

ALTUS NOW

ALTUS MALAYSIA NEWSLETTER

THE POWER OF PROGRESS

As we continue to drive progress and successful business operations, this edition of our newsletter showcases some of our most exciting achievements and initiatives. From the grand launch of AFM Fulfillment, redefining the e-commerce landscape, to impactful collaborations in the Sarawak Kasawari Project, we remain steadfast in advancing industry excellence. Together, let's celebrate the power of progress and look ahead to even greater accomplishments.

Vol. 4. 2024.

Highlights:

AFM Fulfillment's Grand Launch: Shaping the Future of E-Commerce in Malaysia

Collaborations Towards Sarawak Kasawari Project Progression

Ex-Robotics User Group Meeting (UGM) APAC Region

Emphasising Safety During the Monsoon Season

Safe Departure of Rig Cean



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► **MOHAMAD BUSTAMI YAHAYA**
Chairman
Altus Oil & Gas Malaysia Sdn Bhd

CHAIRMAN'S END YEAR MESSAGE

Assalamualaikum, salam sejahtera, kalai vanakam and zhao an

Dear Altus Family,

As we step into 2025, it's the perfect time to reflect on the journey we undertook in 2024. Last year presented its fair share of challenges, yet every one of you played a vital role in steering Altus through turbulent times. Together, we demonstrated resilience, teamwork, and determination to overcome obstacles and navigate the rough waters.

Our six core values continued to take centre stage, guiding us in enhancing, empowering, and appreciating the foundation of our success. Over the past three years, we've explored these values in depth through weekly presentations and discussions led by experienced speakers. By now, they should be firmly ingrained in how we approach our work and relationships. I am confident that our understanding of these core values has reached remarkable levels. As we move forward, it's time to transform this understanding into meaningful actions in the way we perform our duties at Altus.

As an oil & gas service provider, Health, Safety, and Environment (HSE) compliance remains a top priority for Altus. Throughout 2024, the QHSE Department consistently emphasised this through the Safety Moment segment during our Thursday Talk sessions. These brief yet impactful segments aimed to educate and raise awareness about potential health and safety hazards, along with the necessary precautionary measures.

In line with strengthening our HSE culture, we proudly introduced ALTY, our new safety mascot. Congratulations to the individual whose creative entry brought ALTY to life! This mascot symbolises our commitment to fostering a safe and compliant work environment for everyone.

Credits to the Human Resource and Training Department who made efforts to invite guest speakers to provide more understanding on the applications of the individual value based on their real-life experiences.

Many compliments have been given to our operations teams in Johor, Labuan, and Bintulu. These teams consistently demonstrate excellence in fulfilling their responsibilities, ensuring jobs are completed on time and delivering satisfaction to both clients and themselves.

To those outside of operations, especially at headquarters, your contributions are equally invaluable. Your unwavering support in various forms has been instrumental in ensuring the success of their operations. The congratulatory messages shared in the group WhatsApp reflect your appreciation and encouragement, showcasing the true spirit of teamwork and camaraderie among Altusians. This spirit of unity and mutual support is something we should take pride in, maintain, and preserve as part of our organisational culture.

Commitment should come from within, rooted in sincerity. Offer a helping hand voluntarily, whether it's guiding your subordinates or assisting colleagues who seek your support. Selfishness has no place in a collaborative and thriving environment.

This reminds me of the life philosophies shared by an uncle from Teluk Intan, who passed away a couple of years ago at the remarkable age of 102. His wisdom continues to resonate with me, as he lived by these five guiding principles:



- ▶ ***Don't forget to pray.***
- ▶ ***Don't do any harm.***
- ▶ ***Don't compare.***
- ▶ ***Don't be jealous.***
- ▶ ***Be honest.***

The company is growing, and we need everyone's unwavering commitment to help steer the boat together. Let us take inspiration from the spirit of rowers in a rowing competition, where eight rowers move in perfect synchronisation and harmony to achieve victory. It only takes one slow rower or a distracted mind to slow down the team's progress.

As we step into 2025, let us embrace the year with renewed determination, commitment, aspiration, and perseverance. Together, we can achieve our goals and continue striving to make Altus the company of choice. In less than six months, on 17 May 2025, we will celebrate our 15th anniversary—a significant milestone that reflects our collective journey and achievements.

For now, let us sustain the same energy and spirit in 2025 and beyond, working together to make Altus stand out from the rest. Together, we can make it happen. As I have often said: "Make Things Happen," "Be Different," and "Do what you enjoy doing and enjoy what you are doing."

Now, as we set the tone, mood, and pace for 2025, I'd like to reflect on something I have often shared in my previous end-of-year messages. Since Altus inception, I have always believed—and I still believe today—that this company would become a place we are all proud to be part of. It is a success story we are writing together, and one we will continue to build upon in the future.

Thank you all for your continuous support, dedication, and hard work. Together, we truly make things happen. Allow me to wish everyone at Altus, and your families, a very Happy New Year. May you enjoy great health, achieve success in your resolutions, and find fulfilment in all your endeavours. To those who celebrated marriage in 2024, may your journey together be filled with joy, happiness, and wonderful blessings in the form of beautiful children.

SUCCESSFUL AERIAL SPRAYING OPERATION AND COMMUNITY ENGAGEMENT IN BEKOK, JOHOR

From 7 to 10 October 2024, Altus Aviation recently achieved a monumental milestone with an extraordinary aerial spraying operation in Bekok, Johor, covering 1,000 hectares of smallholder plantations. This mission was more than just a display of precision and efficiency—it was a testament to Altus Aviation's commitment to innovation, community, and the future of agriculture. Using the school field at SMK Bekok as the operational base, they hosted an exciting morning session for students, showcasing the marvels of helicopter technology and offering them a rare chance to see our aircraft up close.

Additionally, Altus Aviation welcomed representatives from neighbouring plantations, including Johor Plantation and Achijaya Plantation, for a collaborative session aimed at exchanging insights and strengthening partnerships.



