

# ALTUS NOW

ALTUS MALAYSIA NEWSLETTER



## WELCOMING 2024 : A YEAR BRIMMING WITH PRIDE

*2023 has been one for the books!*  
Stepping into 2024, this year stands as a landmark moment in our journey after emerging as the winner of **Fastest Growing Marine Solutions Provider** and **Fastest Growing Logistics Solutions Provider** at The Global Economics Awards 2023. Not only that, we have also reached another significant milestone – 1 Million LTI-Free Manhours!

These accomplishments are not merely a token of recognition; it embodies the culmination of our collective aspirations for greatness – a testament to the unwavering commitment, tireless dedication, and meticulous execution displayed by each and every one of us.

As we celebrate this monumental achievement, it is essential to acknowledge the profound inspiration that fueled our relentless pursuit of excellence.

# TABLE OF CONTENTS

## UNLOCKING THE SECRET OF SUCCESS

|                      |    |
|----------------------|----|
| ► Zalifah Binti Mapa | 01 |
|----------------------|----|

## CELEBRATING MILESTONES AND SETTING NEW RECORDS

03

## BUSINESS UPDATES

### ALTUS AVIATION SERVICES UPDATE

|                                           |    |
|-------------------------------------------|----|
| First spraying operation for the year!    | 05 |
| Aerial application services getting wider | 05 |
| Discussion and future collaboration       | 06 |
| AVM on visit                              | 06 |

### SARAWAK UPDATE

|                           |    |
|---------------------------|----|
| Work permit applications  | 07 |
| Food provision for vessel | 07 |
| Logistics activity        | 07 |
| Clients inspection        | 10 |

### LABUAN UPDATE

|                        |    |
|------------------------|----|
| VP of Swire in town!   | 11 |
| Shell audit            | 11 |
| Stakeholder engagement | 11 |

### JOHOR UPDATE

|                             |    |
|-----------------------------|----|
| Meeting and Safety Briefing | 12 |
| Logistics activity          | 12 |

### KEMAMAN & TOK BALI UPDATE

|                                       |    |
|---------------------------------------|----|
| VP of Swire in the city of nasi dagey | 15 |
| Keeping up the CCU                    | 15 |
| QHSE visit                            | 15 |
| BV inspection                         | 16 |
| Ready to deliver                      | 16 |

### MARINE UPDATE

|                                       |    |
|---------------------------------------|----|
| OTC Asia 2024                         | 17 |
| Vessel inspection                     | 17 |
| Meeting with Malaysian Nuclear Agency | 18 |
| EXR-2 maintenance                     | 18 |
| Preservation using Vappro             | 18 |

# TABLE OF CONTENTS

## **QHSE UPDATE**

|                                      |    |
|--------------------------------------|----|
| Celebrating the rewards of hard work | 19 |
|--------------------------------------|----|

## **HR UPDATE**

|                                         |    |
|-----------------------------------------|----|
| Dust it all away                        | 20 |
| Sharing session from PERKESO and KLCPPA | 20 |

## **AFM FULFILLMENT UPDATE**

|                              |    |
|------------------------------|----|
| 1st Quarter client on board  | 21 |
| AFM Mall now LIVE on TikTok! | 21 |

## **EMPLOYEE UPDATES**

|                                                                            |    |
|----------------------------------------------------------------------------|----|
| Altus Retro Party: Groove back to the 70s!                                 | 22 |
| AFM Fulfillment welcoming the year of the dragon                           | 25 |
| Gotong royong at AFM Fulfillment                                           | 26 |
| Ramadan Kareem: Lighten the holy month with tadarus Al-Quran               | 26 |
| Smash the shuttlecock like a champion                                      | 27 |
| Change the Way You Think, and You Can Change the World:<br>A story of Bern | 27 |
| Altus Family                                                               | 28 |

## **ALTUS CARE**

|                                                                    |    |
|--------------------------------------------------------------------|----|
| We Make a Living by What We Get, We Make a Life<br>by What We Give | 30 |
| AFM Chayang: Jom Masak Bubur Lambuk!                               | 31 |
| Live Up Safety: Embedded safety mindset at workplace               | 32 |



# UNLOCKING THE SECRET OF SUCCESS

## ZALIFAH BINTI MAPA

Head of Region, Labuan

Altus Oil & Gas Malaysia Sdn Bhd

We asked Mrs. Zalifah, the Head of Region, Labuan, how it looks like to overseeing operations at Labuan branch and share a time when she and her team went above and beyond to achieve a common goal. Here's what she said:

### ***A little bit about her role***

As the head of the branch, my daily responsibilities include making sure everyone is safe, managing the day-to-day operations and administration, encouraging open lines of communication and teamwork with stakeholders, and looking for ways my team members may grow professionally. My goal is to help the branch thrive and flourish while also making a positive impact on the company's overall performance through proactive management and a relentless pursuit of excellence.

### ***Malikai, SK316 and lay-up services projects at Labuan***

Of all the projects my team and I have handled, Malikai, the SK316, and the lay-up services were our most significant projects at Labuan. Our goal was to assist the client in establishing their storage base and offer comprehensive logistical services to Shell. As for lay-up project services, Marine Solutions team offers Dolphin Drilling a solution which involves temporary lay-up, maintaining their drilling vessel in the Brunei Bay area until it is reactivates for departure. During these projects, I have personally seen our team, work around the clock to complete tasks such as loading and unloading activities day and night, crew clearance, food provisioning for the offshore crew, immigration and customs documentation, to name a few. Regardless of obstacles such as limited yard space, shortage of manpower, and insufficient expertise in handling project logistics, with help from the branch manager at that time, stakeholders, and upper management, as well as the Labuan team especially, we were able to triumph over the obstacles.

