

ALTUS NOW

ALTUS MALAYSIA NEWSLETTER

VOL. 2 2023



AVM became the sole provider to offer helicopter aerial spraying for the Malaysia Palm Oil Board (MPOB) to control the outbreak of bagworms in oil palm plantations. Recently, the service was officially launched by Deputy Prime Minister and Plantation and Commodities Minister, YAB Dato' Sri Haji Fadillah bin Haji Yusof during the helicopter spraying programme at Keratong MPOB research station.

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HAKURYU-11 PROJECT IN JOHOR**

*EX-ROBOTIC
SELANGOR MEGA JOB FAIR 2023*

**AOGM TURNS 13!
NEW SPACE, NEW GROWTH.**

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SPECIAL EDITION

MD MESSAGE



MOHAMMAD TAUFIK BIN OTHMAN

Managing Director
Altus Oil & Gas Malaysia Sdn Bhd

Dear colleagues,

We have passed the half-year mark for 2023 and looking back at how far we have come in the past few months, I am excited to see what more can we bring to the table; the endless possibilities to explore and the opportunities to grab. These are made possible with teamwork. A functional team that works for the same goal.

We talked about effective communication in MD monthly message for May, where a clear message, appropriate language and active listening are important. Now, let's talk about the team itself.

Lencioni's pyramid model for teamwork outlined the five challenges in a team. Each challenge is built upon the previous one with trust at the base of the triangle. The challenges are trust, conflict, commitment, accountability and result. Although this model is highlighting the dysfunction of a team, if we can overcome these challenges, we are creating an efficient and effective team.

How can we do it? Let's start with the teammates themselves. Who are our teammates? Have we identified them?

Our teammates are beyond our colleagues and shall include our customers. Through collaboration and effective communication, we are building trust with them, the most important factor in teamwork and this allows us to better understand their needs, provide solutions and ultimately reach the desired results.

My suggestion is for all to read Lencioni's model. Understanding in depth about this model will help us to be better, God willing.

AVM ACCOMPLISHED YET ANOTHER MAJOR FEAT IN 2023

Altus Aviation Services Sdn Bhd's helicopter aerial spraying service was officially launched on 26 June 2023 by Deputy Prime Minister and Plantation and Commodities Minister, YAB Dato' Sri Haji Fadillah bin Haji Yusof during the helicopter spraying programme to control bagworms at oil palm plantations and smart palm oil groundbreaking ceremony at the Malaysian Oil Palm Training Centre (PLASMA), MPOB research station in Keratong. Also present at the event were MPOB chairman Datuk Mohamad Helmy Othman Basha and MPOB director-general Datuk Dr Ahmad Parveez Ghulam Kadir.

AVM is the sole provider of helicopter aerial spraying in controlling bagworms outbreak for Malaysia Palm Oil Board (MPOB). AVM also offers aerial spreading as part of the overall aerial application services and is estimated to kick start towards the end of 2023.

Prior to the launch event, on 7 June, AVM conducted an aerial spraying demonstration and briefing for Felda and Felda Global Ventures (FGV) at Sungai Samak plantation in Perak.

We applaud your success and wish AVM team the best of luck on your next adventure.



JOHOR UPDATES

HAKURYU-11 PROJECT

Hakuryu-11 arrives in Johor water recently and Altus Johor assisted with inwards clearance, port services, government agencies formalities, crew handling including PVP application, logistics arrangement, and bunkering for the Hakuryu-11 rig.



OCEAN ONYX OWNER VISIT

On 4th April 2023, we were pleased to welcome the owner of Diamond Offshore (S) Pte Ltd together with their potential client to Ocean Onyx for a walkabout and inspection of the rig condition.

Our operations team also assists them with their emergency generator unit's trial run.



LOGISTICS AND SHIPPING ACTIVITIES



It was a busy quarter for Johor team with the logistics and shipping activities there. From breakbulk loading of Xmas tree and 9 package of accessories, to bunkering activity of Infiniti Virtus and trucking services of Ocean Monarch 9 jumbo bags to be delivered to Singapore. On top of these activities, the team managed to meet up with Sapura on the RTS warehousing opportunity.

LABUAN UPDATES



NAGA 6 ARRIVAL

On 20 June 2023, Naga 6 has safely arrived at Labuan Port. Labuan team was on the ground to provide services and assistance to the crew onboard.

TANKS LOAD OUT



Loading out tote tank to Gorek and Larak via Tambah Maju.