AERIAL SPRAYING MILESTONE IN TITI GANTUNG



► In October 2024, Altus Aviation reached a significant milestone in Titi Gantung, Perak, successfully completing aerial spraying across 1,200 hectares. This operation was not only a technical triumph but also a strategic advancement, marking their initial foray into marketing services to nearby plantations. Collaborations with key stakeholders, including Perbadanan Ekonomi Islam Perak (PEIP), Perbadanan Pembangunan Pertanian Negeri Perak (PPNP), RISDA, and FELCRA, further reinforced our commitment to fostering enduring partnerships. These efforts are setting the stage for a thriving future in sustainable agricultural solutions.

BUILDING STRONGER CONNECTIONS WITH OUR VALUED CLIENTS



► In November, Altus Aviation met with Hj. Mohd Hairi, Head of the Plantation Department at RISDA Plantation HQ. This pivotal discussion centred around tackling bagworm infestations and optimising fertiliser application. By offering innovative helicopter spraying solutions, Altus Aviation demonstrated their unwavering commitment to addressing clients' challenges with precision and care.

GROUNDBREAKING COLLABORATION WITH CHU FANG AGRICULTURE



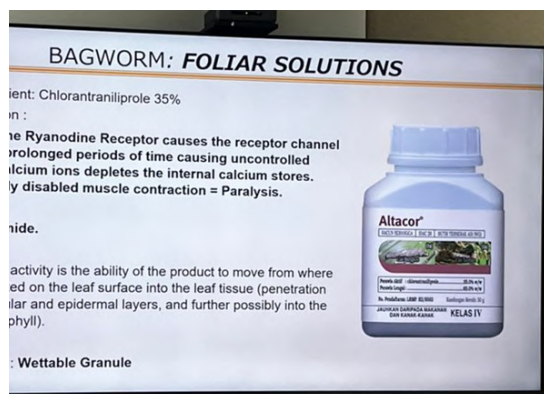
Altus Aviation proudly hosted Mr. Sunny and Mr. Chang from Chu Fang Agriculture, an innovative company based in China, to discuss transformative agricultural advancements.

The discussions focused on two pioneering developments:

- Water-Soluble Fertiliser : Proposed for testing via aerial spraying to evaluate its impact on oil palm yield.
- Eco-Friendly Charging Solutions: A mobile storage and charging unit powered by oil palm waste, offering a sustainable energy solution.

This collaboration signifies Altus Aviation's commitment to driving sustainability and innovation, paving the way for impactful global partnerships.

EXPANDING THE HERBICIDE PORTFOLIO



Altus Aviation is expanding its horizons by exploring innovative herbicide solutions to meet the evolving needs of the industry. In collaboration with Behn Meyer, they are evaluating ALTACOR, a state-of-the-art treatment for bagworms, which has previously demonstrated success in drone applications. By actively evaluating its integration into their aerial spraying operations, Altus Aviation aim to provide plantation owners with a broader range of effective and versatile solutions that prioritise efficiency, precision, and sustainability for pest management.

LOADING ACTIVITY FOR VESSEL EXECUTIVE COURAGE



On 26 June 2024, the Bintulu operation team, led by Mr. Adam and Mr. Aidelsham, successfully managed the loading activity for the Vessel Executive Courage at Bintulu Port. This project was part of Altus Oil & Gas Malaysia's (AOGM) role as the appointed vessel agent for the Shell FAS project in collaboration with Berlian McDermott.

AOGM's responsibilities included coordinating the loading and lifting activities for the vessel, ensuring that all operations were conducted efficiently and in compliance with safety standards. Additionally, the team handled the inward clearance for the MPSV Executive Courage, facilitating a seamless process for the vessel's operations at the port.



The evaluation extended to oversight of activities such as blasting, painting, and hot work, including welding, grinding, cutting, and gouging. Non-destructive testing, housekeeping standards, and subcontractor management were also reviewed. Furthermore, the audit examined grievance mechanisms and employee welfare practices, demonstrating a thorough approach to operational safety and environmental stewardship.

The audit underscores AOGM's commitment to maintaining the highest HSE standards and ensuring safe and efficient operations for its clients and partners.

PETRONAS I-CARE AUDIT AT ALTUS BINTULU

On 26 July 2024, Altus Bintulu hosted the Petronas i-CARE audit, conducted by management teams from Petronas and SumiSaujana TCM (SSTCM). Mr. Tengku Amir Hamzah and Mr. Abdillah Bensali represented AOGM during the audit, as the appointed chemical handling support operations in Bintulu for Petronas and SSTCM.

The audit covered a comprehensive range of Health, Safety, and Environmental (HSE) criteria to ensure compliance and operational excellence. Key areas of evaluation included general HSE standards and organisational practices, HSE procedures, induction programmes, and competency requirements. Hazard and effect management, incident notification, and emergency response protocols were also assessed, alongside fire prevention measures and the handling of hazardous materials. Environmental protection and health management were key components of the audit, as were the inspection and maintenance of power tools, lifting gear, and rigging equipment.



COMPREHENSIVE LOGISTIC ARRANGEMENTS FOR KEY PROJECTS AT BINTULU PORT



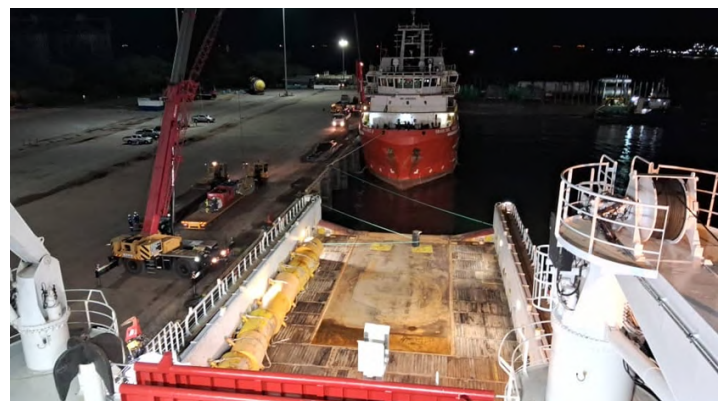
► Altus Oil & Gas Malaysia (AOGM) continues to demonstrate its expertise and commitment to operational excellence by serving as the appointed vessel agent for multiple projects at Bintulu Port. These efforts highlight the team's ability to manage complex logistics with precision and efficiency, further cementing their reputation as a trusted industry partner.

