

# The **RSM** way

Don't just see the potential,  
see it realised in Malta and globally



## FIRM PROFILE

THE POWER OF BEING UNDERSTOOD  
AUDIT | TAX | CONSULTING





# Table of **CONTENTS**

A man in a dark suit is walking from left to right on a paved promenade. He is carrying a dark folder or bag under his left arm. The promenade has a metal railing with horizontal bars. In the background, there is a large body of water, a city skyline, and mountains under a blue sky with white clouds. To the right, a modern building with a glass facade and a white, sail-like structure is visible. The overall scene is bright and clear.



**4**

## **RSM MALTA & RSM INTERNATIONAL**

**8**

## **RSM IN NUMBERS**

PEOPLE

REVENUE

JURISDICTIONS & OFFICES

**12**

## **HISTORY & TIMELINE**

**14**

## **OUR PEOPLE**

THE LEADERS

THE TEAM

**18**

## **MEMBERSHIPS**

**19**

## **OUR VALUE PROPOSITION**

**20**

## **SIX REASONS WHY YOU SHOULD ENGAGE RSM**

**21**

## **KEY SERVICES**

# RSM Malta and RSM International

RSM Malta was established **in 2005** by a team of reputable partners who are Certified Public Accountants with several years of working experience in the profession.

The firm employs graduates and paraprofessionals with backgrounds in accounting, finance, taxation, corporate law and information technology.

Our set up enhances business efficiencies, reduces internal bureaucracy and underpins our client focused culture. It also assists our clients in readily connecting to partners and directors providing both leading advice and great value for money.

The firm is a member of RSM International; a worldwide network of independent professional services firms, providing audit, tax, and specialist advisory services to ambitious growing organisations around the globe. RSM International is represented by 128 member and correspondent firms in over 123 countries. The combined organisation has over 51,000 professionals in more than 860 offices.

RSM is a powerful network of audit, tax and consulting experts with offices all over the world. As an integrated team, we share skills, insight and resources, as well as a client-centric approach that's based on a deep understanding of your business. This is how we empower you to move forward with confidence and realise your full potential.

**This is The Power  
of Being Understood.**



## GIVING YOU CONFIDENCE

Our firms are here to advise you on a wide range of issues from audit and assurance, consulting, tax, risk advisory, IFRS, restructuring, transaction and business and financial advisory solutions. As well as these core services, our member firms also offer a wide range of specialist services, such as wealth management, IT consulting, legal advisory, forensic accounting and human resource consulting.

We put ourselves at the heart of your business where we can be most effective. As your long-term adviser, we gain a deep understanding of every aspect of your business so we can respond with the right expertise and insights at the right time. Wherever you are in the world, you will enjoy the same seamless service, combining astute local knowledge with the global expertise of our most senior professionals. We're passionate about your success and about empowering you so you can face the future with confidence.

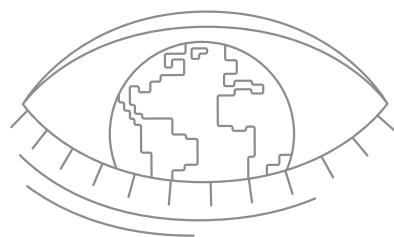


**RSM Malta's values are aligned with those of the RSM Global Network in that we strive to provide high quality services across all departments through a deep understanding of the client's business and needs.**

**- GEORGE GREGORY, MANAGING PARTNER**

## FOCUSED ON EXCEEDING EXPECTATIONS

At RSM, we believe in giving clients more. More understanding. More expertise. More confidence.



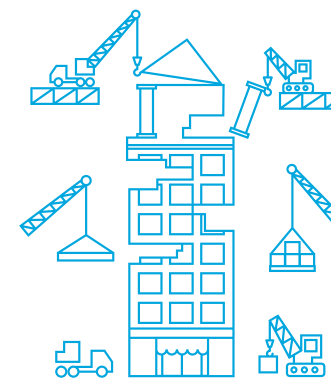
### Collaboration globally and locally

We believe in providing all our clients with a consistent service that goes above and beyond their expectations, wherever they are in the world. That means supporting businesses with valuable expertise from a local perspective combined with the international knowledge and insights of our global professionals. This dual perspective empowers you to face the future with confidence.