BARITE COLLABORATION



Hj Izudin met with Mr. Jackson Lapau and Mr. Marcel Degaldi for barite collaboration.

REFRESHER TRAINING, AUDIT AND VISITS AT LABUAN

Labuan team were kept occupied this quarter with visits from SSTCM, Shell, Halliburton, Custom and Swire Energy Services. A refresher training and review on decanting process was held by SSTCM and Shell during their visit at our yard.

On a separate day, we welcome Halliburton procurement team for a walkabout at our yard and engagement together with Swire Energy Services was held together regarding workflow and procedure. Later on the same day, we were visited by Custom department for a routine check of our premise.



SARAWAK UPDATES

HUSBANDRY SERVICES FOR EET

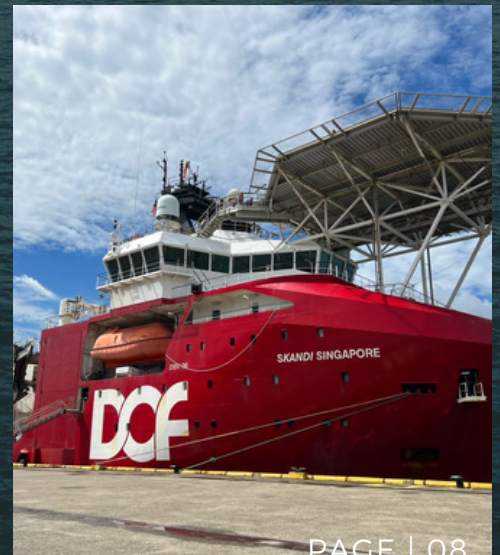
Altus Bintulu has received the request from our new client, EET, to manage the arrival of 3 vessels, which will be mobilised for the offshore transportation and installation campaign in Bintulu highsea. The scope of services covers the vessel agency services including crew change, vessel inward/outward clearance, supply of CCU units, loading activity as well as provision of consumables before the vessels head for high seas.



DOF SUBSEA PROJECT

Altus Bintulu welcomed DOF Subsea crew from Singapore and Perth Australia on 13 May 2023.

Our team provided agency services including inwards clearance, crew sign-off, and logistics arrangement. These services are part of our logistics solutions including the application for Sarawak work permits for non-Sarawakians working in the state.





Vallianz Prestige bunkering fresh water at midnight in Bintulu before departing to anchorage.

We provided agency services to one of our clients, PG Timur including inwards clearance, crew sign-off, and logistics arrangement in Bintulu while in Miri, accommodation arrangement was made for one of our client's crew before sign-on.



Clamps for the DOF Subsea project from Brooke Dockyard Kuching have arrived at Altus Bintulu and were shortly delivered to the blasting station before being sent to the client.

Arrangements For SAA Engineering. SBM Project - SBM 1, SBM 2, SBM 5 from June to October 2023.



IDS CAHAYA ENTERING BINTULU PORT

On 14 June 2023, SAA Engineering project kicked off activity in Bintulu where IDS Cahaya Vessel entering Bintulu Port.

Our team in Bintulu assisted in providing accommodation to the IDS crew in Miri before they sign on.



ENGAGEMENT & NETWORKING SESSIONS

Sarawak team has been busy with engagement and networking with Kuching Immigration Department, Petros and Bintulu Port Holding Berhad. From early breakfast to discuss on the Sarawak work permit for DOF crews to partnership plan on LMP project and attended the iftar and Raya Gawai open house celebration, our team are dedicated to ensure we are always maintaining rapport with our stakeholders.



MEETING BETWEEN ALTUS, BPHB & BPSB FOR LMP PROJECT

Altus team had a fruitful meeting with BPHB, lead by Mr. Sulaiman Bujang, the COO of BPSB and the team. Both Altus and BPHB were happy to move forward with the LMP project plan.

Altus previously had a pre-meeting with them on May to discuss regarding the LMP project.



WORKING VISIT BY SHELL, PETRONAS & ALLSEAS

Altus Bintulu welcomed clients from Shell and Petronas for the kick off meeting on Skandi Singapore for the Timi deep-water sweet gas project offshore Sarawak, East Malaysia. Altus assisted with the work permit, crewing matters, husbandry services, clearance arrangement on ship-to-ship transfer training prior to their departure for the Timi field.