For the Shell FAS project, AOGM undertook critical logistics operations, commencing on 28 July 2024. The Bintulu operations team, led by Mr. Adam and Mr. Aidelsham, coordinated loading and lifting activities for the vessel Omni Victory and Salvage Rigger.

They also ensured seamless inward and outward clearance processes, adhering to all regulatory requirements. From 2 to 3 August 2024, the team expanded their scope by managing pilot arrangements and bunker services for vessel E71, berthing and backloading for vessel Salvage Rigger, and its subsequent departure to Kuching. Additionally, they facilitated berthing and loading operations for vessel Salvage Rover, which later shifted to BS27 and departed for its designated location on 3 August 2024 at 11.00 a.m. On 10 August 2024, the team orchestrated a towing operation for two units, Selasih and F23 topside, from Ocean Might Kuching to Sarawak high sea, completing the offload and backload activities with precision during late-night hours.

Simultaneously, AOGM also managed logistics for SAA Engineering on 28 July 2024. At Bintulu Port, the Bintulu operations team oversaw the loading and lifting activities for vessels SEACOVE and VT Handler. Ensuring compliance with stringent safety and regulatory standards, they executed inward and outward clearance procedures seamlessly.

On the same day, AOGM provided exceptional support to Energy Equipment Tech (EET) as the appointed vessel agent. The team efficiently handled loading and lifting activities for the vessel Ena Endeavour, ensuring all operations were conducted with meticulous attention to safety and operational requirements.





COLLABORATIONS TOWARDS SARAWAK KASAWARI PROJECT PROGRESSION

On 12 October 2024, AOGM participated in a critical meeting with the Deputy Director of Immigration Kuching and Berlian McDermott's management team. The discussion revolved around facilitating Sarawak Work Permits (SWP) for the Kasawari and FAS projects in Bintulu. The meeting led by Mr. Adam, Mrs. Doreena, and Mr. Isidore highlighted the submission of 600 SWP applications for the FAS project and 1,500 applications for the Kasawari project. This marked a significant step in ensuring the seamless mobilisation of manpower required for these projects. Further advancing these efforts, on 8 November 2024, AOGM arranged a kick-off meeting with Sarawak regulatory bodies at the Nu Hotel. Representatives from key departments, including the Marine Department, Customs, Immigration, Inland Revenue Board, Forest Department, and Department of Marine Fishery, attended the session alongside Berlian McDermott's management team.



The objective was to brief the authorities on the Kasawari Project and to align with any new regulations or processes necessary for its smooth execution. Altusians led by Mr. Zaini, Mr. Nazir, Ms. Tengku Awanis, and the entire Bintulu team spearheaded this initiative, fostering collaboration and ensuring compliance with Sarawak's regulatory framework.

On 27 November 2024, a follow-up meeting with McDermott's crewing management team was held online via Altus Bintulu. Mr. Adam, Ms. Afiqah, and Mr. Isidore represented AOGM to discuss the progress of SWP submissions for the Kasawari Project. During this session, the submission of the first batch of 476 applications was confirmed, paving the way toward the total target of 2,000 applications.

These engagements underscore AOGM's pivotal role in facilitating regulatory processes and ensuring workforce readiness for the success of both the FAS and Kasawari projects.



DISCUSSION ON LMP PROJECT WITH SME BANK AT BINTULU PORT

On 18 October 2024, a meeting took place at Bintulu Port between AOGM representatives and the SME bank officer to discuss the Liquid Mud Plant (LMP) project. The attendees from AOGM were the Managing Director, Mr. Taufik, Mr. Hafidzamzahry, and Mr. Adam. The primary focus of the discussion was to review the progress of the LMP project and explore the next steps in its development.



NEW ALTUS TOTE TANKS

On 13 November 2024, Altus Bintulu successfully received 21 new tote tanks, part of our own units. This shipment was swiftly booked by our clients in Bintulu. SumiSaujana TCM (SSTCM) secured 11 units, while AMTECH Chemical Sdn Bhd booked 10 units. The activity was led by Mr. Adam, Mr. Abdillah, and the Cargo Carrying Unit (CCU) team, ensuring a smooth process throughout.



MEETING & DISCUSSION WITH ELCC

On 13 December 2024, a meeting and discussion took place at the East Logistics Command Centre (ELCC) office, with the Head of ELCC and representatives from AOGM, Mr. Adam and Mr. Abdillah. The discussion focused on AOGM's role in supporting ELCC's activities in Bintulu, including on-hire unit cargo containers and maintenance services for the units.

Key topics addressed during the meeting included CCU matters, ongoing and upcoming maintenance activities, Health, Safety, and Environment (HSE) concerns, and plans for 2025. The meeting also provided valuable insights into new exploration activities by Petronas Carigali Sdn Bhd.

SSTCM & SHELL SITE INSPECTION VISIT AT ALTUS LABUAN

LABUAN

► On 30 October, AOGM facilitated a client visit to demonstrate the preparation of chemical decanting, storage procedures, and the surrounding facilities at Altus Labuan.

The visit was a resounding success, highlighted by complimentary feedback from Shell regarding AOGM's scheduled waste management practices. The Shell team remarked that "No other vendors perfectly display proper documentation/records of scheduled waste at site" — a testament to AOGM's commitment to excellence and environmental responsibility.

Altus Labuan remains dedicated to maintaining high standards in chemical handling and waste management while supporting the operational needs of our clients. We are proud to uphold practices that align with our clients' expectations and industry benchmarks.