Logistics and marine projects have provided me with invaluable skills that have shaped my career path. For example, we implemented a new inventory management system that can reduce processing times and vessel optimisation strategy, which improved operational efficiency, leading to a significant experience in handling the project. Over time, adjustments have been implemented for the organisation, customer satisfaction, and revenue growth.

## ***How has the accomplishments shaped her current role?***

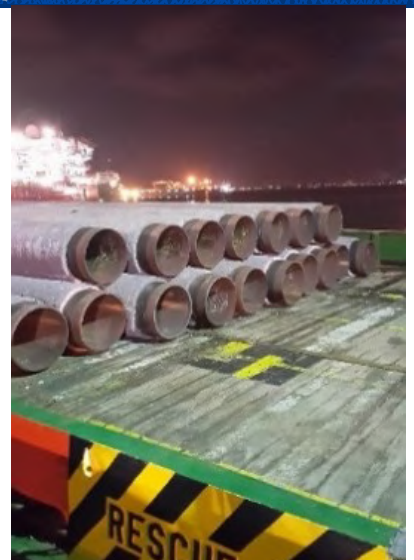
Personally, I benefited greatly from the experience. Along with honing my abilities, the projects have shown me the importance of innovation and collaboration to accomplish tangible results. Not only that, the importance of teamwork and problem-solving were two of the most valuable lessons I took away. Above all, what I have learned most is that having a genuine passion in what you are doing is the essential ingredient to achieve success. Throughout this journey, I have gained a profound admiration for the core values upheld by Altus, which encompass integrity, teamwork, excellence, and humility. I have let these values shape my approach to problems and propel me towards continuous growth and achievement in both my professional and personal endeavours.

## ***Her few words for Altusians***

Humility teaches us that we are all part of something greater. It serves as a gentle reminder to keep our viewpoint intact, be receptive to new ideas, and remain grounded. It's about realising that we're all different, with our own set of strengths and limits, and that working together, we can achieve more than we could ever do on our own.

As we move forward, let's continue to approach our work with an attitude of humility, knowing that there is always room for growth and improvement.

***And let's keep encouraging a culture of teamwork, where every voice is valued, and together, we can accomplish great things.***



# CELEBRATING MILESTONES AND SETTING NEW RECORDS

## ► FASTEST GROWING MARINE SOLUTIONS PROVIDER & FASTEST GROWING LOGISTICS SOLUTIONS PROVIDER 2023

The year 2024 is starting off on a high note for Altus Oil & Gas Malaysia Sdn Bhd as we have been awarded with the highly prestigious award, the **Fastest Growing Marine Solutions Provider** and **Fastest Growing Logistics Solutions Provider** from The Global Economics.

Immensely proud to represent Malaysia as the recipient of these awards and it is a testament to our hard work and dedication towards excellence. This incredible milestone is undoubtedly something that we should be proud of! Let's continue working together to maintain this recognition and strive towards even greater success in the future.

*Thank you all for your contributions!*



► Our Managing Director, Mr. Mohammad Taufik Bin Othman and Head of Logistics Solutions, Mr. Rosli Hussin had the pleasure of attending The Global Economics Awards 2023, Asia Pacific Edition at Avani + Riverside, Bangkok to receive the awards.



► The awards were presented by His Excellency Artur Dmochowski, Ambassador Extraordinary and Plenipotentiary of the Republic of Poland in the Kingdom of Thailand and Professor Dr. Kriengsak Chareonwongsak, Former Prime Ministerial Advisor Chairman, Nation Building Institute (NBI).



# 1 MILLION LTI-FREE MANHOURS

Not only reached one significant milestone but two!

This outstanding achievement reiterates our firm commitment to safety and would not have been possible without the exceptional teamwork and attention to detail by Altusian. It is even more remarkable in light of the numerous challenges our team has encountered while performing various operations. In the end, all that matters to us is that everyone returns home safely.

Kudos Altusians for your magnificent tremendous teamwork and let's keep up the good work to achieve more HSE goals!



## FIRST SPRAYING ACTIVITY FOR THE YEAR!

### AVM has reached the 30,000 hectares mark!

Get an inside look at the first aerial spraying operation of 2024 for MPOB where our AVM team took on the task of spraying 915 hectares with a 23 liter/ha spraying rate in Felcra Nasaruddin, Bota Perak last February to combat bagworm infestation.

This remarkable feat was completed in 3 days and marked the total of 30,000 hectares oil palm plantation sprayed for MPOB since January 2023. Currently, AVM has successfully sprayed a total of 35,783 hectares of oil palm plantations across multiple states including Selangor, Perak, Pahang and Johor, a significant milestone for the team as they continue to make strides in the industry.

Simultaneously, water sensitive paper (WSP) testing was carried out for the client to assess the spray quality, and members of the QHSE team were also present at the site to supervise the procedure.

# AERIAL APPLICATION SERVICES GETTING WIDER



► Tuan Ahmad Zainal Bin Abdullah, Deputy Director General of Development RISDA, presided over the meeting during which Altus Aviation outlined their offerings to RISDA during their visit at RISDA HQ last February. Not only that, the team also visited Amco Niaga, a chemical and product company, to explore potential collaboration in the areas of product supply and helicopter services for the plantation. During the discussions, they exchange ideas, learn more about the bagworm infestation in oil palm plantations, and look into potential opportunities in the rubber plantation sector.

In addition to this, AVM team also had a discussion on joint venture and future collaboration with Vibrant Agricultural Spray Corp (VASC), the partner for helicopter spraying services at our headquarters in Oval Damansara. The meeting attended by the President of Vibrant, Mr. Daniel Bryon.