KEMAMAN UPDATE

MONTHLY INSPECTION & OPERATION MEETING WITH EXXONMOBIL

ExxonMobil visited Kemaman yard for their monthly forklift inspection and operation meeting on 17 May 2023. As our normal practice for all visitors, the team has conducted a safety briefing for ExxonMobil personnels in ensuring all safety requirements are well informed and followed during the visit.



SWIRE VICE PRESIDENT VISITS

On 23 May 2023, the Vice President of Oil & Gas of Swire Energy Services, Mr. Wayne Manning has returned after his last visit to Kemaman ni 2022. A lot has been improved since his last visit and we are grateful for his valuable insights, relentless drive to help us improve, oceans of support and encouragement for us. We look forward to many more insightful meetings and visits in the future.



APRIL - JUNE 2023



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JADESTONE ENERGY, CHESS TEAM MEETING FOR CONTRACT AWARD

A meeting with the CHESS team on 25 June 2023 to discuss the recent CCU Contract Award. Jadestone Energy Malaysia and Swire Energy Services also participated in the meeting regarding the honour for supplying the CHESS team.

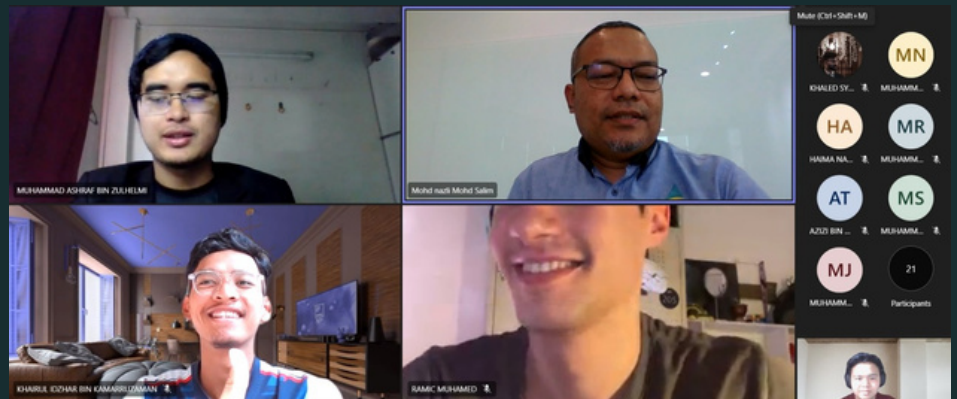


EX ROBOTICS ENGAGEMENT

Last April, Mr. Nazli, Head of Marine Solutions attended an engagement with EX Robotics the principal, and Shell Refinery at SPRINT Robotics Exhibition in Singapore. EXR2's new features were demonstrated during the exhibition. Ian Peerless and Iwan De Waard from EX Robotics as well as Dylan-Ong from Shell Bukom are among the visitors that came to the exhibition. Altus is EX Robotics's Supply chain Partner in South East Asia, covering the logistics, commissioning, after-sale support and maintenance.



INDUSTRIAL SHARING SESSION ON ROBOTIC HARDWARE SYSTEM



Mr. Nazli was invited as a speaker for an industrial sharing session with the students of Robotic Hardware Systems at Kulliyah of Engineering, International Islamic University Malaysia on 15 June 2023. He shared his insight on robotic hardware design in Oil & Gas industry, and the major topics of the forum were the shift factor in O&G sector that required robotic intervention, design requirements, application and evaluation. Furthermore, the students also learned about Altus Malaysia and were exposed to the employer's expectations in the industry.

We would like to extend our sincere appreciation for the invitation and may what be shared beneficial for them.

TANJUNG LANGSAT BUSINESS OPPORTUNITY

Altus was invited by Tanjung Langsat Port for port tour and business discussion on 25 May 2023. Delegations from TLP chaired by the Chief Executive Officer, Mr. Nazri Mansor while Altus was lead by the Head of Marine Solutions, Mr. Nazli and the team.



WE ARE A FULFILLMENT CENTRE

AFM Fulfillment Sdn Bhd has implemented a new initiative that emphasises the term 'Fulfillment Centre (FC)' instead of 'Warehouse' when referring to its operations. This helps to strengthen its brand identity and align its terminology with industry standards.

By embracing the term Fulfillment Centre, it highlights the comprehensive range of services and capabilities offered to the valued customers. This includes not only the storage of goods but also efficient order processing, meticulous inventory management, and timely shipping. It reflects their commitment to provide an exceptional end to end experience for every customer.

