' card, enabling free travel within the Maltese islands when making use of Daily Routes, Night Routes and Special Services. Furthermore, a 'Tallinja' card provides discounted rates when making use of 'Valletta Ferry Services', 'Barrakka Lift' and 'Tallinja Bike'.

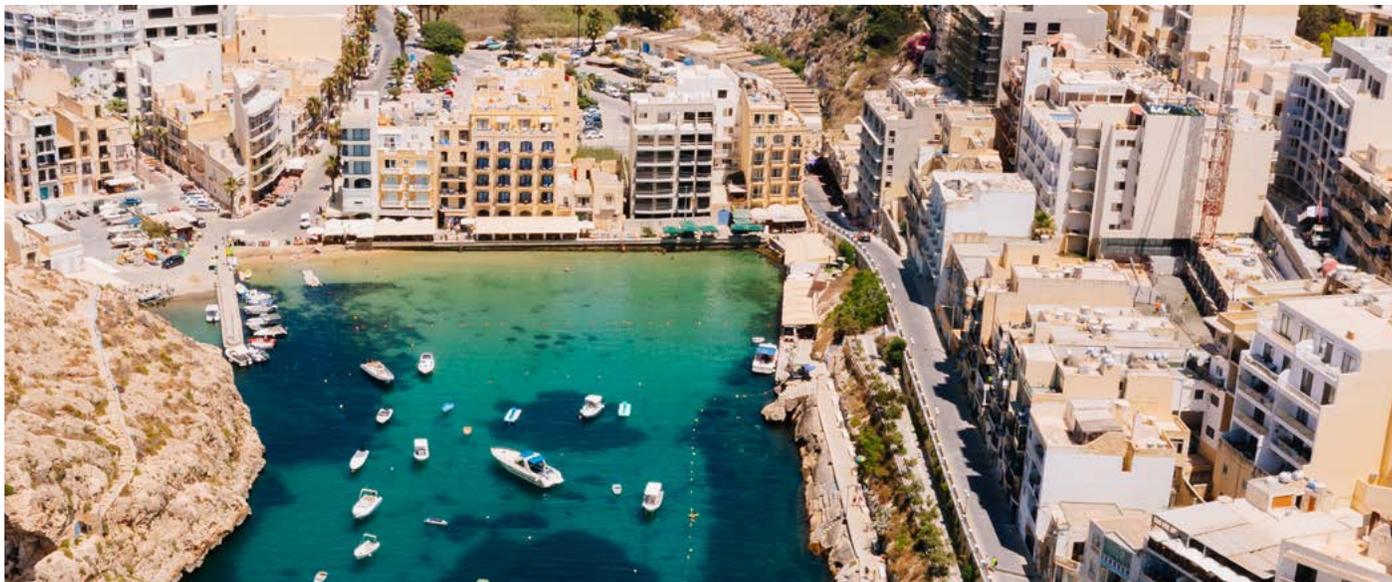


Bike and scooter hire are very common and quite affordable from various outlets around the island. Car hire can be made by the hour for quick trips or for longer if you want to explore the islands. All travel on the island for work can be undertaken with the use of company vehicles, but there are procedures for booking the use of vehicles and there is a minimum driving age of twenty-five (25) for all company vehicles. Any holder of a valid driving license is permitted to drive in Malta for a maximum of 12 months from date of entry in Malta. After this time, residents must possess a Maltese driving license. The switching process is very simple.



Internet

Internet is provided in all accommodation that the company offers its staff, and there is also free internet coverage in the office, subject to compliance to company ICT policies. Free Wi-Fi is also found in most public areas and beaches around the island.



Health Care

Health care in Malta is of an extremely high standard – one of the top ten in the world! The main general hospital is called Mater Dei Hospital and is located near Msida, next to the university, but there are also a number of government health clinics in various towns; Mosta has one right in the city centre. Health care is provided for free for all staff working in Malta, however, please note that when traveling to Malta you must have a travel and/or private insurance policy, or the European health card issued by your EU country. AquaBioTech Group is committed to keep a good health mindset and provides 10% off year Gym subscriptions.