DELIVERING EXCELLENCE : AD - HOC LOGISTICS SUPPORT FOR TRACERCO ASIA

The Altus Labuan logistics team recently demonstrated exceptional commitment by assisting Tracerco Asia with an ad-hoc requirement to load two shipper-owned containers (SOC) onto MV Grand Canyon II. The team arranged temporary storage as a work area and provided manpower to prepare lifting gears in compliance with lifting requirements.

Thanks to the dedication and teamwork of the Altus Labuan team, the client successfully met their delivery deadline and expressed high satisfaction with the support provided, highlighting the team's ability to deliver under tight timeline and their adaptability and reliability on operational excellence.



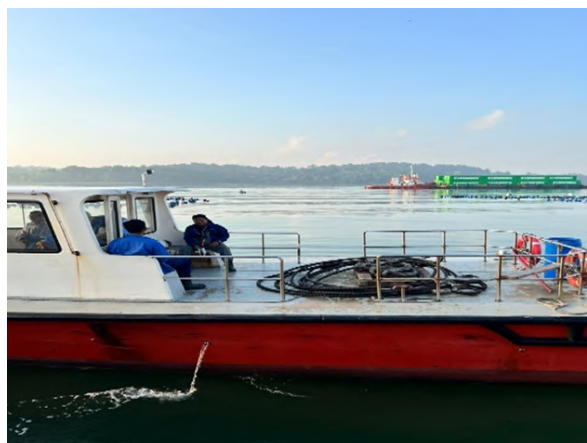
E-INVOICING BRIEF : A STEP TOWARDS DIGITAL EFFICIENCY



► On 3 October 2024, Ms. Hazwani and Mr. Zharif from Altus Johor attended the e-invoicing brief held at Amansari Residence Resort. The event, organised in collaboration with the Johor Port Shipping and Forwarding Association, focused on the implementation of the e-invoice method between clients and vendors.

As forwarding agents, Ms. Hazwani and Mr. Zharif actively participated in discussions and explored the e-invoicing process, gaining valuable insights into its application and benefits. The session highlighted the importance of digital transformation in streamlining operations and fostering stronger partnerships.

SAFE DEPARTURE OF RIG CEAN



Since the last quarter, Altus Johor has been actively supporting the successful departure of Rig Cean by managing a range of crucial activities. From pre-operation meetings to provisioning support, deballast operations, crew change formalities, transportation, and arranging for the Marine Warranty Surveyor (MWS) to board the rig, the team demonstrated exceptional coordination and expertise.

On 10 October, the Altus Johor team ensured the seamless departure of Rig Cean, with both tugs departing safely at 1.35 a.m. Acting as the shipping and forwarding agent,

Altus Johor's dedication and efficiency were instrumental in achieving this milestone. This accomplishment highlights Altus' unwavering commitment to delivering reliable and comprehensive logistics solutions for its clients.

PARTICIPATION IN HSE DAY



On 20 November 2024, Ms. Hazwani and Ms. Hidayah represented Altus Johor at the HSE Day organised by our client, ATB Sdn. Bhd. at Tanjung Bin. As invited vendors, their participation highlighted AOGM's commitment to supporting health, safety, and environmental initiatives.

The event provided an excellent platform for engaging with customers, fostering stronger relationships, and gathering valuable feedback in our role as forwarding agents. These interactions allowed us to address client needs and further improve our services.

STRATEGIC MEETINGS WITH JAPAN DRILLING CO AND HAKURYU TEAMS



On 10 December, a meeting was held with Japan Drilling Co to prepare for the arrival of Hakuryu 16 on 12 December. The discussion involved key members of the Labuan team, including Mrs. Zalifah, Ms. Nurmaairah, and Mr. Husna from Altus Kemaman. This meeting ensured a coordinated approach for the successful handling of the rig's arrival.

On 20 December, the team engaged in a meeting with the logistics PIC for Hakuryu 5 to plan its berthing at Johor Port in mid-May. The session focused on logistical strategies and operational readiness, reflecting AOGM's commitment to meticulous planning and seamless execution. These meetings underline AOGM's dedication to fostering strong client relationships and delivering efficient, well-coordinated services.

SITE INSPECTION WITH CARIGALI HESS OPERATING COMPANY

EASTERN



From 27 to 29 October 2024, Mr. Tengku Amir Hamzah, Head of Altus Eastern Region, alongside Mr. Haibie, QHSE Manager, joined a site inspection with Carigali Hess Operating Company (CHOC) as part of a Supplier Review Meeting (SRM). The inspections were conducted across multiple locations, including SIAPTEK warehouse, Kemaman Supply Base (KSB) yard, and Swire Energy Services (SES) yard in Telok Kalong, with involvement from SIAPTEK and SES.

As a vendor to CHOC, AOGM was required to participate in these inspections to meet client requirements and ensure site safety in the provision of CCU supply and inspection services. A key focus was the sling inspection carried out at SIAPTEK's warehouse in KSB, demonstrating AOGM's commitment to safety, compliance, and operational excellence.



STRIKING CONNECTIONS AT THE TBSB BOWLING TOURNAMENT

On 4 October, Altusians Mr. Izzat, Mr. Zulfikri, and Mr. Lutfi participated in a bowling tournament organised by Tok Bali Supply Base (TBSB) at Mydin Tunjong, Kota Bharu. This enjoyable event brought together TBSB, agents, and surveillance security for a night of friendly competition and collaboration.

The tournament provided a great opportunity to strengthen relationships among participants while fostering teamwork and camaraderie. Events like these exemplify AOGM's commitment to building strong partnerships and engaging meaningfully with our clients and partners.

EMPHASISING SAFETY DURING THE MONSOON SEASON



In October and November, the AOGM team actively participated in two critical initiatives aimed at promoting safety and preparedness during the monsoon season.

On 9 October, the Altus Tok Bali team attended the Monsoon Safety Campaign organised by HESS at the Tok Bali Supply Base (TBSB) auditorium. Representatives from TBSB and Hibiscus Petroleum joined the event, which highlighted the importance of ceasing operations during heavy rain and strong winds to prioritise health and safety. The campaign served as a vital reminder of the precautions necessary to ensure the well-being of personnel and the safe execution of work during adverse weather conditions.