Altus wholeheartedly embracing this change together and educate ourselves about the importance of a Fulfillment Centre (FC) in the industry. Together, we will continue to set new benchmarks for excellence and ensure our customers' satisfaction.



TRAINING COMPLETED!

AFM Fulfillment operation team attended the training for warehousing procedure on 14 June and on the 23 June, the team has completed a one month training on AMR project with Mushiny team. It was a great first hand experience & knowledge (IWMS & RMS) gained by our team at AFM Fulfillment through the technology transfer.



RIDZOKUMURA, CUSTOM AND TIKTOK INFLUENCER VISITS

Our AFM Fulfillment team was busy with visitors these days. The team welcomed the management team from the well-established salon in Malaysia, Ridzokumura.

Next, the team received visitors from the Customs Department at Kota Damansara to confirm the new relocation address for Altus Freight Management (M) Sdn Bhd.

Lastly, Puspa Gomen, the TikTok influencer with 3.4 million followers has recently visited AFM Fulfillment (M) Centre. Not only welcomed her for a walkabout, but our AFM Fulfillment team also had a discussion with Puspa on social media campaign. This is a part of their social media marketing strategy, by partnering with influencer, we can tap into our audience and reach a larger and more targeted audience since the influencer have large and engaged followings that trust their recommendations and opinions.



ONE WITH RIDZOKUMURA



CUSTOM WAREHOUSE VISIT



PUSPA GOMEN IN THE HOUSE



SELANGOR MEGA JOB FAIR 2023



Altus participated in Selangor Mega Job Fair 2023 on 17 and 18 June 2023 at MBSA Convention Centre, Shah Alam, organised by the Selangor State Standing Committee for Young Generation Development, Sports and Human Capital Development.

We were represented by AOGM and AFM Fulfillment during the 2-day event that has attracted 15,000 visitors, over 100 employers and more than 10,000 job opportunities. We conducted a walk-in interview session and the highlight of this event was when we welcomed YAB Dato' Seri Amirudin Shari, the Menteri Besar of Selangor at our booth.

LARAVEL TRAINING

Congratulations to our IT and Digitalisation team on successfully completing a 5-days training course on Laravel, which conducted and sponsored by HRDC strategic program. The team worked hard to gain new knowledge and we believe that it will benefit both our team and the organisation as a whole.

Hope the team finds the training informative and engaging, and able to apply their learnings to build better web applications using Laravel.





GROUNDBREAKING CEREMONY FOR PORT KLANG RECEPTION FACILITY

On 14 April 2023, our operations team attended a groundbreaking ceremony for Port Klang Reception Facility by KA Petra Group. The event was officiated by Minister of Transportation YB Tn Anthony Loke and other distinguished guests at the Port Reception Facility (PRF) site, which is fully prepared to manage marine debris at the port.

As soon as it is finished, the PRF will be a key component in ensuring that all vessels arriving in Malaysia are managed effectively and responsibly from an environmental standpoint, in accordance with the guidelines provided in the International Convention for the Prevention of Pollution from Ships (MARPOL) convention. The PRF will not only help to environmental preservation but also increase the effectiveness and accountability of waste management in Malaysian waters, making this effort an important step towards developing the marine industry in Malaysia. Let's work together to create a future that is greener and more sustainable.





AES LAUNCHING

Altus E-logistics Solutions (AES) was introduced during the corporate hari raya celebration on 1 June 2023. Witnessed by employees and customers, this mobile-friendly web application developed by Altus own IT and Logistics department is aimed to address the challenges faced by manual processing. During the event, Mr. Rosli shared the need for digitalisation of the manual process followed by a short video on the system flexibility, visibility, data security and improve productivity and efficiency.

NEW SPACE, NEW CHAPTER



After several months of planning and construction work, the new office was officially occupied on 15 May 2023, 2 days shy from AOGM's 13th anniversary. The relocation to a larger office space is timely with the company's expansion for the past one year. New space, new chapter.

CONGRATULATIONS!



13TH ANNIVERSARY

13 years have passed in the blink of an eye, and we couldn't be prouder of this milestone. The teamwork, trust, unwavering support, leadership, and contributions of the workers, stakeholders, and customers have been crucial to this success story and inspired Altus Oil & Gas to keep striving for excellence and grandeur.

WE ARE CERTIFIED!

Our heartiest congratulations to Mr. Haibie, Mr. Musaddeq and Mr. Rafiik on their accomplishment.