### Senior expertise, ideas and insights

We believe that every one of our clients deserves access to the invaluable knowledge and industry acumen of our most senior global professionals. Whether you're an SME or a multi-national, you can always depend on the latest thinking from some of our industry's most respected practitioners. We're proud to share their expertise with you, responding with speed and agility so you can meet each new challenge armed with all the relevant knowledge and insights.



### Understanding our clients

Our client relationships are based on mutual respect and collaboration. We'll immerse ourselves in your business to gain a deeper understanding of who you are, what you believe in and what motivates you. We'll take a 360 degree analysis of your markets, laws and customs enabling us to identify opportunities or challenges before they arise. By fully understanding your goals and measures of success, we can support and empower you every step of the way – maximising your potential.





**The Advisory function has been growing over the years, increasing it's portfolio of services year on year. Today we provide a full range of services through which we partner with our clients to assist them through their journey.**

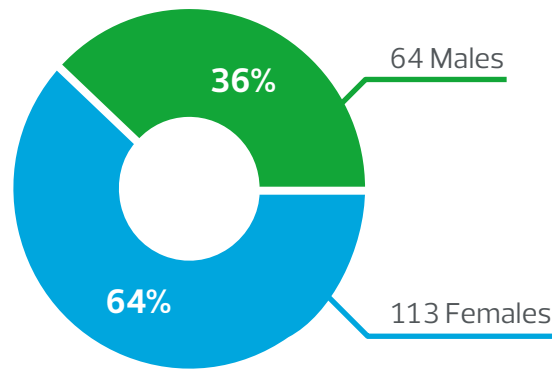
**- VLADIMIRO COMODINI, NEXTGEN ADVISORY**



# RSM in Numbers

## PEOPLE

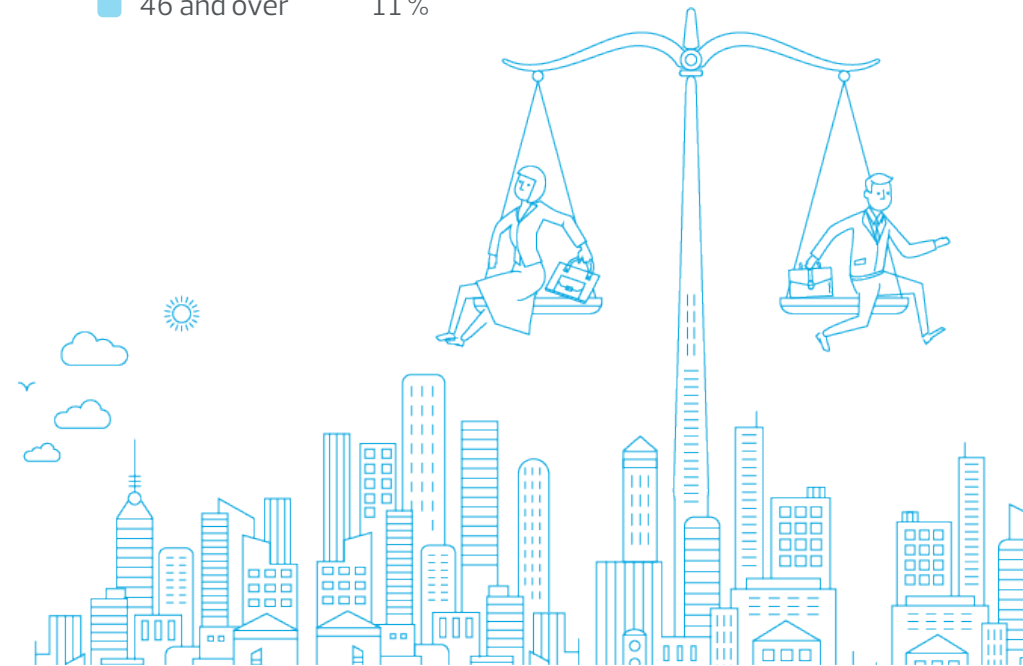
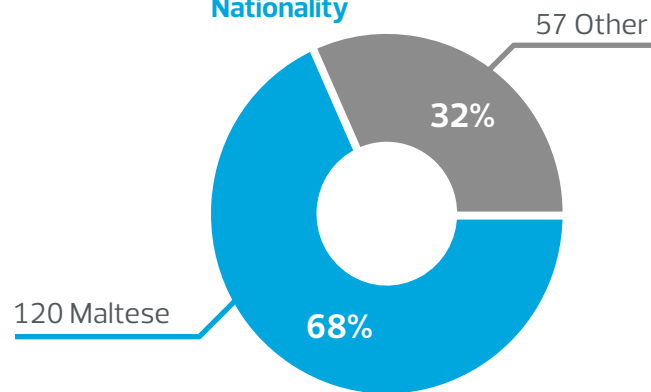
Gender