Building on this commitment, on 17 November, the Altus Tok Bali team participated in the CHOC Monsoon Campaign organised by Carigali Hess Operating Company at their meeting room. The event, which also included representatives from TBSB, emphasised awareness and preparedness during the monsoon season.

Altusians, Mr. Izzat and Mr. Zulfikri actively engaged in the campaign, winning a prize in a Kahoot game centred around monsoon-related topics. Additionally, the event featured a tour of the CHOC warehouse, allowing participants to exchange ideas and insights through interactive discussions and walkabouts. This collaboration highlights AOGM's dedication to fostering partnerships, safety awareness, and enhancing operational knowledge across the industry during the challenging monsoon season.



ENSURING SAFETY AND COMPLIANCE AT THE ALTUS YARD

In this quarter, AOGM welcomed two key site visits that underscored our dedication to safety and compliance. On 29 October, the Tok Bali Supply Base (TBSB) safety team conducted an inspection of our maintenance area. Their visit focused on ensuring workplace safety protocols were strictly followed, with particular attention to mitigating potential hazards, such as odours released during ongoing jobs, to protect personnel and the surrounding environment.

Shortly after, on 5 November, the Department of Environment (DOE) team, supported by the TBSB safety team, carried out a site visit to review waste disposal practices at the Altus yard. The DOE team emphasised the importance of proper waste management, including the use of labelled drums for disposal, and provided actionable feedback for improvement.

The team promptly implemented the recommended measures, showcasing our commitment to environmental responsibility and continuous improvement to uphold the highest standards of safety and environmental compliance.



MAINTENANCE SUPPORT FOR HESS UNITS

On 25 November 2024, Altus Tok Bali provided maintenance support for HESS, focusing on units AME, KD, and CBAD. Altusians, Mr. Lutfi and Mr. Zulfikri efficiently coordinated the process, including booking a forklift and prime mover to transport the units to the maintenance yard. The team conducted thorough inspections and ensured the units were in excellent condition before dispatching them back to the client for on-hire use.

INSTALLATION AND LABELLING OF WASTE STORAGE AREA



► On 10 December 2024, the Altus Tok Bali team took a proactive step in improving waste management by installing a dedicated waste storage area within the maintenance yard. Led by Altusians, Mr. Zulfikri and Mr. Lutfi, this initiative aims to streamline disposal processes and enhance compliance with waste management standards.

The storage area categorises waste into two types: SW409, which includes plastics, chemicals, and mineral oil, and SW410, comprising contaminated lab tools, PPE, used rags, and gloves. By implementing this system, Altus reinforces its commitment to environmental sustainability and efficient operational practices.



INTERNAL & CLIENT AUDITS

Our audits play a critical role in the implementation and maintenance of management systems. Whether it is for ISO 9001 (Quality Management System), ISO 14001 (Environmental Management System), or ISO 45001 (Occupational Health and Safety Management System), internal and client audits ensure adherence to standards, identify opportunities for improvement, and maintain organisational credibility.

The internal audit is an annual activity conducted by our internal audit committee at all AOGM branches nationwide, following our ISO compliance. The primary objectives are:

- Ensuring compliance with ISO standards.
- Identifying non-conformities and areas for improvement.
- Preparing the organisation for external audits.
- Enhancing overall operational efficiency.

► These audits provide proactive identification of risks and non-conformities, continuous improvement of processes and practices, as well as enhanced employee awareness and involvement.

Our external audits involved our client to evaluate and ensure that we comply with contractual obligations, industry standards, and specific requirements. For organisations certified under ISO 9001, ISO 14001, and ISO 45001, client audits demonstrate commitment to quality, environmental stewardship, and workplace safety. This helps us build trust and strengthen our client relationships, demonstrate accountability and transparency, as well as highlight areas where client-specific requirements can be better integrated for future improvement.