Mr. Haibie is a certified Train-the-trainer instructor while Mr. Musaddeq and Mr. Rafiik have successfully passed their CePSWAM examination. We are proud of you!



CERTIFICATE OF ACCREDITATION

This is to certify that
HAIBIE SYAHRIL BIN AKBAR

has been assessed by HRD Corp appointed panels and meet all the requirements and standard for

HRD CORP ACCREDITED TRAINER

valid from
19 Apr 2023 to 19 Apr 2026

The trainer has demonstrated skills to be a competent trainer, as trainers to actively conduct training under various HRD Corp platform.



INSTITUT ALAM SEKITAR MALAYSIA
JABATAN ALAM SEKITAR

Sijil Kompetensi

Dengan ini disahkan bahawa
NUR MUSADDEQ BIN MOHD NAJIB

telah memenuhi segala kriteria yang telah ditetapkan oleh

Jabatan Alam Sekitar Malaysia

sebagai

COMPETENT PERSON

CERTIFIED ENVIRONMENTAL PROFESSIONAL IN SCHEDULED WASTE MANAGEMENT (CePSWAM)



INSTITUT ALAM SEKITAR MALAYSIA
JABATAN ALAM SEKITAR

Sijil Kompetensi

Dengan ini disahkan bahawa
ABDUL RAFIHK BIN KASBI

telah memenuhi segala kriteria yang telah ditetapkan oleh

Jabatan Alam Sekitar Malaysia

sebagai

COMPETENT PERSON

CERTIFIED ENVIRONMENTAL PROFESSIONAL IN SCHEDULED WASTE MANAGEMENT (CePSWAM)

DR.
PENG

OGSE JOHOR

Close to 200 OGSE industry stakeholders attended the Johor OGSE Roadshow which featured presentations and exhibitions by the Ministry of Economy, MPRC's subsidiary Johor Petroleum Development Corporation (JPDC), PETRONAS, Malaysia External Trade Development Corporation (MATRADE), Malaysian Investment Development Authority (MIDA), Unit Peneraju Agenda Bumiputera (TERAJU) and Talent Corporation Malaysia Berhad.

Attendees also participated in OGSE industry development consultation as well as business matching sessions provided by MPRC,



MOT AND MARINE DEPARTMENT WORKSHOP

Our team from Johor attended the 2 days workshop with MOT & Marine Department on new improved eDSL applications, cabotage policy, process and system functions on 13 June 2023.

ALTUS MALAYSIA SALES FORUM

Our colleagues from AOGM and AFM Fulfillment gathered and had a fruitful session with our Managing Director for Altus Malaysia Sales Forum, to learn more about the best way to enhance sales. During the forum, all the sales leaders share their insights on how to develop a strategic plan for future endeavours.

Together, we success.



FIRE DRILL & FIRE FIGHTING TRAINING

A fire drill was carried out by the fire department at Bintulu Port as well as Altus Kemaman where residents and employees were involved. The drill includes a simulation exercise and fire safety awareness where our team in both branches participated. The safety and well-being of our colleagues and properties are an utmost priority at Altus Malaysia. It is essential that employees are prepared for the possibility of a hazardous fire or incendiary circumstances, and Altus will continue to enhance fire safety and prevention awareness.



ALTUS SARAWAK GET TOGETHER

A get together to strengthen our teamwork and getting to know each other more. This activity allowed us to see each others true colours and boost our team spirit.



RAYA, RAYA, RAYA



ALTUS FAMILY

Welcoming the new joiners to Altus Malaysia

AOGM



**NORSHAM
GHAZALI**
Watchman
AOGM, Johor



**TENGKU AWANIS
BINTI TENGKU
ROSLAN**
Sales Manager
AOGM, KL



**MARISSA BINTI
MAHMUD**
Sales Manager
AOGM, KL



**AZWEED BIN
MOHAMAD**
Senior Executive
Operations
AOGM, Kemaman



**NURSYAZWANI
BINTI IBRAHIM**
Executive Human
Resources
AOGM, KL

AVM



**SYUKRI QUSYAIRI
BIN HADENOR**
Operations Assistant
AVM, KL



**NUR NAMIRAH BINTI
NASRUN**
Executive Administration
AVM, KL

AFM Fulfillment



**ABDUL MUTALIB
BIN ISMAIL**
Operations Manager
AFM, Kota Damansara



**MOHAMAD SHAFIQ
BIN ZAINAL ABIDIN**
Warehouse Assistant
AFM, Kota Damansara



**MUHAMMAD
DANIEL ISKANDAR
BIN AZARUDDIN**
Warehouse Assistant
AFM, Kota Damansara



**MUHAMMAD
FARID HAZIQ BIN
MD IDRIS**
Sales Assistant
AFM, Kota Damansara



**NURUL AMIRA
BINTI ZAINOLDIN**
Warehouse Assistant
AFM, Kota Damansara



Gone from our sight, but never from our hearts

The second day of Ramadhan brought an outpouring of condolences from the Altus family for our dear Altus Johor former colleague, Allahyarham Abd Razak, who passed away on the evening of 24 March 2023 at his home.