Age

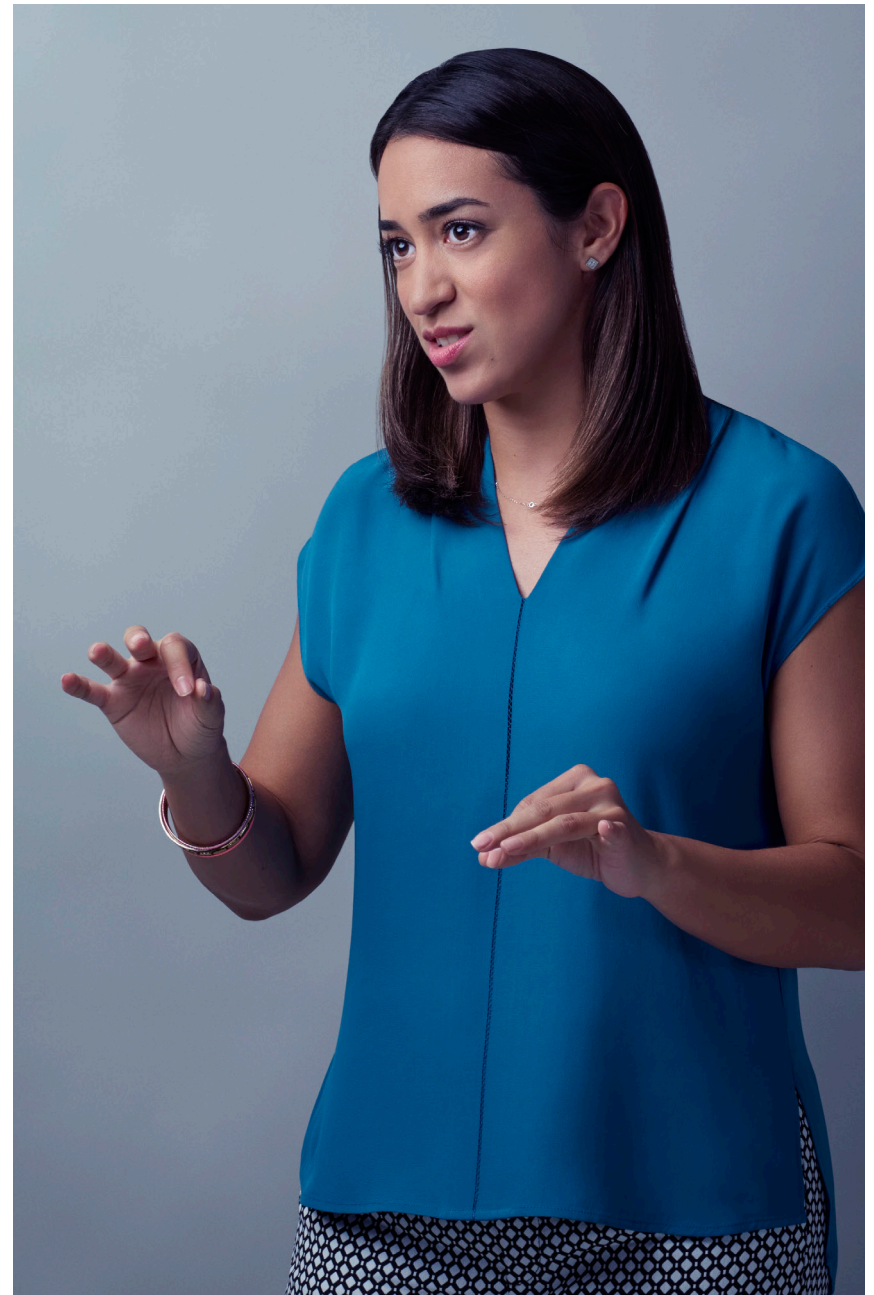
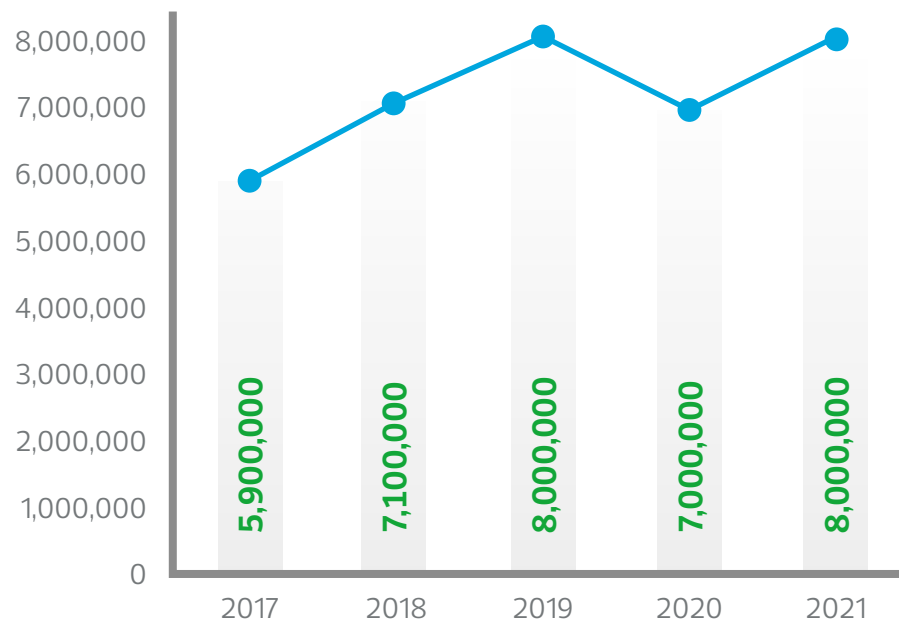
25 and under	35 %
26 to 35	42 %
36 to 45	12 %
46 and over	11 %

