

ALTUS NOW

ALTUS MALAYSIA NEWSLETTER

VOL. 1 2023



MAKE WAY FOR ANOTHER HISTORY

2022 has seen AVM making history in aerial spraying, AOCM extended contract and new agreement, and the founding of AFM Fulfillment (M) Sdn Bhd, the newest member of the Altus family. Staff and stakeholders who remained steadfast in their pursuance of Altus' mission while effectively managing the endemic's ongoing effects made it possible to reach these remarkable milestones. As we gear up to create history in 2023 and continue the pursuit of excellence, this year promises to be another busy one for Altus Group of Companies.

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**AERIAL SPRAYING KICKING
OFF**

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Something new in town!

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**IT'S NOT A COMPLIMENT,
IT'S HARASSMENT**

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FROM THE DESK OF



ROSLI HUSSIN

Head of Logistics Solutions
Altus Oil & Gas Malaysia Sdn Bhd

We always talk about integrity at the workplace, but why it is so important?

It is pretty simple – ‘back to basic’. From the Islamic perspective, integrity can be attributed directly, and in parallel, to the attributes of trust, honesty, faith, strong belief, powerful character and noble manners. For believers, integrity at a high degree in the sight of Allah is virtue, that is doing what they are commanded and avoiding things that are prohibited.

For Muslims, Prophet Muhammad is a role model and leader who held four main attributes – siddiq, amanah, tabligh and fatonah. The combination of these four attributes formed His integrity and accountability in performing daily tasks associated with human interaction and spiritual duties such as worship, politics and economy.

As generally acknowledged, people of integrity are guided by a set of core principles that empowers us to behave consistently to high standards. The core principles of integrity are virtues, such as compassion, dependability, generosity, honesty, kindness, loyalty, maturity, objectivity, respect, trust and wisdom. As regularly mentioned by our MD, our success depends on the integrity of the employees, and as witnessed by many, when an organization’s reputation is damaged, there ensues a tragic loss of both customers and good employees.

If we could only live by one value, it should be this one. Success is temporary, but integrity endures eternally. Integrity, in my view, is doing the right thing at all times and in all situations, regardless of who is watching. It requires courage to do the right thing no matter what the possible consequences. It takes years to build a reputation of integrity, but only a second to destroy it, so never do anything that could damage your reputation.

“

"INTEGRITY GIVES YOU REAL FREEDOM
BECAUSE YOU HAVE NOTHING TO FEAR
SINCE YOU HAVE NOTHING TO HIDE."

- ZIG ZIGLAR

”

We must embrace the fact that, in our society, integrity is not discussed nearly enough. We live in a world where “the end justifies the means” has become an acceptable school of thought for far too many.

BD or sales people overpromise and under deliver, all in the name of making the quota for the month. Suppliers or vendors exaggerate in the quotation because they are eager for a job. Business Units and Operation representatives cover up a mistake they made out of fear of losing the customer. The list could go on and on, and in each instance, the person committing the act of dishonesty convinced themselves they had a perfectly valid reason why the end result justified their lack of integrity.

Organizations of all sorts, including Altus, are now taking a proactive approach to preventing problems by offering pertinent ethics and integrity programs. **ALTUS CORE VALUES** are the values we hold which form the foundation in performing our daily activities, and serve as our guiding principles. The values are the underlying beliefs that guide our decisions and actions in our work, our interactions with one another, and the strategies we employ to accomplish our mission. **T.O.P “Take Ownership Personally”** should also kept in mind.



**PROFIT IN MONITORY OR POWER IS TEMPORARY, BUT PROFIT IN A NETWORK
OF PEOPLE WHO TRUST US AS A PERSON OF INTEGRITY, IS FOREVER.**

CONGRATULATIONS!

First flight take off!

What a way to kick-start our new year! 12th January 2023 was a day to remember for Altus Aviation Services Sdn Bhd where our helicopter started its first aerial spraying of ecobac to control the bagworm population at Malaysia Palm Oil Board (MPOB) plantation in Kampung Sungai Samak, Sabak Bernam.