It was an honour to welcome Mr. Daniel to our office and we look forward to continued partnership and inspiration!

## AVM ON VISIT



► The AVM team has been making waves in the agricultural industry with their helicopter application services for oil palm plantations. Recently, they showcased its services through a series of visits to various estates and plantation areas! Included in this are PKPP Plantation Sdn Bhd, Koperasi Serbausaha Makmur Berhad, FELDA Wilayah Kuantan, Far East Berhad, at the Muadzam Shah and Kuantan area.

With these visits, it allows for better discussion for the plantation that has been affected by bagworm infestations and how the team can cater to their specific needs. As the country's leading provider of helicopter aerial spraying to control the outbreak of bagworms in oil palm plantations, the team provides request appointment letter as well as helicopter services proposal to the plantations for future discussion, during their visits.

## WORK PERMIT APPLICATIONS

The first month of the year has been quite busy for the Bintulu team for the application of the work permit for 420 pax and it is only the first batch, for our client, McDermott. More to come!



## FOOD PROVISION FOR VESSEL

Altus has been appointed as shipping and logistics agent by HJS Maritime for its vessel activity, Sea Golf - a tugboat supporting Pinocchio in dredging work at site. Bintulu team has made all necessary arrangements for the seamless movement of Sea Golf vessel as well as arranged requests with BSSD team to perform lifting activities for the vessel.



## LOGISTICS ACTIVITY

After a two-month layup at Bintulu Port's 2nd inner basin, Pinocchio, the backhoe dredger owned by Belgium's DEME business, secured a berth at the general cargo wharf.

Bintulu team handled the load and backloading of ship spares, food provision, sewage and sludge discharge, waste disposal as well as other agencies services. Well done Bintulu team, for your excellent work in serving this special vessel!









# CLIENTS INSPECTION

Bintulu team had a successful inspection by McDermott and Sarawak Shell, which encompassed the storage area, sign on/sign off location, jetty area and Altus Bintulu office, to determine the location and venue for crew change, crew briefing, as well as understanding our HSE practices. The meeting took place at our office before heading to the site. The team is ready to manage up to 30-40 crew changes at a time with efficiency and precision.



# VP OF SWIRE IN TOWN!

▶ Altus Labuan team took the Vice President Operations & QHSE of Swire Energy Services Aberdeen, United Kingdom, Mr. Michael King and the Operation Manager SEA Region, Mr. Kanesan on an operational walkabout to the yard to conduct inspections, identify potential hazards, and ensure adherence to safety standards.



## SHELL AUDIT

Shell conducted an audit at the Labuan yard in January along with their third-party inspector, TUV. The audit is carried out for SES wire sling NCR join witness.



## STAKEHOLDER ENGAGEMENT

Mrs. Zalifah and Hairul attended the stakeholder engagement event hosted by the Royal Malaysian Customs Department Sabah Zone in conjunction with the World Customs Day Peringkat Kota Kinabalu 2024 at Sri Khazali Hall, Menara Kastam Sabah, Kota Kinabalu last February. As representatives of the Labuan Freight Forwarder Association, they both attend in order to offer support to authorities and obtain an update on Sabah-related events. This event served as an excellent opportunity for networking with the authority department, particularly in regards to the Sabah region.