Nationality



## REVENUE

The firm's revenue and profits have been increasing year on year thanks to our staff's determination and expertise. Our three main service lines (assurance, outsourcing and advisory) contribute to our annual revenue figures published every year in our transparency report.

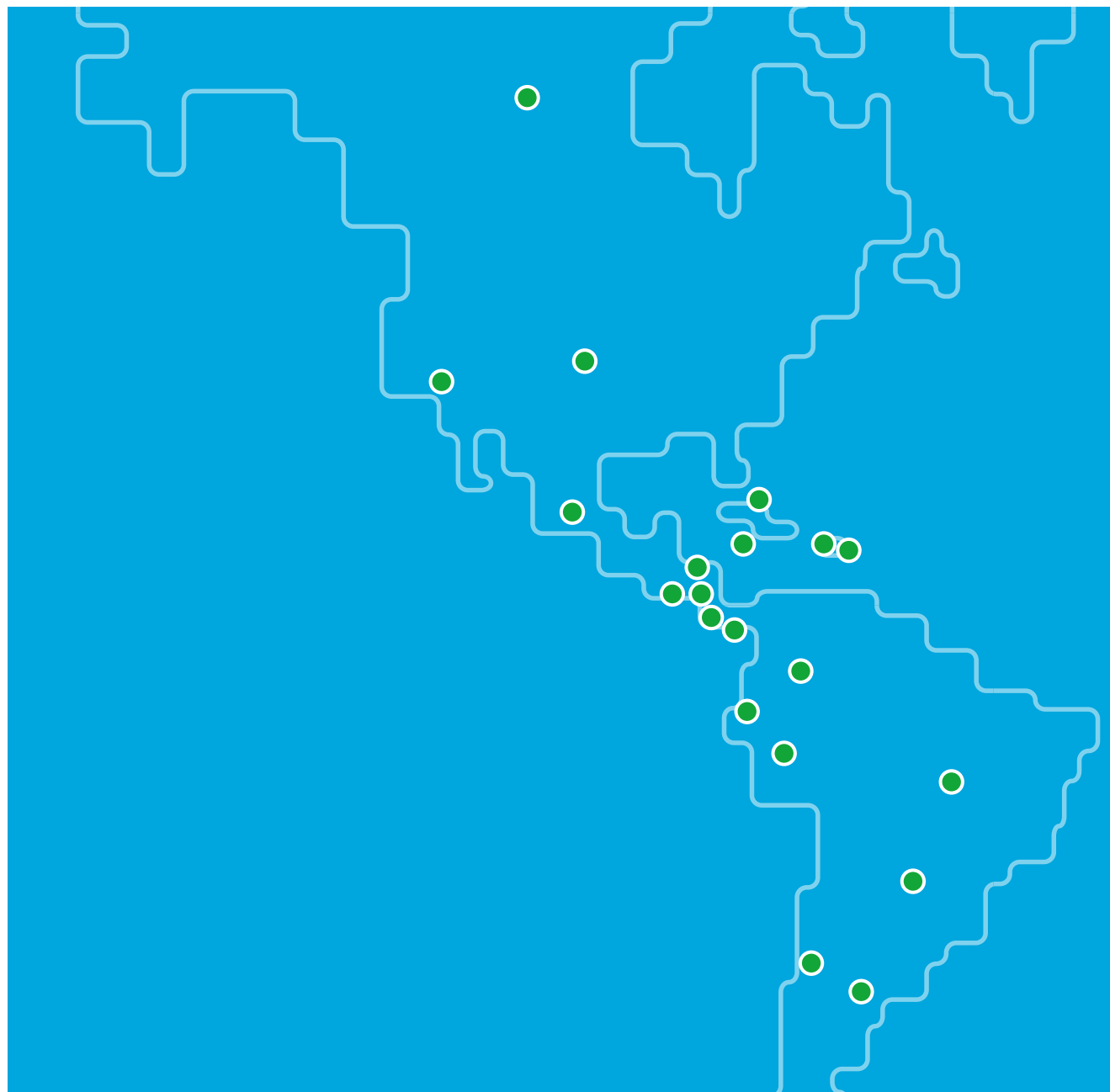


## JURISDICTIONS & OFFICES

RSM Malta forms part of the RSM International network of firms. The RSM brand is present across all continents with over 51,000 professionals working in 860 offices around the globe.

RSM International currently has offices in the following countries:

Afghanistan, Albania, Andorra, Angola, Argentina, Australia, Austria, Azerbaijan, Bahamas, Bahrain, Bangladesh, Belgium, Botswana, Brazil, Bulgaria, Cambodia, Canada, Cayman Islands, Chile, Channel Islands, Chad, China, Columbia, Costa Rica, Croatia, Cyprus, Czech Republic, Denmark, Dominican Republic, Ecuador, Egypt, El Salvador, Equatorial Guinea, Eswatini, Ethiopia, Finland, France, Gabon, Georgia, Germany, Ghana, Gibraltar, Greece, Guernsey, Honduras, Hong Kong SAR, Hungary, India, Indonesia, Iraq, Republic of Ireland, Isle of Man, Israel, Italy, Ivory