The 2-day activity covered 456 hectares of oil palm plantation. This activity was a joint collaboration between Altus Aviation Services Sdn Bhd, Malaysia Palm Oil Board (MPOB) and Fermetec Resources Sdn Bhd.

As at the end of March, almost 10,000 hectares of oil palm plantation has been covered for this aerial spraying in Selangor, Johor, Pahang and Perak.

AVM FIRST AERIAL SPRAYING



ARRIVAL OF AGV ROBOT



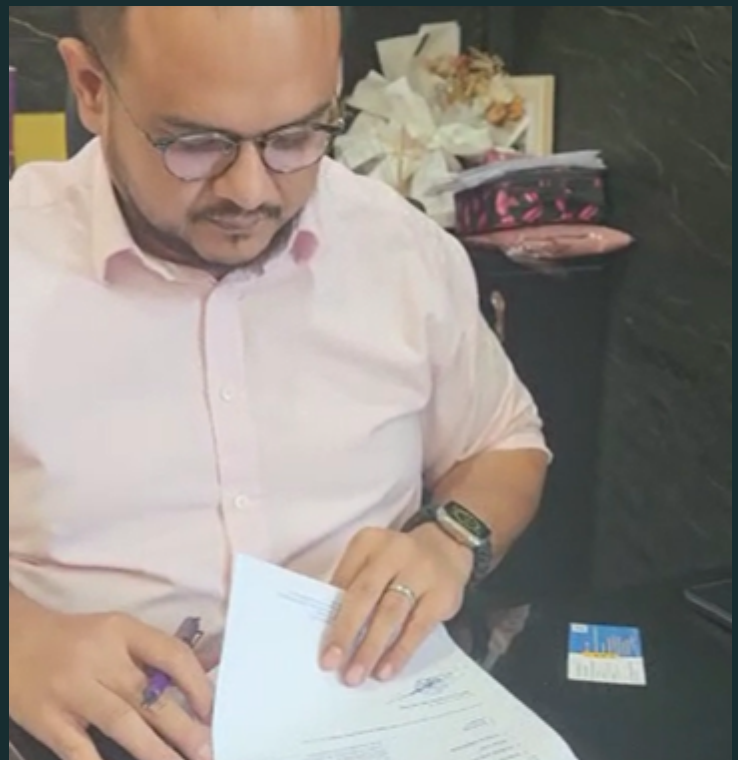
Newcomer in the house!

The most awaited Automatic Guided Vehicle Robot has arrived at AFM Fulfillment Kota Damansara on 29 March 2023. This marks yet another significant moment in the Altus family's history, following closely on the heels of the establishment of AFM Fulfillment in the previous year. With the presence of eight robots at our fulfillment centre, AFM Fulfillment is set to be the nation's first robotic fulfillment and trendsetter.

TIKTOK SALES STRATEGY, TODAK & TALIA COSMETIC ONBOARDING

On 8 February 2023, AFM Fulfillment (M) Sdn Bhd together with TikTok Shop Malaysia and Talia World co-organised a TikTok sales workshop for entrepreneurs targeting to increase the participants' knowledge and sales during festive season, especially in Ramadan. During Ramadan, TikTok Shop, a rapidly growing online business platform has created a Ramadan campaign leveraging on customer behaviour to boost sales. The workshops involved sharing sessions from TikTok coaches and personnel to increase knowledge of TikTok algorithm, tips and tricks. As one of the co-organiser, AFM Fulfillment (M) Sdn Bhd was given a slot to introduce and share our robotic fulfillment business to the participants.

On another note, we are pleased to welcome Todak Culture Sdn Bhd and Iman Beauty & Health Sdn Bhd (Talia Cosmetic) to AFM Fulfillment (M) Sdn Bhd. Multiple discussions were held including the discussion on daily order process, goods delivery and contract signing.



DEPARTURE OF NAGA 2 & THE ARRIVAL OF NAGA 3

Naga 2, a premium independent-leg cantilever jack-up rig safely departed from Brunei Bay on 3rd February. The rig, owned by Velesto was towed by 2 escort tugs toward its new location after the company was awarded the provision of jack-up drilling rig services from ROC Oil (Sarawak) Sdn Bhd. The rig has been on a temporary layup at Brunei Bay since November 2022.