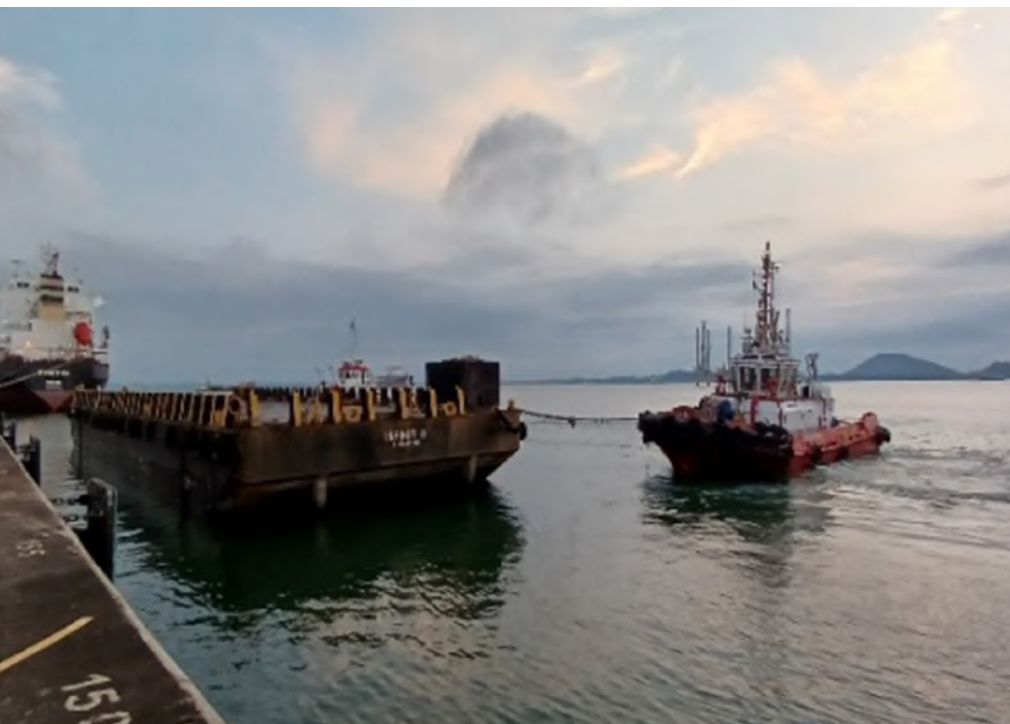
## MEETING & SAFETY BRIEFING



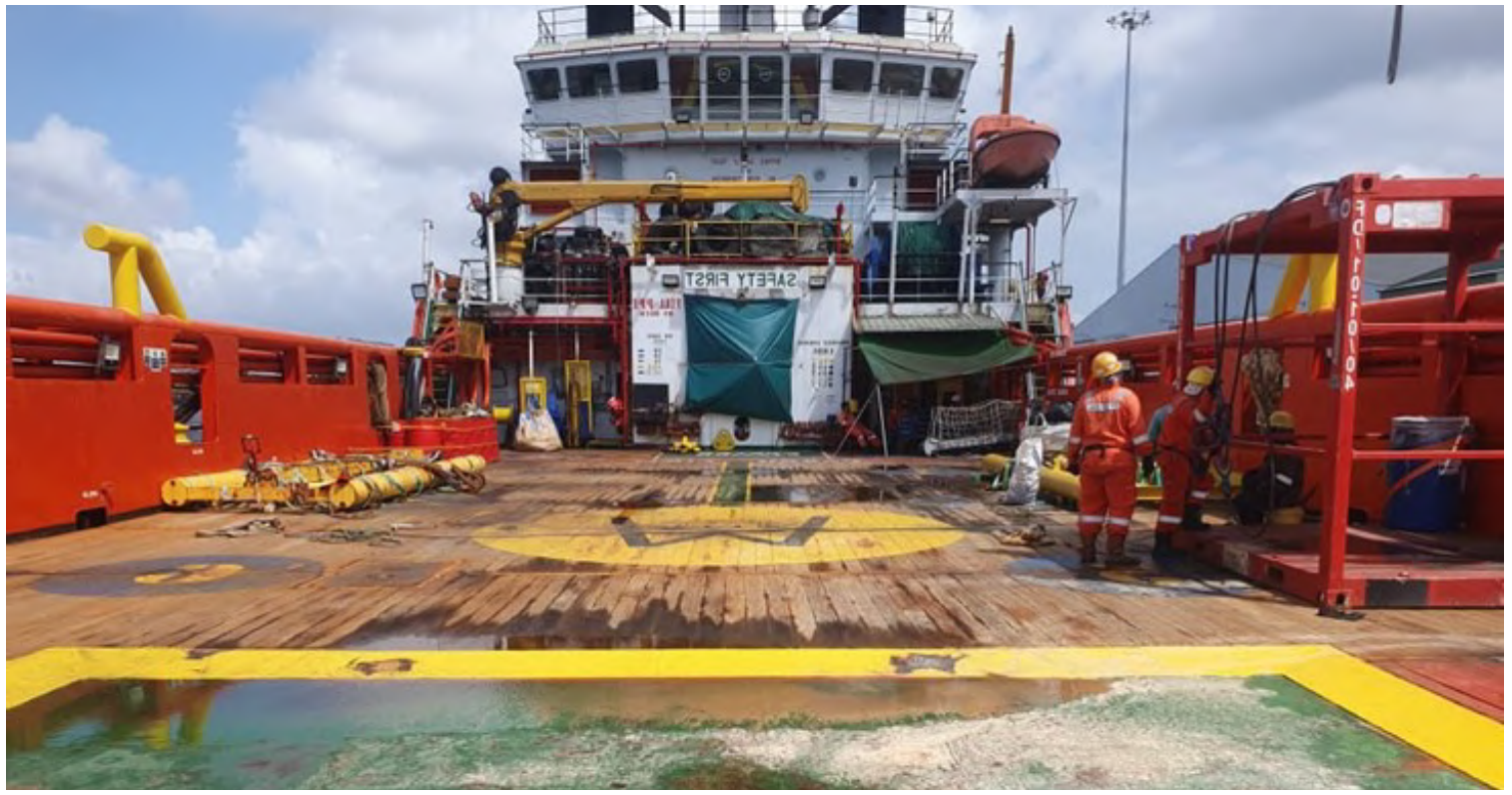
► Planning for success begins with strategic meetings. Johor team opened 2024 with a preliminary meeting with Johor Port Berhad and Bintang Subsea Venture Sdn Bhd as they prepare for spreader vessels demobilisation. The team also held a safety briefing to welcome our COO, Mr. Nazli and BU delegation.

## LOGISTICS ACTIVITY

Johor team has opened the curtain of 2024 with back-to-back work from meetings, offloading activities, logistics, supply arrangement, deballast and balance lifting preparation, to name a few. Exciting times ahead for our team at Johor! Let's get this done smoothly and efficiently.



► Altus is appointed by Infiniti as its shipping agent for TG Yew Choon 9 and BG Infiniti 8. In order to facilitate inward and outward activities, we as shipping agent, were required to obtain a hot work permit from the relevant authorities and complete port clearance. This harbor tug and barge arrives at Tanjung Langsat Port to demobilise cargo, including a reel for Technip, and hot work activities prior to their departure to Singapore on 23 January 2024.



Bintang Subsea Venture Sdn Bhd appointed Altus as shipping agent for Avatar Victory. The vessel entered the Johor Port for demobilisation cargo, including stanchion and D-rings. Hot work job for dismantling cargo was completed on 28 January and depart to Batam on 29 January.

Hot work was also done when Transenergy Alpha and Avatar Courage enter Johor Port for demobilisation cargo including reel, gas cylinder and winch was on 31st January. During this time, our team in Johor was tasked with monitoring the movement of reels from the barge to the storage yard prior to their return to the vendors.