Children Education and Child Care

Employees who are EU citizens with residency in Malta and all Third Country Nationals (TCN's) in possession of a work permit, can also make use of several free services for their children, offered by the Government to ease the life of working parents. These services include free education up until the finalisation of studies at Secondary Level (the legal requirement set by the Maltese Education Institute), free day care and free after-school care. There are no fees to attend University of Malta or the Technical University called MCAST.

Employment

Holiday / Vacation entitlement

All employment contracts will say the leave entitlement is “as per Maltese law” as the allocation varies year by year.

For the year 2026 staff are entitled to twenty-four (24) days of leave entitlement and the three (3) days of public holidays that fall on a weekend, totalling twenty-seven (27) days of paid leave. There are fourteen (14) days of national holidays, three (3) of which fall on a weekend. These national holidays may be assigned to days other than the day they fall on due to shifts, travel or other work assignments.

The company does have a compulsory shutdown at the end of the year during the Christmas / New Year holidays, but this isn't always applicable to staff employed on research projects and/or in the **ABT Innovia** and **ABT Labs** divisions of the company. All staff are notified at the beginning of each year as to the “Christmas / New Year shutdown period” and leave allocation for that year.

For the year 2026 staff are advised that our last day in the office is **Friday 18th December 2026** with the office reopening on **Tuesday 05th January 2027**. This means that staff need to budget for **eight (8) days** of leave from their 2026 allowance and **one (1) day** from their 2027 allowance.

DECEMBER 2026

wk	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
49	30	1	2	3	4	5	6
50	7	8	9	10	11	12	13
51	14	15	16	17	18	19	20
52	21	22	23	24	25	26	27
53	28	29	30	31	1	2	3

JANUARY 2027

wk	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
53	28	29	30	31	1	2	3
1	4	5	6	7	8	9	10
2	11	12	13	14	15	16	17
3	18	19	20	21	22	23	24
4	25	26	27	28	29	30	31

Salaries

Salaries are paid on the last working day of each month, and this is undertaken by a bank transfer to an EU bank account, which is a legal requirement. No salaries are paid in cash or by cheque or to a third party. Staff are advised to open a Maltese bank account no later than three (3) months from joining the company. The company can assist you with this process and provide the documentation the local banks all require.

Employment Contracts

AquaBioTech Group offers employment through means of Fixed Term Employment Contracts (FTC). This policy has been implemented due to the importance of continuity in the work we undertake, as well as providing the highest degree of job security for staff who move to Malta from all over the world.