On 18 February 2023, Naga 3 has safely arrived at Labuan Port. Labuan team was on the ground to provide services and assistance to the crew onboard including pilotage service and crew change for all 63 crews onboard. The pilotage services were completed later in the afternoon and the crew change movement began early the next day.

STAKEHOLDER ENGAGEMENT

During Tuan Haji Izudin visit to Labuan, a meeting was held with SSTCM and Altus Labuan as part of the stakeholder engagement. Through this meeting, our team managed to get inside of SSTCM coming projects and how we can support them as per end user requirement.

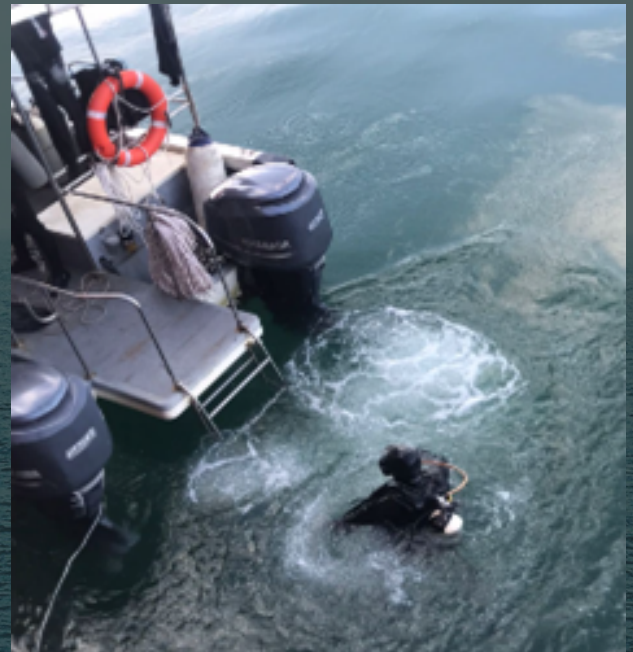


PERDANA EMERALD REACTIVATION

Intra Oil Service Berhad, one of our customer for vessel layup in Labuan has reactivated their Perdana Emerald work barge on 2 February 2023. Towed by Perdana Frontier, the vessel departs from Brunei Bay to Labuan waters after a cold layup since the end of 2022. With the reactivation of Perdana Emerald, there are two more work barge vessels under the provision of Altus Labuan, which are Perdana Endurance and Perdana Excelsior.



As for Perdana Endurance and Perdana Excelsior, the services provide by Altus are watchman, crew boat for crew change and fortnightly maintenance from Marine Solutions team.



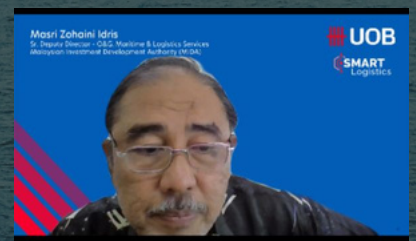
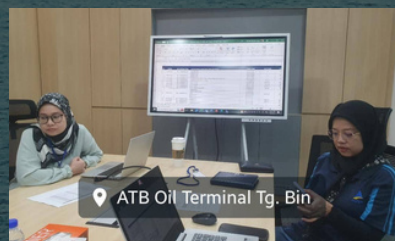
HELIX Q-7000 RIG DEMOBILISATION ACTIVITY

The demobilisation activity of Helix Q-7000 rig was conducted for Schlumberger from Johor Port to KSB by Altus Johor team. In addition to the demobilisation, a discussion between Altus Johor, Johor Port and Reliant Australia regarding pipe inspection was held at Altus Johor office. Altus Johor was assigned for storage and equipment at the storage area (M&E), and Schlumberger appointed Altus Johor for demobilisation operations.



JAPAN DRILLING CO.

In February 2023, Altus Johor personnel, Mr. Rafiik met with Mr. Wataru from Japan Drilling Company as part of the stakeholder engagement initiative. Following the visit, in March there was another meeting with Dynamic regarding work permit procedure for the incoming Hakaryu-11 rig by Japan Drilling Company.