▶ Altus has been appointed as the official agent for custom clearance of BSV cargo. And what's more? BSV has also entrusted us with the delivery of their winch from Johor Port to Jack Winches at Loyang, Singapore.



▶ Altus has been appointed as the agent for custom clearance by Att Tanjung Bin Sdn Bhd. This means our Johor team will need to attend not one, but two custom stations - station Johor Port and Station Tanjung Bin - for clearance of K8.

▶ Shout out to amazing logistics team in Johor for successfully handling the PEC Malaysia trucking and cargo clearance at Tanjung Kupang. They were collecting cargo from Singapore to deliver to clients in Kulim, Kedah. It is great to have PEC back on board with us after successful pipes shipment at ATT in 2020. We have been appointed as their custom agent in Malaysia starting from 2024. Congratulations team for another job well done! Let's keep up the momentum and continue delivering exceptional services.



# VP OF SWIRE IN THE CITY OF NASI DAGEY



Kemaman team joined Altus Labuan where they took the Vice President Operations of Swire Energy Services Aberdeen, United Kingdom, Mr. Michael King together with Johan from Swire on an operational walkabout at the yard to overview the layout of yard, all the operations matters including CCU storage, grading, and conditions. On top of that, they had a discussion on HSE matters to ensure that Altus is truly committed to avoiding any practice that could result in an injury.



## KEEPING UP THE CCU

To ensure the longevity and durability of the CCU, proper maintenance is absolutely crucial. Therefore, the yard assistant in Tok Bali performed the CCU maintenance.



## QHSE VISIT

The TBSB QSHE team visited Altus Tok Bali yard for a site visit. The QSHE team urges all personnel to take safety seriously in order to prevent accidents. It is imperative to prioritise safety above all else when performing maintenance-related tasks or jobs that require the use of personal protective equipment (PPE).

# BV INSPECTION

BV inspection completed for Carigali HESS. Only HESS needed to conduct BV inspection as they need 3rd party witnesses.



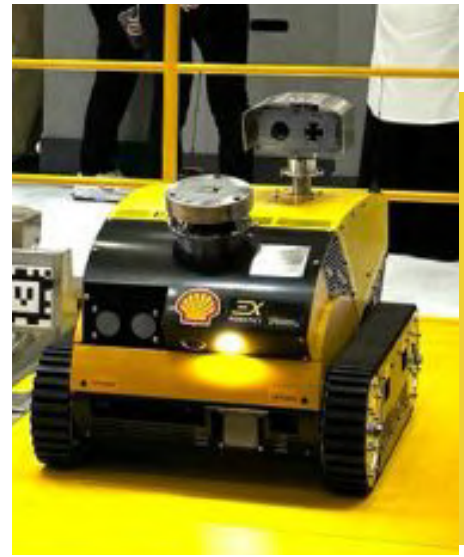
## READY TO DELIVER



Trestle, used to support any unit for maintenance was delivered from Kemaman to Tok Bali. Yard assistant involved in this delivery process to ensure that no incident occurs during the setting progress.



24 units that are on hire must be delivered to Altus Kemaman on March 18th. 2 loaders and 1 40ft truck are on standby to load with the off-hired unit. Tok Bali team is responsible to conduct a visual inspection perform a visual inspection prior to delivering the item to the Kemaman. Meanwhile, on March 19th, Kemaman required the delivery of 15 additional off-hire units following an inspection. 1 loader is carrying a box skip and unit SKFC, whereas 1 40ft lorry is carrying a box skip, unit CBUB, and unit CBTA.



Client SHELL has recognised the value of showcasing the capabilities of the ExR-2 robot and has therefore requested AOGM to conduct a demonstration during the launch event at OTC ASIA 2024 held at Kuala Lumpur Convention Centre (KLCC) last February. This demonstration serves as a crucial precursor to the ExR-2's forthcoming deployment on the E8 platform in Sarawak, emphasizing its practical application in real-world scenarios.

The ExR-2's presence at a high-profile event not only attracts the interest of industry experts but also generates substantial publicity for the robot among prospective clients. The event serves as a strategic opportunity to position the ExR-2 within the Southeast Asia market. This exposure not only facilitates the introduction of the ExR-2 to potential clients but also sets the stage for its successful integration into the Southeast Asia market.



## VESSEL INSPECTION

The Marine department is currently in the process of finalising a Memorandum of Understanding (MoU) with Jasa Merin to secure a vessel for our upcoming geophysical activities. As part of this process, they are conducting inspections to determine the most suitable vessel that meets our geophysical requirements. The candidates under consideration are the JM Gagah 2, AHTS 60 T, JM Indah, and SSV.

The inspection is being carried out by two colleagues from the Marine department, Muiz and Syahril, who are being accompanied by a supervisor from Jasa Merin. This collaborative effort ensures that they select the vessel best suited to our needs and objectives for the upcoming activities.

# MEETING WITH MALAYSIAN NUCLEAR AGENCY



► The Marine Department was invited by the Malaysian Nuclear Agency to participate in promoting our principal robot, the ExR-2, along with our innovative development of the Versatile Amphibian Robot (VAR). During this meeting, a collaborative exchange of ideas took place among researchers regarding the provision of a testing area within a silo tank for the cleaning and inspection modules on the developed robot.

This meeting served as an opportunity not only to showcase our advanced robotics technologies but also to engage in fruitful discussions with our team. The exchange of ideas regarding testing environments underscores our commitment to innovation and collaboration in addressing challenges within the industry.



## EXR-2 MAINTENANCE

Engineers Ammar and Muttaqin from the Marine Department were tasked with performing maintenance on three units of the ExR-2 Robot at Shell Seraya Jurong Island to upgrade their equipment and components for optimal operation. The objective of this maintenance operation is to ensure that the robots run smoothly and efficiently, thereby enhancing their performance and reliability in fulfilling their intended tasks.