Allahyarham left a significant mark on Altus, and his absence will be keenly felt. As a way to show our appreciation for all the dedicated work he had done for the company, on 19 June 2023, Tuan Hj. Izudin and Puan Saliza handed a token of appreciation to his family. May Allah SWT give them the strength and solace they need during this time of grief. Our thoughts and prayers are with them.

***Indeed, to Allah SWT we belong, and to Him is our return.
Al-fatihah.***

FLOOD DONATION



In the wake of the recent flood that affected several areas in Johor including Batu Pahat, AVM has donated RM2000 to SK Sri Dayong which was affected. Located at Sri Medan, Batu Pahat, SK Sri Dayong's school field has been used as a helipad during aerial spraying operation at Sri Dayong and Sejangong back in February this year. The school sustained major damage during the flood and we hope this donation alleviate the burden felt by the school.



TUMBUK RUSUK

“Tumbuk Rusuk” is a subtle metaphor for the act of giving bribes. This is a sign that this culture of corruption has been rooted in the society for a long time so that the term was made figuratively. Bribery and corruption go hand-in-hand.

Once upon a time, his lifestyle was extravagant. He acquired everything he ever desired. His salary remains unchanged. He is oblivious. Eventually, he ended up spend some time behind bars.

As part of our ongoing Core Values Celebration, we invited a former magistrate to speak at our Thursday Talk and share his own personal experience with the repercussions of corruption, or bribery.

“ —

What started with a pack of cigarettes soon became a few hundred ringgit, then thousands.

Mohd Firdaus Ramlan, a former magistrate who was charged with two counts of corruption and sentenced in 2012.



Systematic corruption

Administrative corruption

Professional corruption

Individual corruption

Political corruption

TYPES OF CORRUPTION

Q CAUSES OF CORRUPTION

- ✓ Absolute authority
- ✓ Lack of employment
- ✓ Lack of awareness
- ✓ Low literacy rate
- ✓ Ineffective anti-corruption mechanisms
- ✓ Discretion
- ✓ Low level of transparency and accountability

**THE WORST DISEASE IN THE
WORLD TODAY IS CORRUPTION.
AND THERE IS A CURE:
TRANSPARENCY**

Do you know that corruption can cause:

- Damaged reputation
- Damaged finances
- Lower employee morale
- Loss of profits
- Loss in productivity
- Disciplinary action
- Losing job
- Criminal charges
- Damage to relationships
- Lower community confidence in public authorities

HOW TO STOP CORRUPTION

- Update anti-bribery & anti-corruption policies
 - Get the tone right from the top
 - End impunity
 - Empower citizens
 - Promote transparency and access to information
- Reform public administration and finance management
 - Watch out for bribery and corruption red flags
 - Ensure gifts & hospitality meet key criteria
 - Add precautions for foreign public officials
 - Report bribery & corruption concerns promptly



International
Labour
Organization

28-Apr-2023



WORLD DAY FOR **SAFETY & HEALTH** AT WORK 2023.

*"Persekitaran kerja yang
selamat dan sihat
merupakan hak asasi"*



World Day for Safety and Health at Work

► 28 April 2023
ilo.org/safeday

BY QHSE DEPARTMENT



OVER 2.3 MILLION
INDIVIDUALS DIE EACH
YEAR AS A CONSEQUENCE
OF WORK-RELATED
ACCIDENTS AND ILLNESS.



INJURIES ON THE
WORKPLACE OCCUR
EVERY YEAR, MANY OF
WHICH END IN
LENGTHY ABSENCES
FROM THE WORKPLACE.



WORLD DAY FOR
SAFETY AND HEALTH
AT WORK AIMS TO
INCREASE
AWARENESS OF THE
IMPORTANCE OF
WORK SAFETY.

WORLD SAFETY AND HEALTH AT WORK DAY