ALTUS JOHOR STAKEHOLDER ENGAGEMENT



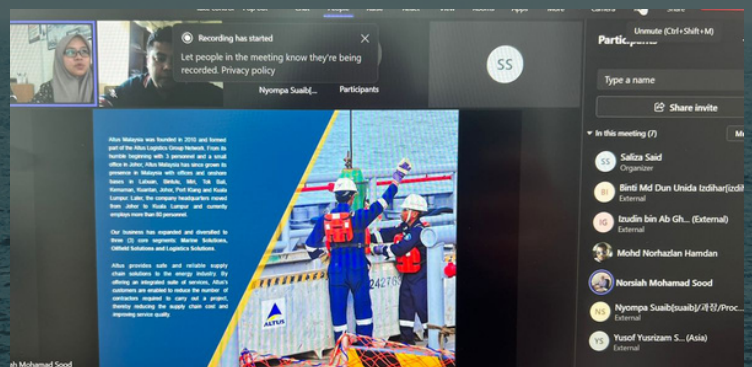
Altus Johor continues their stakeholder engagement in March with ATB manager, Mr. Hafiz, MIDA personnel, PTP Custom and agents. The discussions were regarding duty claim back and operations at Tanjung Bin.

LOGISTICS & SHIPPING ACTIVITIES AT JOHOR



LG PETRONAS CHEMICAL MALAYSIA SDN BHD

A business introduction meeting between logistics team, Tuan Haji Izudin, Johor operations team and LG Petronas Chemical Malaysia Sdn Bhd. During this meeting, we were focusing on providing vessel agency and forwarding services for the company.



KASAWARI, BARAM PROJECTS AND LOGISTICS ARRANGEMENT

Our Sarawak team kick started the year with a meeting on the Kasawari project together with H2R Oil & Gas Services Sdn Bhd and TRV Energy Sdn Bhd. The meeting was regarding agency services, SWP, clearance and CCU supply.

Next, the team was involved in equipment transfer from PG Timur for Baram project. All the equipment were transferred into the CCU before resuming the activity.

Lastly, the team has completed yet another logistics arrangement for our customer, PG Timur, involving three trailers. The arrangement was from Bintulu to Miri.



KASAWARI PROJECT MEETING



BARAM PROJECT
EQUIPMENT TRANSFER



LOGISTICS ARRANGEMENT

JAN - MARCH 2023

SMIT, SHELL, BPHB & CUSTOM ENGAGEMENT



Altus Bintulu conducted several engagement activities with our stakeholders in the first quarter of 2023. including SMIT, Shell Miri, Bintulu Port Holdings Bhd and Custom. These engagement include discussion on the upcoming projects, site visit, sharing session and clarification on tax exemption.

DOF SUBSEA MEETING

Altus Bintulu and logistics team had a meeting with DOF Subsea representatives from Australia and Singapore on 7 February 2023. The meeting was regarding the upcoming DOF Subsea project at Sarawak and the support that Altus can provide to them.