Coast, Japan, Jersey, Jordan, Kazakhstan, Kenya, Kyrgyzstan, Lebanon, Luxembourg, Macedonia, Malawi, Malaysia, Malta, Mauritania, Mauritius, Mexico, Morocco, Mozambique, Myanmar, Netherlands, New Zealand, Nicaragua, Nigeria, Norway, Oman, Pakistan, Palestine, Panama, Paraguay, Peru, Philippines, Poland, Portugal, Puerto Rico, Qatar, Romania, Sao Tome and Principe, Saudi Arabia, Senegal, Serbia, Singapore, Slovakia, South Africa, Spain, Sri Lanka, Swaziland, Sweden, Switzerland, Taiwan, Tajikistan, Tanzania, Thailand, Tunisia, Turkey, UAE, Uganda, Ukraine, United Kingdom, USA, Vietnam, Zambia, Zimbabwe







# History and Timeline

**2005**

- **RSM Malta** is set up with 4 partners and 8 staff members
- Full service for Gaming companies is introduced

**2007**

- **RSM Malta** becomes the leading audit firm for fund management companies
- Advisory function is established

**2009**

- 2 new partners appointed: **Vladimiro Comodini** (advisory) and **Joe Ellul Falzon** (assurance)

**2011**

- **RSM World Day** is created as an annual event

**2012**

- **RSM Malta** is certified as an Equal Opportunities Employer
- Risk management & internal audit established