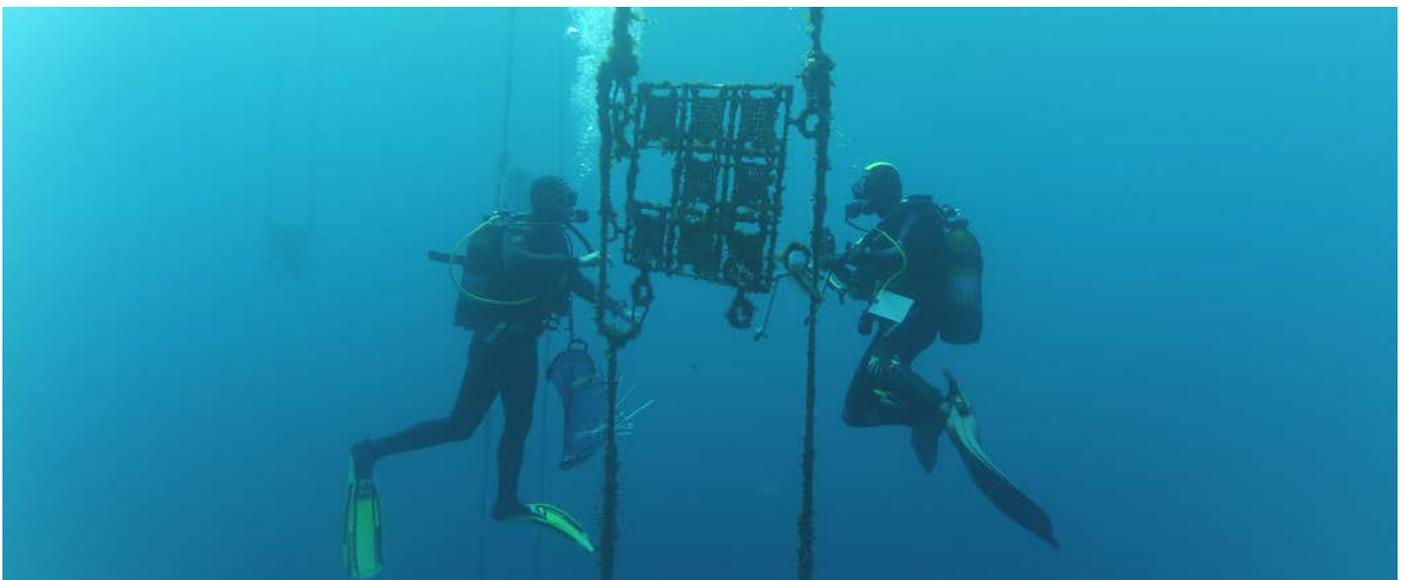


Probation period

As per Maltese law, the standard probationary period for any new employee is six (6) months. This can be less if mutually agreed between the employer and employee. **AquaBioTech Group**, normally offer a four (4) month probation period, as this is normally enough time for both parties to get to know each other. In certain cases, we are open to reducing the probation period if both parties are happy with things as we understand that leasing apartments is complicated while still in the probation period.

The terms and conditions stipulated in the contract and agreed upon between and employer and employee cannot be altered during the probationary period.

Once the probationary period is completed and the employment contract finalised, should an employee leave their place of employment during the probationary period, they are required to pay back the company any costs incurred for his/her employment period and onboarding. These costs include, but are not limited to, costs associated with Work Permit applications; Visa Applications; Third-party training costs.



During the probation period, a fixed term contract can be terminated by either party without assigning any reason. **AquaBioTech Group** requires that a period of four (4) weeks' notice is provided and this will be stated in the contract.

A two-way commitment and job security

A fixed-term contract represents a mutual commitment between the Employee and the Company, together pursuing development and growth. The company offers this form of contract as it provides the employee with the highest level of job security as we recognise that moving to another country is in itself, a huge commitment. Those moving with families will also appreciate that we want to make your whole family feel secure and settled on the island.

This two-way commitment also means that the company can provide an elevated level of commitment to its clients by ensuring that we have the personnel to undertake the work assigned to us, and start and finish a project with a defined team of people. Continuity in the teams working on long-term projects has been a key-strength of the company.

In the spirit of fairness and respect for this commitment, should the agreement be ended prematurely by either party, the initiating party must honour their contractual commitment towards the other party by contributing half of the remaining wages that would have accrued had the contract of employment remained in force. However, as explained, this situation need not apply as we are always open to discussions with our team. This approach nurtures a supportive environment of trust and collective ambition.

We do understand that people's situations can change over time, and we are prepared to facilitate early exit strategies should circumstances require this. We therefore encourage individuals to approach the HR team and discuss any issues that may arise throughout the term of the contract. There are also extraordinary circumstances that constitute force majeure, and the HR team will assist you wherever possible.

Force majeure refers to an unforeseen circumstance which may prevent the employee or employer from fulfilling the original contractual terms. It should be noted that **AquaBioTech Group** retained all its staff during the COVID crisis as this was our commitment to the team.