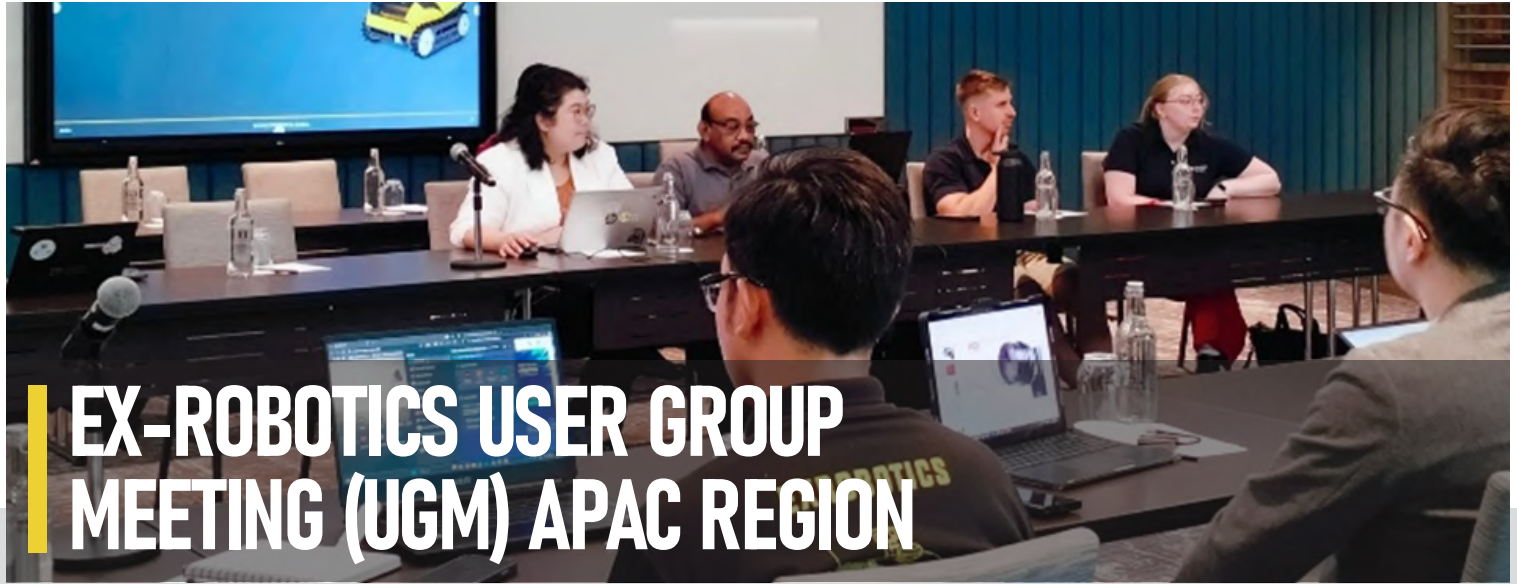
MOBILISATION AND DEMOBILISATION OF ROBOT CT-1 TO SHELL E8 PLATFORM

MARINE



From October to November 2024, the Altus Marine team successfully executed the mobilisation and demobilisation of Robot #235 (CT-1) to the Shell E8 Platform, located in Miri, Sarawak. This initiative was carried out for our client, Sarawak Shell Berhad.

The objective of this project was to deliver Robot CT-1 to the offshore platform, marking the first-ever pilot project of its kind in this setting. Designed to perform multiple inspection rounds autonomously, the robot represents a significant advancement in offshore operations by reducing the need for human intervention on-site.



► On 12 December 2024, the Altus Marine team participated in the Ex-Robotics User Group Meeting (UGM) for the APAC region, held at the Kuala Lumpur Convention Centre. The event gathered prominent industry players, including Shell Malaysia, Petronas, Woodside Energy, and Aster Jurong Island, alongside vendors such as ExRobotics, Energy Robotics, Yokogawa, and RDI Technologies. The Department of Occupational Health & Safety also contributed valuable insights during the discussions.

The meeting focused on sharing user experiences with deploying ExR robots, showcasing the latest advancements in predictive maintenance, data management, and robot user interfaces, as well as gathering feedback on product development priorities for ExR robots. It also served as a platform to clarify maintenance and operations support for robot deployment in the APAC region.

As a distributor for ExR robots in the APAC region, Altus Oil & Gas recognised this event as a significant opportunity to enhance the productivity and efficiency of these innovative tools to better meet client needs. The collaborative atmosphere facilitated meaningful exchanges, with participants unanimously agreeing that the objectives of the meeting had been met or exceeded.

Altus remains steadfast in its commitment to using the insights gained from this meeting to drive innovation and improve operational excellence across the region.

PROTÉGÉ PROGRAMME FLOURISHES AT ALTUS



► Altus has welcomed 10 protégés into various units as part of a four to eight-month development programme designed to enhance their professional growth and prepare them for future challenges.

Recently, representatives from *Initiatif Hati Sdn Bhd* and *Handal Lestari Sdn Bhd* visited Altus to meet with the protégés and gather insights into their experiences within the programme.

The feedback was overwhelmingly positive, with protégés expressing their satisfaction with the placements, mentorship, and opportunities available at Altus. The organisers praised Altus for creating an exceptional platform for professional development and fostering a supportive environment for the protégés' success.

ALTUS HOSTS PROBLEM SOLVING & DECISION-MAKING TRAINING



▶ Altus recently conducted an in-house training session on Problem Solving & Decision Making, aimed at equipping employees with practical tools, techniques, and structured approaches for analysing challenges, identifying root causes, and implementing effective solutions.

Held at the Kuala Lumpur Golf & Country Club (KLGCC), the programme consisted of 24 participants from Altus Oil & Gas Malaysia and AFM Fulfillment, across all levels, fostering collaboration and knowledge sharing.

The training focused on empowering employees to make impactful decisions, enhancing their ability to contribute effectively to the organisation's success. Participants and organisers alike praised the session for its effectiveness, citing significant improvements in understanding and applying problem-solving strategies. This initiative underscores Altus' commitment to nurturing continuous learning and professional growth within its workforce.

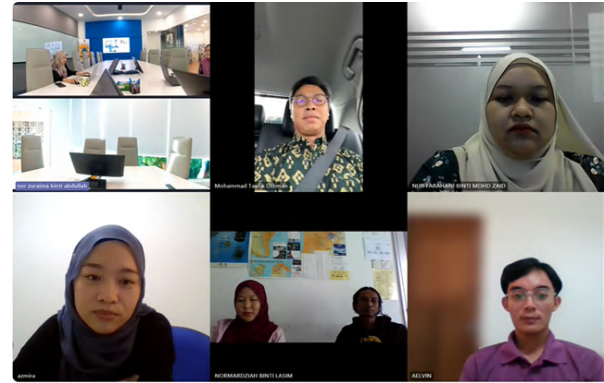
Q4 INDUCTION PROGRAMME COMPLETES SUCCESSFULLY

Nine new employees who joined Altus between October and December 2024 participated in the Q4 Induction Programme, designed to ensure a smooth transition into their roles and provide them with the resources needed for success.

The programme offered participants the chance to engage with key personnel from various departments, gaining valuable insights into the organisational structure and functions.

Additionally, the induction included an overview of company policies, focusing on the code of conduct, ethics, and compliance guidelines, to align new team members with Altus' core values and standards.

The Q4 Induction Programme reaffirms Altus' commitment to fostering an inclusive and supportive onboarding experience for all new employees.