**2015**

- New visual identity launched
- **Maria Micallef** appointed as President of MIA

**2016**

- **Maria Micallef** appointed Managing Partner
- **RSM Malta** merges with Spiteri Bailey and Co. bringing in 3 new partners: **William Spiteri Bailey** (risk advisory and internal audit), **Karen Spiteri Bailey** (outsourcing), and **Conrad Borg** (assurance)
- **RSM Malta** moves into state-of-the-art premises in Zebbug

## 2017

- 2 new partners appointed:  
**Timothy Zammit** (tax and corporate)  
and **Gordon Micallef**  
(IT/cybersecurity)

- **William Spiteri Bailey** is elected as  
President of the Malta Institute of  
Accountants

## 2018

- VAT advisory is established
- **RSM Malta** becomes the leading  
service provider for medical cannabis  
companies
- The accelerated **ACCA** programme to  
attract young talent to the  
profession and the firm is launched

## 2019

- 2 new partners appointed:  
**Donald Schembri** (outsourcing) and  
**Bertrand Spiteri** (financial services)
- RSM Malta becomes an **ACCA**  
certified employer

## 2020

- NextGen Advisory function is  
established

## 2021

- **George Gregory** appointed Managing  
Partner following **Maria Micallef's**  
retirement
- 2 new directors appointed:  
**Fabianne Ruggier** (advisory) and  
**Roberta West Falzon** (assurance)
- NextGen Core function established
- The Malta Chamber launches its  
official position paper on the National  
Workforce Strategy with **RSM Malta**

## 2022

- New advisory services are launched  
for start-ups and sustainability



# Our People

## THE LEADERS

### MANAGING PARTNER



**GEORGE GREGORY**

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## NEXTGEN CORE



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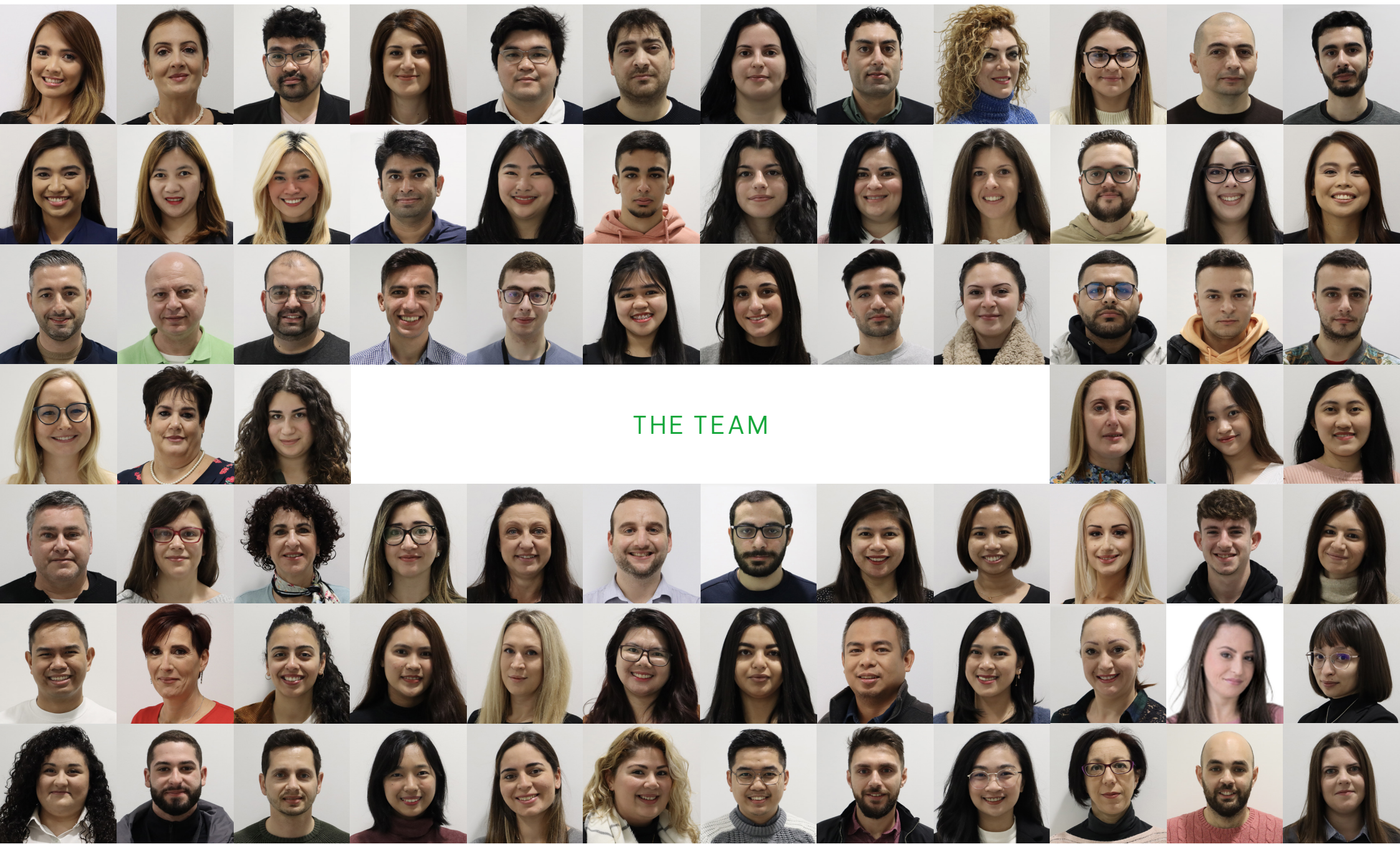