Mobile phone

A company SIM card (EPIC / Vodafone Malta) will be provided to all staff members as part of the employment contract and its use is mandatory. This SIM needs to be active at all times. There is no need to obtain a private SIM card as the company permits the use of company mobile phone number for personal use. Depending upon the usage and requirement, staff will have a contract of use with minutes that can be used for private and work calls so as to remove the need to have two phones.

There is also the possibility, depending on type of mobile phone you have, for an 'E-SIM' (electronic SIM card) to be installed digitally, removing the need of a physical SIM for people with only one slot in their mobile phone.



WhatsApp or WhatsApp for Business is also installed and linked to the company SIM card number to facilitate communication and interaction between staff, suppliers and where necessary, with clients. Employees are reminded that phones provided by the company are company property.

3CX Mobile Application

The Company also uses a system called '3CX' for internal communications that is also linked to your office phone number. The use of this application is mandatory and enables all users to answer their work landlines from anywhere within the building as well as remotely. Furthermore, calls can be made directly through this application, which uses the landline phone number of the user. This application can be used in tandem with the SIM card provided.



Frequently Asked Questions

Does AquaBioTech Group provide accommodation?

The company does offer the possibility to use leased accommodation that is paid for by the company. This is the preferred option for most people as it gives them time to explore the island and find somewhere else to lease. Most people also opt to stay in a company apartment during probation as some landlords are reluctant to lease to someone on probation.

The company can pay for your accommodation as part of your salary package if this is deemed necessary and for the better performance of your duties, namely that you are within a reasonable distance of the offices and research facilities so as to be able to respond to on-call emergencies and/or travel to work during unusual hours without the use of a car or other forms of public transport. The specific terms of how this is structured in your contract will be discussed on an individual basis.

Generally, all the apartments are very close to the offices and are on a shared basis with either two (2) or three (3) other staff sharing. Apartments all have two, three or four separate bedrooms with the common parts like the kitchen, living and dining areas shared. Occasionally, there are one-bedroomed apartments available, but these are not very common in Malta.

Persons sharing an apartment are required to pay an equal share of the consumption of the water, electricity and gas (where applicable) each month divided between the number of people staying at the apartment during the previous month. Apartments are usually well equipped with the normal kitchen appliances, but you will need to bring your own towels and bedding.

The confirmed address of the apartment where you shall be staying will be sent to you a few weeks before you are due to arrive in Malta.

What if I want to move to my personal accommodation?

For those people(s) who would like to lease a property and move into their own accommodation, alone or shared, it is still possible to benefit from the company's accommodation allowance. The lease would be signed in the person(s) name, but the company would pay the rent to the landlord directly. This process requires the intervention of our Human Resources Department to be planned efficiently.

Company Apartment

Can I have photos of the apartment?

Due to privacy concerns, we cannot send any photos, but the apartments are all modern and well-kept and they are regularly inspected by staff from the HR department to ensure that the owners maintain the upkeep of the facilities.

What will be the size of my bed?

There are two types of available beds: single and double - the sizes are standard European bed sizes. After your address is assigned to you the information regarding your bed size will be passed on to you.

Will I have a private bathroom?

Normally only one bedroom has an ensuite bathroom. This room is generally assigned to a senior staff member that has been with the company longest. We cannot guarantee that you will have a private bathroom.

Can I have guests/visitors staying over at my apartment?

Yes, you can - relatives and friends are welcome to visit you and stay with you, but please:

- Come and talk to the HR department before you confirm any visitors who would like to come (some apartments have limits on the number of guests and duration of the visit).
- Guest numbers should be limited to no more than double the number of bedrooms.
- As a courtesy to others, expect guests staying more than a few days to be included in the utilities bill sharing, and you will be responsible for their share of the bill.
- Always confer with your flatmates about the visitors and respect that this is also their home.

What are the nationalities of my flatmates/colleagues?

Currently we have around twenty-nine (29) different nationalities in the company as we have always sought to hire the best people from all over the world, so be ready to work and live in a multicultural environment.

How can I get to the apartment from the airport and back?