## PRESERVATION USING VAPPRO

Engineer Muttaqin supervises the preservation work for 2 units of bullgear at Gebeng, Kuantan to extend the life of spare items. The sequence work starting from removing the old coating and applying new corrosion inhibitor by using VAPPRO product.

# CELEBRATING THE REWARDS OF HARD WORK

QHSE team commemorated an outstanding safety accomplishment of one million LTI-free manhours together with Kemaman team last March. This special celebration was held at Altus Kemaman, joined together by our stakeholders, and clients from Agensi Anti Dadah Kebangsaan (AADK) Kemaman, Jabatan Laut Malaysia Kemaman and Kuantan, Carigali Hess Operating Company Sdn Bhd, and Siaptek KL and Kemaman. This event's objective is to express appreciation to all workers contributing to the record scored by consistently prioritizing safety factors in every day's work.

Mr. Mohd Nazli Mohd Salim, Chief Operations Office of AOGM, launched the ceremony and shared the journey towards achieving this milestone and the transformation seen among Altusian towards safety awareness in his speech. He also announced the new safety campaign; 'Live Up Safety' which is a continuation of the previous campaign with an extension to include out of office safety practices. As part of this celebration, several engaging activities were held including a sharing session on 'Dadah dan Isu Penyalahgunaan Dadah' by Mrs. Anisah from AADK, AADK quiz and award recognition. This accomplishment is not just about numbers, it is a testament to the diligence, concentration, and safety culture that our employees possess and in line with Altus mission to achieve zero accidents at our workplace.

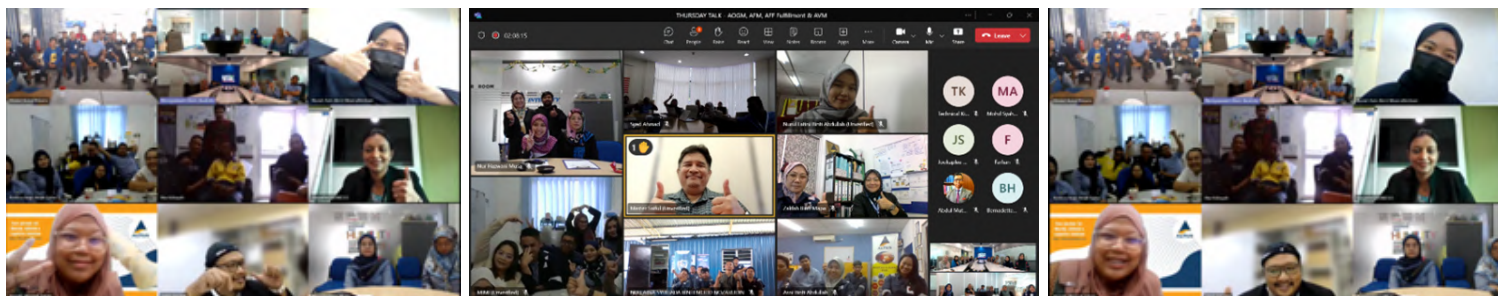


# DUST IT ALL AWAY



From cluttered chaos to organised oasis! On 7 March 2024, our team at HQ performed a spring cleaning to ensure that the office clean, safe, efficient and effective. The spring cleaning involves decluttering and organising the workspace, making it easier to find documents, supplies, and resources. It provides an opportunity to inspect and maintain office equipment and infrastructure, and involving employees in the process fosters a sense of ownership and teamwork. A little spring cleaning goes a long way towards creating a welcoming and productive work environment. Here's to a fresh start!

# SHARING SESSION FROM PERKESO AND KLCPPA



The HR team invited Ms. Gayathri from Pertubuhan Keselamatan Sosial (PERKESO) and Master Saiful from Kuala Lumpur Crime Preventions Practitioners Associations (KLCPPA) to give a talk during Thursday Talk session. Ms. Gayathri sharing session was on 'Pocket Talk: Benefit that is provided by PERKESO' where she briefed on the importance, services, and benefits offered by PERKESO. Master Saiful sharing session was on 'Integriti di Era Norma Baru', emphasizing and promoting moral values, integrity, and ethical behaviour in both personal and professional spheres.

# 1ST QUARTER CLIENT ON BOARD



► An enormous number of new clients have chosen AFM Fulfillment as their fulfillment partner and signed on the dotted line. Mamabear, a supplier of child cutlery, Rainbow Wellness, Damai Sinaran, and Pop Neutral, providers of supplements; Lo&Behold, a retailer of furniture; Zaitun, Guna tanpa tanpa was-was are among the list of clients. Over the months, the team also had many visits from JAKEL, Ariani, and AMILO, discussing any possible partnership and introducing our smart robotic fulfillment. Thanks to everyone's hard work, the team keep seeking new customers to promote their services to.



*Keep up the good work AFF team!*

# 1ST QUARTER CLIENT ON BOARD



With not one, but two live studios dedicated to serving e-commerce enterprises, AFM Fulfillment aspires to be a marketing hub. To take their online sales to the next level, clients can take advantage of live studios to join the livestream market or improve their TikTok live studio. Working in tandem with AMI, a marketing company, the studio was expertly set up and last March, the AFF team successfully went live.