FIRST INAUGURAL TOWNHALL

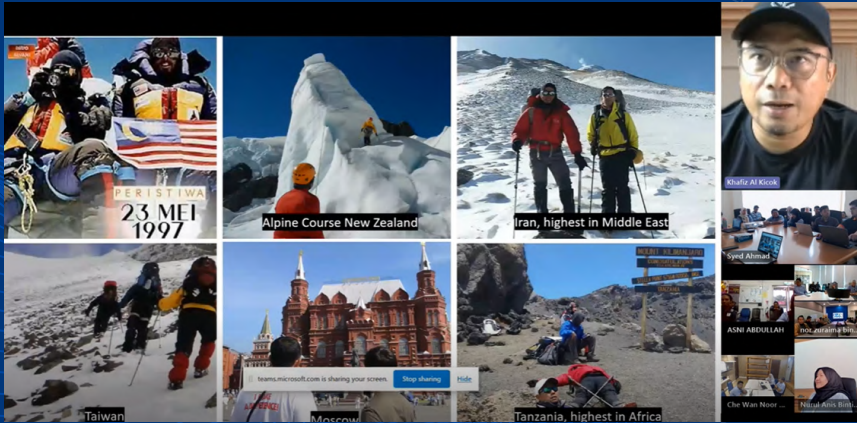


▶ Altus Oil & Gas Malaysia Sdn Bhd (AOGM) recently held its first-ever townhall, bringing employees together for an engaging and insightful session.

Led by Mr. Taufik, the townhall provided a comprehensive review of the company's performance in 2024, outlined targets for 2025, and announced upcoming organisational changes to drive these goals.

The session concluded with a Frequently Asked Questions segment, promoting transparency and addressing employees' concerns. This initiative highlights AOGM's commitment to open communication and fostering a shared vision for success.

TALK ON EXCELLENCE INSPIRES ALTUSIANS



In celebration of the core value 'Excellence,' Altus hosted a captivating Thursday Talk session featuring Mr. Mohd Khafiz Bin Bachok, a seasoned mountain climber. His talk, titled "Scaling New Heights Toward Excellence: Lessons From the World's Highest Peaks," offered profound insights and inspiration.

The session encouraged Altusians to dream big, embrace perseverance, and achieve seemingly impossible goals through careful planning, practice, and determination. With over 70% of Altusians nationwide participating, the event was a resounding success, leaving a lasting impact and reinforcing the spirit of excellence across the organisation.

STRENGTHENING CONNECTIONS THROUGH CUSTOMER ENGAGEMENT DAY



On 1st October, AFM Fulfillment successfully hosted its second Customer Engagement Day to strengthen relationships with existing clients and engage potential ones. The event featured insightful discussions, engaging activities, and valuable networking opportunities.

The day began with an inspiring sharing session, where they presented their services, workflow, and problem-solving capabilities. Attendees praised the valuable insights shared, which sparked meaningful conversations and highlighted our commitment to client success.

Next, clients enjoyed a behind-the-scenes tour of our smart robotic fulfillment centre. Witnessing these innovations in action showcased how advanced automation drives efficiency and transforms fulfillment operations.

To conclude, a delicious lunch and networking session was hosted, offering a relaxed setting for attendees to connect and explore potential collaborations.

[Click here to watch our video!](#)



CELEBRATING OUR COLLABORATION WITH SIDEC AT SDEC 2024



After a year of fruitful collaboration with SIDEC on their technology solutions initiatives, AFM Fulfillment participation in SDEC 2024 at the Kuala Lumpur Convention Centre marked the successful conclusion of this phase of our partnership.

AFM Fulfillment was honoured to showcase their advanced smart robotic fulfillment system at this prestigious event. The demonstration highlighted our commitment to cutting-edge technology and innovation in operational processes.

This collaboration is set to continue into 2025. AFM Fulfillment remains dedicated to working closely with SIDEC to promote awareness of operational technology, contributing to the nation's growth and aligning with global standards.



AFM FULFILLMENT'S GRAND LAUNCH: SHAPING THE FUTURE OF E-COMMERCE IN MALAYSIA

► After two years of rigorous preparation and development, AFM Fulfillment proudly unveiled Malaysia's first Smart Robotic Fulfillment Centre, marking a significant milestone in both the company's journey and the nation's e-commerce ecosystem.

The launch event commenced with an inspiring speech by the Executive Chairman of AFM Fulfillment, Mr. Mohammad Taufik Othman, who reflected on the company's growth, vision, and unwavering commitment to driving Malaysia's digital economy forward.

The occasion was officially launched by Dato' Sri Khairul Dzaimie, Secretary-General of the Ministry of Entrepreneur Development and Cooperatives (KUSKOP), whose presence highlighted the government's strong support for technological advancements within the entrepreneurial and cooperative sectors.

Industry leaders, esteemed clients, and members of the media gathered to commemorate this momentous occasion, reinforcing the industry's excitement and anticipation for AFM Fulfillment's innovative strides.



A key highlight of the event was an exclusive tour of the Smart Robotic Fulfillment Centre, where guests gained an in-depth understanding of the cutting-edge automation and precision that define AFM's operations. The seamless integration of technology within the fulfillment process underscored AFM Fulfillment's position as a leader in the industry.

Respected clients of AFM Fulfillment also showcased their diverse range of products and services, further demonstrating the company's vital role in fostering business growth and innovation. This collaboration emphasised AFM Fulfillment's ongoing dedication to nurturing a thriving e-commerce ecosystem in Malaysia.

The launch event proved to be an overwhelming success, drawing significant media attention and receiving positive feedback from all attendees. It not only celebrated the culmination of AFM Fulfillment's efforts over the last two years but also reinforced the company's mission to deliver future-ready services that cater to the ever-evolving needs of Malaysia's e-commerce landscape.

This milestone is a testament to AFM Fulfillment's dedication to innovation, client satisfaction, and the continued advancement of the e-commerce industry.