AquaBioTech Group provides a taxi pick-up for you at the airport, paid for by us. Our team will organize and provide all the necessary information for you to collect the keys and arrive at your apartment according to your time of arrival; even if you are arriving outside of office hours or during the weekend.

Why do you need my flight information?

To facilitate the airport transfer is important for us to know your flight details as soon as you book your flight ticket. When we ask for your flight detail information, please provide us with the following:

- The date of the flight
- Flight number,
- Airline name
- Departure airport
- Estimated time of arrival
- Your contact mobile number and an emergency contact name and number in your home country



Other Questions

Do I have to use the company SIM card?

Yes, you do. The company provides all new staff with a SIM card which is registered under the company's name and this provides the company with the legal protection it requires in terms of access to company information. This SIM card will be given by the IT Dept after the successful completion of Induction Training, along with the Company Access Card.

Does the company have a kitchen / canteen?

We do have a canteen room that is equipped with fridges, microwaves, espresso and coffee / tea machines, snack vending machine etc., where you can have a relaxing drink and keep your lunch in the fridge. We do not provide any form of lunch service, but there are many food service delivery companies that can provide lunch / dinner in a short period of time and there a few places to eat close to the office, as well as take away options.

How many days before the start of employment can I come to Malta?

While we encourage people to arrive on the island early, settle in and explore your new home, the amount of time you can come early would largely depend upon the availability of accommodation and would need to be confirmed on an individual basis.



What is the dress code at AquaBioTech Group?

The dress code in the company is Smart Casual. All members are to respect and promote the company's image by wearing appropriate attire for work.

The following criteria are to be observed by all staff working at **AquaBioTech Group**;

- Nose earrings, looped earrings, and nose rings (Hoops, Stretchers) – These are only allowed within the designated 'office' areas, and must be removed when entering dry laboratories, wet laboratories, warehouses or workshops.
- Whilst on assignments outside of premises, employees are not permitted to wear any looped / hooped earrings or nose rings.
- Shorts or short skirts – Employees are only allowed to arrive to work in shorts and short skirts, but must immediately change to, and stay in work attire within the premises.
- Open-toe shoes – Under no circumstance is anyone allowed to enter the building in any form of open-toe shoes, such as sandals or flip-flops.
- Beach clothes and inappropriate casual wear – Not allowed under any circumstance.
- Clothing with any inappropriate printing / writing, symbols, images or political and religious messages is not allowed under any circumstance.
- Tank top / sleeveless clothing is not permitted.

Biosecurity notice for all visitors



**THIS IS A STRICT BIO-SECURE FACILITY.
YOU MUST THOROUGHLY READ AND COMPLY WITH THE
INSTRUCTIONS BELOW.**

Prior to visiting

-  Do not visit fish farms, pet shops or touch home aquaria
-  Do not wear short sleeve shirts and shorts
-  Do not wear open toe shoes

During Visit

-  You must sign the visitor logbook
-  Do not enter the facility without registered accompanying person
-   Do not enter with cellular phones or cameras or other equipment
-  Do not come in contact with fish or water
-  Keep your hand in your pockets at all times
-  Do not shake hands with any aquatic staff members
-  Do not lean over water tanks or touch the water
-  Wear protective boots and cloths upon entry
-  Disinfect hands using disinfection gel before entry
-  Stay only in the marked zone - All doors will be opened and closed for you
-  Do not make sudden movements or sounds or bang the tanks
-   Comply with all signs in the facility
-  Comply with your accompanying person instructions at all times
-  Follow the emergency exit signs in case of emergency evacuation

Disclaimer

The information provided in this guide is given on the understanding that **AquaBioTech Group** cannot accept any responsibility for the accuracy of the information and each person should also undertake their own research.

While every effort has been made to provide accurate and informative information about employment with **AquaBioTech Group** and what it is like to live and work in Malta, some information provided is based on the sharing of personal experiences and is therefore subjective.





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Created by **AquaBioTech Group**
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