Keep an eye on our AFM team daily live on TikTok at [@afmmall.my!](https://www.tiktok.com/@afmmall.my)

## EMPLOYEE UPDATES

# ALTUS RETRO PARTY: GROOVE BACK TO THE 70S!









## AFM FULFILLMENT WELCOMING THE YEAR OF THE DRAGON



### 身体健康，龙年大吉!

Embracing diversity and traditions at AFM Fulfillment Centre Kota Damansara with a vibrant Chinese New Year celebration! AFM Fulfillment team together with the AOGM HODs gathered last February to celebrate the festive where they had a cultural sharing session led by Ms. Sandy Yap and Mr. Kor Kok Seng, along with the mandatory tossing ceremony, "Yee Sang" which was the first time for some of them. The event not only celebrates different culture background, but also serves as an opportunity for the staff to engage with each other.

***We wish everyone good health, happiness, prosperity, and great luck!***



# GOTONG ROYONG AT AFM FULFILLMENT



► Getting the fulfillment centre ready for Ramadan! AFM Fulfillment team came together for a deep cleaning around the office area, and they even spruced up the entrance with some flower beds for a welcoming touch. It was even more heartening to see our Managing Director, Mr. Mohammad Taufik Othman personally 'turun-padang' to clean and plant together with the staff members.

# RAMADAN KAREEM: LIGHTEN THE HOLY MONTH WITH TADARUS AL-QURAN

► Welcoming the holy month of Ramadan with open hearts and open minds, the AFM team members coming together for a special tadarus Al-Quran session, just 10 minutes before they kickstart their work. It is a beautiful way of setting the tone for a blessed day ahead. Let's take a moment to reflect on the beauty of the Quran and seek guidance throughout this holy month.





## SMASH THE SHUTTLECOCK LIKE A CHAMPION

When work meets play! Altus and the top management of BPSB were having a blast in a friendly badminton match last February at

Kelab Kidurong Bintulu. BPSB Management team led by Haji Sufri, together with Hj. Din, Tengku Amir, Bintulu team as well as LMP Management team were among the participants who took part in the match that night.

Not only does this friendly badminton match improve inter-team communication, but it also adds a whole new level of fun to our after-work life. On the court, the teammates united and cooperated in a tacit way, sparing no efforts to compete with the rival. The entire friendly match displays an atmosphere of joy, passion, teamwork and splendid struggle.

The entire match is a process of ups and downs, with both teams keeping neck and neck in strength. Nevertheless, we believe that this kind of friendly match should be practiced constantly. Let's keep practicing and fostering a strong rapport with our clients, because connection beyond business is what it's all about!

## CHANGE THE WAY YOU THINK, AND YOU CAN CHANGE THE WORLD : A STORY OF BERN



Today, I'm reflecting on my life journey, which was marked by a lot of anger and impatience. It has been 15 years since my husband shared these wise words: "Change the way you think, and you change the world." It took me all these years to truly understand the depth.

The turning point arrived when I was entrusted with the responsibility of leading my team at Altus Labuan, with a specific focus on Oilfield Solutions. Learning to lead means learning to communicate better and understand others deeply. Failure became a companion, but giving up was never an option.

Living through the values of teamwork, endeavour, and continuity. Looking back, I realised how far I have come and the achievements, both personal and professional, that have adorned my path. Among them, one that stands out is the teamwork I fostered, in which everyone's best shines through. It is a collective effort; credit goes to my team's willingness to evolve.

By collectively employing the term "endeavour" in our daily lives, we confront challenges head-on, and we become stronger with every victory. We are thriving, thanks to the determination and cohesion of my team.

There is a saying: "Don't love your company because you may not know when your company will stop loving you." My understanding has changed. Loving what you do for a living, respecting your coworkers as if they were family, and caring deeply about your company and position. Believe me when I say it has changed the dynamic effortlessly.

As I close this entry, I am humbled and reminded once more: "Change the way you think, and you change the world." It is a mantra that continues to guide me forward.