**AFM Fulfillment -
Open Day highlights**



EMPLOYEE UPDATES

ALTUS FAMILY

► Welcoming the new joiners to Altus Malaysia

ALTUS OIL & GAS MALAYSIA SDN BHD



**BURHANUDDIN
BIN AHMAD JASLI**

IT SUPPORT LEAD
KUALA LUMPUR



**MD SAHINDRA
BIN ABDULLAH**

OPERATION ASSISTANT
LABUAN



**DALILA
BINTI REZAL**

QHSE EXECUTIVE
KUALA LUMPUR



**AELVIN FRANKLY
ANAK DAVID**

OPERATION ASSISTANT
BINTULU

ALTUS FREIGHT MANAGEMENT (M) SDN BHD



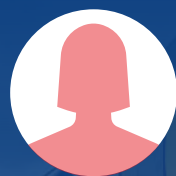
**MUHAMMAD HUSNA
BIN MOHD RADZI**

LOGISTICS COORDINATOR
KEMAMAN



**FAIRUZ RIZAL
BIN HASHIM**

FIELD OPERATIONS EXECUTIVE
JOHOR



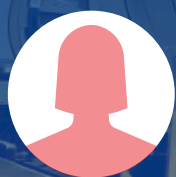
**NUR AZMIRA
BINTI MOHD AZAHARI**

BILLING ASSISTANT
BINTULU



**MUHAMMAD ZULHILMI
BIN MOHD ZAKI**

HUMAN RESOURCES EXECUTIVE
KUALA LUMPUR



**NUR FARAHANI
BINTI MOHD ZAID**

ADMINISTRATION EXECUTIVE
JOHOR

ALTUS OIL & GAS MALAYSIA SPONSORS COBRATS AND SHOWCASES SOLUTIONS AT MBPJ COBRA 10S MINI TOURNAMENT



Altus Oil & Gas Malaysia is proud to be the official sponsor of the COBRA junior rugby team, also known as the COBRATS. Founded by the COBRA Rugby Club, COBRATS aims to introduce rugby to children aged 6 to 16, promoting core values such as teamwork, respect, and discipline while using rugby as a tool for personal development in a supportive environment.



► The MBPJ COBRA 10s Mini Tournament is one of Malaysia's premier junior rugby events, bringing together teams from various age groups and countries to celebrate and advance youth rugby. On 9 November 2024, Altus Marine and AFM Fulfillment joined forces to host a booth at the tournament, held at Padang Astaka, Petaling Jaya. This event provided a unique opportunity to connect with rugby fans and the local community, as we showcased Altus Marine's robotics solutions and AFM Fulfillment's marketing hub services.





The booth featured interactive activities for children, including D.I.Y robot kits, robot control games, and mini arcade games. Our team also provided exposure and valuable knowledge sharing about robotics, helping to engage and educate the younger attendees. The event was a great success, with excellent participation and a smooth execution, making it an enjoyable experience for everyone involved.



ALTUS MALAYSIA 2024 HIGHLIGHTS

1. JAN

ALTUS :

- Retro 70's Annual Dinner
– 1st Group dinner

AOGM :

- The Global Economics Awards 2023 & dinner
 - Fastest Growing Marine Solutions Provider
 - Fastest Growing Logistics Solutions Provider

ALTUS :

- 3rd CSR session with Orang Asli community

ALTUS :

- Sponsored Yayasan Orang Buta Malaysia back to school initiative

2. FEB

AOGM :

- Supported clients at Offshore Technology Conference (OTC) Asia 2024

4. APR

AFF :

- 1st industrial visit

6. JUN

AFF :

- Participated in IIUM's Mega Interview Day 2024

AOGM :

- Sponsored Agensi Anti-Dadah Kebangsaan (AADK) Kemaman Kem Pintar 2.0: Program Intelek Asuhan Rohani

3. MAR

AOGM :

- Achieved 1 million Lost Time Injury (LTI) -Free Manhours

AVM :

- 35,000 hectares oil palm plantation sprayed in less than 100 days

AFF :

- Bubur lambuk preparation and distribution

5. MAY

AOGM :

- MOU with EPIC Marine to boost Kemaman Port

AOGM :

- Corporate raya celebration & long service award

AFF :

- Participated in International Beauty Expo 2024

AFF :

- MOU signing ceremony & customer engagement day

AFF :

- MOU signing with BookCafe at Kuala Lumpur International Book Fair 2024

7. JUL

AVM :

- New business opportunity – aerial application services for fertilisation and rat bait broadcasting

AOGM :

- Service expansion to Kota Kinabalu

AOGM :

- Altus Tok Bali conducted CCU Quality Assurance & Quality Control (QAQC) training for fellow Altusians

AFF :

- AFM Mall Live on TikTok!

AFF :

- Participated in Selangor 1000 Digital 2024

8. AUG

AOGM & AFF :

- Participated at OSH Innovation & Technology in IR 4.0 expo

AOGM :

- Altus Labuan achieves platinum status in the Stepwise OSH Level verification and Enhancement for Small and medium Enterprises (SOLVE 4 SME) programme

AOGM :

- Received the 2023 NMB Logistics Recognition Award for LTI-Free Operations from HESS Corporation

AFF :

- Participated in PJ Startup Festival 2024

AOGM :

- Robotic CSR programme for students in collaboration with IIUM

AOGM :

- Sponsored Bintulu Marathon

11. NOV

AOGM :

- Arrival of 21 units of tote tanks at Bintulu

AOGM :

- Altus Kemaman moved to a new office

12. DEC

AOGM :

- Hosted ExR-2 User Group Meeting & dinner

8

9

10

11

12

9. SEP

AFF :

- Invited speaker at Malaysia Digital Economy Corporation (MDEC) e-commerce industry roundtable

AFF :

- Participated in Malaysia International Halal Showcase

AFF :

- Winner of MIHAS Service Innovative Award

AOGM :

- Sponsored COBRATS Rugby

10. OCT

AOGM :

- Sponsored an aircond for SK Sungai Kechil, Penang

ALTUS :

- Launched ALTY - Altus' safety mascot

AOGM :

- Construction of the Liquid Mud Plant at Bintulu Port started

AFF :

- Invited speaker at Seminar Teknologi dan Inovasi Merevolusi Dunia Perniagaan

AFF :

- Launch of AFM Fulfillment's Smart Robotic e-Fulfillment Centre and Open Day

AFF :

- Invited speaker at SIRIM's Founder Engagement Day