VAPPRO



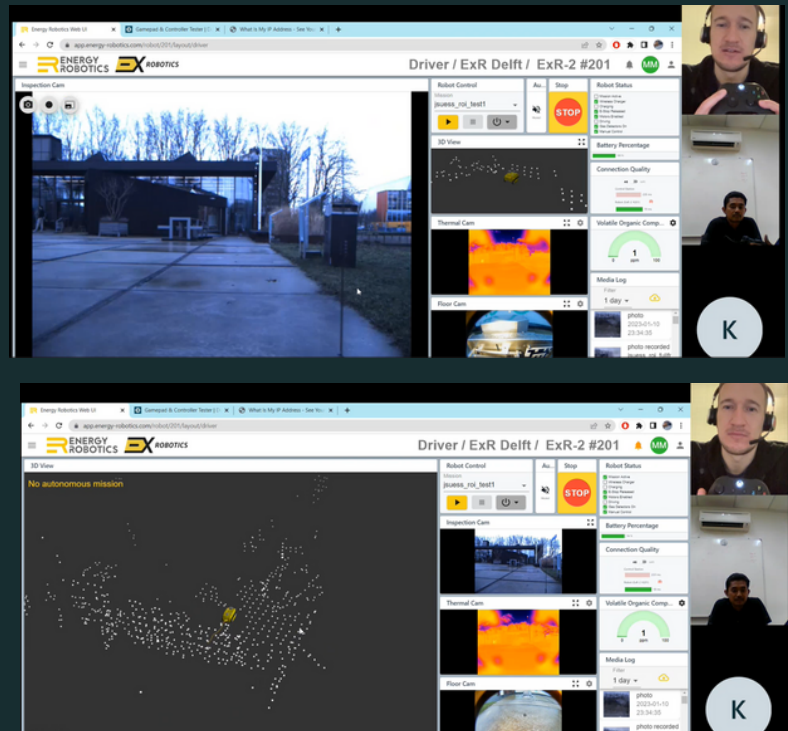
VBCI DEMONSTRATION

Corrosion is one of the main challenges when it comes to having spare parts. Now there is a new state-of-the-art technology in corrosion prevention, which is the vapour bio-based corrosion inhibitor. As an exclusive distributor in Malaysia for Vapro, our marine team has conducted a demonstration to introduce this new technology to our customer. The first demonstration of Vapro VBCI was conducted both physical and online at Cetel Sdn Bhd.

EX ROBOTIC TRIAL DEMONSTRATION

En. Muttaqqin from AOGM and Ms. Fatimah Az-Zahra from PETRONAS Digital Sdn Bhd conducted a robotic trial demonstration at KLCC on January 25, 2023. The trial demonstration took place in advance with ExRobotics, the robot manufacturer, through Zoom meeting. The demonstration's goal was to showcase the robot's capabilities and prospective uses in a range of businesses or fields, as well as the ease with which it can be controlled.

As the market expands, this robot serves as a sales and service centre for the Asia region as well as the hub assembly. As an exclusive partner of ExRobotics, the trial demonstration was extremely beneficial as we move forward with utilising this robot for our future offerings.



NEW EMAIL DOMAIN

As part to strengthen the branding strategy of Altus Malaysia Group of Companies, earlier this year, an exercise to change employees' email domain has been made. This change is accurately describe the group and its entities that form Altus Malaysia. Led by Mr. Burhan from IT and Digitalisation Department, this whole process took a little over 2 months to complete including migration of 365 Apps from the old domain to the new ones and termination of the old email. Through this process, Mr. Burhan received support from Altus Singapore IT team to ensure smooth migration for Malaysia employees.





2023



Happy



BLACK BELT SALES TRAINING

Altus conducted a 2-day sales training with Mr. Yim from 13-14 March 2023 at Sime Darby Convention Centre. This training gathers personnels across Altus Malaysia Group of Companies to learn the techniques and mastering the art of selling. Organised by our HR department the training was full of practical and simulation activities to enhance participants skills.



FIRE SAFETY DEMONSTRATION



The safety of our colleagues and the properties is our utmost priority here at Altus Malaysia. Hence, to ensure our colleagues are aware and equipped with the basic knowledge of fire safety, a fire safety briefing and demonstration on how to use a fire extinguisher was conducted by Rancha Rancha fire department at Altus Labuan. It is hoped that this demonstration boosts our colleagues' confidence as the first respondent in case of fire at our premises.

AFM FULFILLMENT SAFETY CULTURE & HR BRIEFING

Whether we are personnel in the office who plan and execute the work or the operational leaders who supervise the work on-site, practicing safety culture is our responsibility. At Altus, safety is our utmost priority, and to ensure our colleagues across the group are together in this, a sharing session was held recently at AFM Fulfillment (M) Sdn Bhd.

Conducted by the En. Haibie, the sharing session is focusing on safety culture to enhance and strengthen the awareness. In addition to that, our HR department were also present to share on disciplinary procedure - handling of misconduct.