**ROBERTA WEST FALZON**

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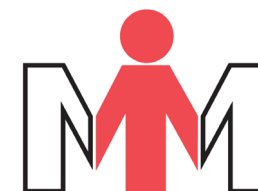








# Memberships



# Our **Value** Proposition

## FIVE CORE VALUES

Achieving our vision requires the highest levels of passion, performance and competence. It is always important to be aware of the values that underpin the activities of a business partner. RSM upholds clear ethical principles and nurtures a culture based on the following core values:

### **RESPECT**

**TREAT OTHERS AS WE WOULD LIKE TO BE TREATED**

We display respect in each interaction with clients, employees, and partners.

### **INTEGRITY**

**DO THE RIGHT THING**

We stay true to our beliefs in decisions, in negotiations, and in communications.

### **TEAMWORK**

**WORK TOGETHER EFFECTIVELY**

We cultivate genuine collaboration in work groups, across member firms, across functions, and amongst others.

### **EXCELLENCE**

**BE THE BEST IN EVERYTHING WE DO**

We achieve distinction through our standards, our operations, and the work we deliver.

### **INNOVATION**

**GENERATE SOLUTIONS THAT CREATE VALUE**

We generate solutions to meet new requirements, unarticulated needs, and market developments.

# Six reasons why you should engage with **RSM**

1

We employ a team of **agile** and **responsive** people who swiftly step in to support businesses with an **action oriented** mentality.

2

We provide a local service with an **international backing** and vision through a team equipped with varied experience and young members of staff who are **passionate, forward thinking and strategic**.

3

We supply clients with a **tailor-made** service and a true **one-stop-shop** when it comes to outsourcing, auditing and advisory service, backed by a data driven team inspired by tailored thinking.

4

We thrive on being an **approachable** firm by showing **empathy**, dedicating time to understand one's business challenges and then devise strategies to tackle and solve these in a timely manner.

5

We aim to be **adaptable** towards any type of business whether big or small, in its **start-up phase or established**, whether it is local or international and whether it operates on a non-profit basis or is commercial in nature.

6

We strive to be lean by offering true **value for money** for all our clients while ensuring **accessibility** of RSM Malta's leaders and partners.



# Key **Services**

AUDIT & ASSURANCE

DIGITAL STRATEGY, CYBER SECURITY AND  
INFORMATION SYSTEMS ASSURANCE

OUTSOURCING

TAX ADVISORY AND CORPORATE SERVICES

BUSINESS AND IT ADVISORY

TECHNOLOGY CONSULTING

GOVERNANCE, RISK AND COMPLIANCE  
TECHNOLOGY SOLUTIONS

INTERNAL AUDIT

EU AND NATIONAL FUNDING



**At RSM Malta, our Core services offering is centred around the client. We pride ourselves on tailoring our approach according to the needs of each engagement.**

**- KAREN SPITERI BAILEY, NEXTGEN CORE**

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