***"Proud mama at home. Proud mama at work!"***

# ALTUS FAMILY

► Welcoming the new joiners to Altus Malaysia

## ALTUS OIL & GAS MALAYSIA SDN BHD



**MUIZZUDDIN  
BIN AHMAD**

SALES EXECUTIVE  
AOGM, KUALA LUMPUR



**WAN AHMAD IZUDDIN  
BIN WAN JUSOH**

ROBOTICS SOFTWARE ENGINEER  
AOGM, KUALA LUMPUR



**NUR AZIERA  
BINTI ISHAK**

MANAGEMENT TRAINEE  
AOGM, KUALA LUMPUR



**MIMI QURAI SYAH  
BINTI SEMAON**

BILLING ASSISTANT  
AOGM, BINTULU



**NUR AFIFAH  
BINTI MOHD**

QHSE EXECUTIVE  
AOGM, KUALA LUMPUR



**NURUL FATINI  
BINTI ABDULLAH**

ADMINISTRATION ASSISTANT  
AOGM, TOK BALI



**MOHAMAD LUTFI  
BIN MOHD RAFFI**

YARD ASSISTANT  
AOGM, TOK BALI



**MOHD NOR FAHMI  
BIN AMAT**

SENIOR MANAGER BUSINESS DEVELOPMENT/SALES  
AOGM, KUALA LUMPUR



**ABDILLAH  
BIN BENSALI**

CCU SUPERINTENDENT  
AOGM, BINTULU

## ALTUS AVIATION SERVICES SDN BHD

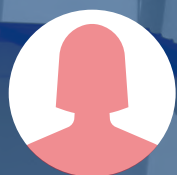


**FEDZROL NORAZAM  
BIN MOHD NOR**

PILOT  
AVM, KUALA LUMPUR

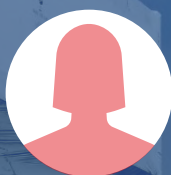


## ALTUS FREIGHT MANAGEMENT (M) SDN BHD



**NUR AFIQAH  
BINTI ZULKIFLI**

ADMINISTRATION COORDINATOR  
AFM, BINTULU



**SITI MARYAM BINTI  
MOHD ZUBAIRI**

EXECUTIVE BUSINESS DEVELOPMENT  
AFM, KUALA LUMPUR



**BENJAMIN DANRIE  
ANAK DANIEL**

SHIPPING/ LOGISTICS COORDINATOR  
AFM, BINTULU



**MUHAMMAD DANIAL  
BIN NOOR IDRIS**

LOGISTIC COORDINATOR  
AFM, KUALA LUMPUR



**CHE WAN NOOR ANISAH  
BINTI CHE WAN MUDA**

ADMINISTRATION ASSISTANT - LOGISTICS  
AFM, KEMAMAN



**MUHAMMAD LUQMAN HAZIQ  
BIN MOHAMMAD KHAIRUL ANUAR**

BOARDING OFFICER  
AFM, JOHOR

## AFM FULFILLMENT (M) SDN BHD



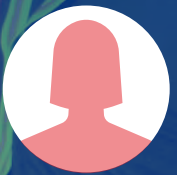
**MUHAMMAD ZAHIRUDDIN  
AKMAL BIN ZAMZAM**

CONTENT CREATOR  
AFM, KOTA DAMANSARA



**MUHAMAD HAZIM  
BIN MUHAMMED HIDIR**

WAREHOUSE SUPERVISOR  
AFM, KOTA DAMANSARA



**SANDY YAP  
YUET CHENG**

SALES & MARKETING  
AFM, KOTA DAMANSARA

# ALTUS CARE

WE MAKE A LIVING BY WHAT WE GET,  
WE MAKE A LIFE BY WHAT WE GIVE



It is undeniably challenging, requiring a great deal of knowledge and persistence, to develop a learning programme for an underserved community whose daily vernacular is distinct. However, our team in KL has taken on this challenge and are proud to share that after 3 visits to the village, they have wrapped up the CSR learning programme with the indigenous children at Kampung Orang Asli Buloh Telor, Kuala Kubu Bharu.



From approaching the kids on the first day, inviting them to eat together with the volunteers, engaging them in hands-on activities to capture their interest, to managing them to ensure everything is under control seems physically exhausting. Nevertheless, this learning programme was successfully executed by a teamwork effort comprised of approximately 40 of colleagues.

The satisfaction of giving back and contributing to society is indeed unparalleled. Giving something of value, whether it is time, energy, or money, has an effect that lasts year-round.

This programme was the company's way of showing its continued dedication to rekindle a culture of giving back among Altusians by organising a variety of events that would benefit deserving communities. Remember that one life can, and always does, change the world.



# AFM CHA'YANG : JOM MASAK BUBUR LAMBUK!

In the spirit of giving back during this holy month, AFM Fulfillment held its second CSR programme under Cha'Yang on 27 March 2024. Joined along was our colleagues from HQ, the team started their day early in the morning to prepare 500 pax of bubur lambuk and distributed it all by evening at Thompson Hospital, Petronas Kota Damansara and MRT Kota Damansara area.

We hope that this initiative can bring joy and comfort to others during this special time. Let's continue to spread kindness and give back to our community in any way we can!



# LIVE UP SAFETY : EMBEDDED SAFETY MINDSET AT WORKPLACE



*\*Logo concept*

In January 2024, Altus Oil & Gas Malaysia Sdn Bhd launched its new safety theme, "Live up Safety". This new theme was upgraded from the "Think Safety" slogan, which has been implemented for several years.

The logo that has been chosen for this new theme is a symbolic of 2 people / parties that work hand-in-hand to demonstrate their cooperation, teamwork, & care because safety is everyone's responsibility.

In today's fast-paced and demanding work environments, ensuring the safety and well-being of employees is paramount. However, safety measures shouldn't be viewed as mere compliance checkboxes; they should be ingrained into the fabric of everyday operations. This is where the concept of "Live Up Safety" comes into play – a mindset that goes beyond mere adherence to procedure, urging individuals to actively embody safety principles in every task they undertake.

"Remember, safety is not just a box to check, or slogan to shout, it is a culture that we must embody in our everyday life" - Group Managing Director

Live Up Safety is about fostering a culture where safety isn't just a slogan but a way of life. It starts with leadership setting the tone by championing safety as a top priority and actively demonstrating its importance through their actions. When leaders prioritize safety, it sends a clear message to employees that their health and safety is valued above all else.

Moreover, Live Up Safety encourages continuous vigilance and mindfulness. It prompts individuals to constantly assess their surroundings, identify potential hazards, and take proactive steps to mitigate risks. Whether it's wearing appropriate personal protective equipment, practicing proper ergonomics, or speaking up about safety concerns, every action contributes to a safer work environment.

"Live Up Safety campaign to encourage Altusians to practice safety everywhere and at all times. This includes the evaluation of potential safety concerns and risks, implementing safety practices, and action taken when it comes to safety, be it at the workplace or our home" - Chief Operating Officer

Furthermore, Live Up Safety thrives on collaboration and accountability. It encourages open communication among team members, where everyone feels empowered to voice their concerns, offer suggestions for improvement, and hold each other accountable for upholding safety standards. By working together towards a common goal of safety excellence, teams can achieve greater success and well-being collectively.

In conclusion, Live Up Safety isn't just a set of rules to follow; it's a mindset that permeates every aspect of work. Embracing Live Up Safety isn't just about complying with regulations – it's about creating a workplace where safety is lived and breathed every day, leading to happier, healthier, and more productive outcomes for all.