SHARING SESSION BY PROCUREMENT, TENDER AND LEGAL DEPARTMENT

Our Legal Executive, Ms. Nik Nur Syahira conducted a sharing session on basic understanding of contracts with BU teams and Head or Regions. This hybrid sharing session was aimed to enhance our colleagues' knowledge of contract especially regarding the terms and clauses. Case studies were shared for reference, clarification and understanding.



FIRST OFFICIAL VISITS OF THE NEWLY APPOINTED HEAD OF OPERATIONS

Tuan Haji Izudin made his first official visits as the newly appointed Head of Operations to Bintulu and Labuan in February. During the walkabout, Haji Izudin visited the yard and involved in a discussion with each region to understand their challenges and working out the solutions.



Logistics Solutions and Marine Solutions team attended the Teh Tarik Session organised by NCER Malaysia at MIDA Sentral, KL. The session is on investment opportunities in Kedah Rubber City, the first dedicated National Rubber Park in Malaysia. The session involved sharing session on investment opportunities, overview of rubber industry as well as an outlook of glove industry.



ALTUS - HESS TABLE TENNIS CHAMPIONSHIP

A table tennis championship between Altus and HESS was held for the first time in January 2023. Each team sent its top players to compete for the NMB Cup champion title. It was an intense match with close calls and good sportsmanship. The athletes deserved praises. Congratulation to HESS for winning the first NMB Cup championship.

Not to forget, congratulation to our athletes too. We are proud of you and we hope for more sport activities in the future.





A Name-IT Contest took place for two weeks, from 19th January to 3rd February 2023. Organised by Intan Jufflisa from IT & Digitalization Department, the aim of this contest is to search for the best name that represents the function, company image and commercial value of the system, e-Logistics, which was developed in-house by the Apps Development Team, IT department for BU Logistics.

There were 34 entries, all of which were submitted by Altus employees. Five submissions were chosen as the top 5 finalists by the jury before the shortlisted names were open for voting.

Congratulation to Mr. Rosli Hussin from Logistics Solutions, as his proposed Altus e-logistics Solution (AES) name has received the most vote and has been officially used on 20 March 2023 after the system went live for users.

PANELIST FOR IT SUMMIT AND NETWORKING

Our Head of IT & Digitalisation, Mr. Kariolnizam Zan was invited as one of the panelists to share his insight at AI for Workforce Optimisation Summit and Networking organised by UOA Group. Together with him were panelist from IT industry, namely DeltaSpike, Ai Rudder, Wise AI and many more.

Mr. Kelly represented the end user environment/perspectives on the topic of Transformation for AI Driven Application which was moderated by the CEO of 1337 Ventures, a no stranger to the world of digital disruption in Southeast Asia.

One of the key point of the discussion was human intelligence will not be able to be replaced with bots but bots are able to pick up the patterns and human behaviours, knowing what is a threat and what is not. Furthermore, humans are built with emotions and response accordingly whereas a conversational AI that is able to speak with local accents and slangs are able to service the customers effectively.

The ultimate objective of the forum is to balance out between the involvement of AI in our daily lives with the emotions and human behaviours so that the risks of world chaos and disruptions can be minimised or eliminated at all.



ALTUS FAMILY

Welcoming the new joiners to Altus Malaysia

AOGM



**MUHAMMAD HASIF
BIN MUSTAFA**
Field Operations
Executive
AOGM, Johor



**ZULFIKRI BIN
MOHAMED**
Yard Assistant
AOGM, Tok Bali



**RUBIATULBASIRAH
BINTI MOHAMAD
HELMİ**
Account Assistant
AOGM, KL



**MUHAMMAD ARIF
HANİF BIN ROSLAN**
Yard Assistant
AOGM, Kemaman



**NORAİZAH BINTI
KAMALUL ARIFFIN**
Billing Assistant
AOGM, KL

AVM



**SITI KHATIJAH BINTI
BADRU**
Business Development
Executive
AVM, KL



**NOR HAZWANI
BINTI MOHAMAD**
Support Services
Executive
AVM, KL



**MOHD FAZDLISHAH
BIN SULAIMAN**
Sales Assistant Manager
AFM, Kota Damansara

AFM

COLLEAGUES GET TOGETHER



ALTUS IN 2050...



BERNADETTE HARRY

Altus Labuan

In 2050, I imagine Altus Oil & Gas Malaysia Sdn Bhd as a leading player in the global energy industry, utilizing cutting-edge technology and innovative practices to maximize the potential of its oil and gas assets.

As the demand for energy continues to grow, Altus will have a significant role in meeting that demand in a sustainable and responsible manner. The company will have a diverse portfolio of oil and gas assets, located in various countries around the world, and will be leveraging advanced technologies such as artificial intelligence, data analytics, and renewable energy solutions to optimize production and minimize environmental impacts.

Altus will also be at the forefront of efforts to reduce greenhouse gas emissions, working closely with governments and other stakeholders to develop and implement strategies to decarbonize the energy sector. The company will be a leader in the transition to a low-carbon future, investing in renewable energy technologies such as wind, solar, and hydroelectric power to reduce its reliance on fossil fuels.

In addition to its focus on sustainability, Altus will also be committed to social responsibility, working closely with local communities to ensure that its operations are conducted in a way that benefits all stakeholders. This will involve engaging with local authorities, community organizations, and other partners to address any concerns or issues that may arise and to ensure that the company is operating in a responsible and transparent manner.

Overall, in 2050, I envision Altus Oil & Gas Malaysia Sdn Bhd as a dynamic and innovative company that is driving the transition to a more sustainable and responsible energy future.

BRAILLE TYPEWRITER DONATION



Malaysian Foundation For The Blind (YOBM), a charitable organisation, aids various welfare and socio-economic services to the visually impaired and their family members, particularly in the realm of education. YOBM emphasises on research and development of assistive technology for visually impaired users, such as Braille Typewriter, voice computer, Braille Al-Quran and many others.

Last year the organisation focused on distributing Braille reading materials across Malaysia where we supported the initiative through a donation that benefitted 30 children and adults with sight impairment. This year, as part of YOBM continuous effort to provide accessibility and equal opportunity in education, the organisation sought donation to buy Braille typewriter in which Altus Malaysia generously contributed. We hope this contribution will lighten many sight impaired people lives in the years to come.



Through the magic of six dots the gates of knowledge have flung wide, and the blind of each country can enter the world of enchantment beyond the reach of physical sense. Never at any time are we so free as when we hold a beloved book on our knee, and the Braille dots flash into our fingers the greatness, the wonder, the boundlessness of life.

-Helen Keller, 1930



SEXUAL HARASSMENT AT WORKPLACE

"Sexual harassment" means any unwanted conduct of a sexual nature, whether verbal, non-verbal, visual, gestural or physical, directed at a person which is offensive or humiliating or is a threat to his well-being, arising out of and in the course of his employment.

Obscene communication

Sexual jokes

Sexual assault

Unwelcome kissing

Unwelcome hugging

Stalking

Unwelcome touching

TYPES OF SEXUAL HARASSMENT

Intrusive questions about private body

Staring

Whistling

WHAT TO DO?

**Fighting against
"WRONG" is RIGHT**

What to do if you witnessed sexual harassment?

- Give moral support and encourage the victim to report the matter
- Confront the harasser and inform him/her that his/her conduct is unacceptable and affects the safety of employees whilst tarnishing the good name and image of the company
- Note down details of the incident you witnessed

What to do if you were sexually harassed?

- Take a firm stand and SAY NO to the harasser
- Warn the harasser to not repeat the conduct again or take action
- Inform trusted colleague about the harassment endured
- Report to HR/Management/Union
- Avoid at all times being close or staying back alone in office

ELIMINATING SEXUAL HARASSMENT AT THE WORKPLACE POLICY

- ✓ safe and conducive working environment
- ✓ supports equal rights and opportunities
- ✓ protection from any form of acts in sexual harassment
- ✓ zero-tolerance policy to any acts of sexual harassment
- ✓ "Speak up. We listen policy."

Do you know that sexual harassment in the workplace can cause:

- serious consequences for the harassed.
- risk of losing job
- victim feels pressured
- seriously traumatized
- decline in performance
- demoralizing effect on everyone
- impacts company productivity on the whole