Altus now

Altus Malaysia Newsletter



GROWTH, TRANSFORMATION, AND UNITY: A SHARED VISION FOR 2025

■ With transformation at the heart of Altus Malaysia's journey, 2025 is set to be a defining year. As the Group innovates, grows and gives back to the communities, let's continue to uphold the Altus core value of excellence and the spirit of unity. Here's to a year of progress, collaboration, and success!

HIGHLIGHTS

AOGM employees named the Best Stop Card Award recipients

- AFM Fulfillment enhances industry-academia collaboration with Universiti Malaya.
- AVM flies into record-breaking operations.
- The Braille Dictionary project

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GMD'S NEW YEAR MESSAGE

MOHAMMAD TAUFIK OTHMAN

Dear Affuzian,

As we step into 2025, I want to take a moment to reflect on the incredible journey we have had together and share my hopes for the year ahead. 2024 was a year of significant milestones for the Altus Malaysia Group, achieved in the face of a tough and competitive business environment. Here is a look at what we accomplished and what lies ahead for us:



Altus Oil & Gas (AOGM)

Despite challenges with margins, competition, and rising costs, we managed to achieve commendable growth. This reflects the strength, passion, and dedication of our team. However, 2025 will require us to rethink and evolve—reorganise, reinvent, and reinnovate—to overcome these challenges. This is the year for us to make meaningful strides toward becoming the market leader in energy supply chain solutions in Malaysia and to start looking beyond our borders for opportunities.

AFM Fulfillment (AFF)

The progress we made in 2024—establishing strong operational and technological foundations and achieving impressive double-digit growth in customer acquisition—has set us up for even greater success. In 2025, let's focus on a quantum leap in growth while working toward achieving profitability.

Altus Aviation (AVM)

Renewing key contracts in 2024 was a proud moment for all of us, reaffirming our customers' trust and belief in our values. Now, as we enter 2025, the goal is clear: enhance our product offerings and focus on acquiring new customers to strengthen our position in the market.

As we look ahead, 2025 is our opportunity to:

- Stay adaptable and innovative to tackle challenges and seize opportunities.
- Solidify our leadership in the Malaysian market while expanding our reach internationally.
- Build on the foundation of trust and excellence we have established to achieve sustainable, long-term growth.



None of this would be possible without the incredible dedication, hard work, and resilience each of you brings to the table. I am immensely proud to lead such a passionate and capable team. Let's make this year one of growth, transformation, and unity, and let's do it together.

Thank you for your unwavering commitment and belief in what we are building at Altus. Here's to an amazing 2025!

CORPORATE UPDATE

STRATEGIC ORGANISATIONAL CHANGES:

AOGM & AFF EVOLUTION





As of 1st January 2025, Altus Oil & Gas (AOGM) and AFM Fulfillment (AFF) have undergone key leadership transitions to better align with the evolving market demands. To strengthen market position and operational efficiency, Altus Oil & Gas Malaysia has established the Commercial Excellence Centre, led by Mr. Zaini Mohamed, the Chief Commercial Officer. The division includes the Sales & Business Development, Business Solutions & Innovation, and Corporate Marketing & Communications departments.

Following the decision of Mr. Jookaplee Shaaibon, the CEO & co-founder of AFM Fulfillment to step down from his operational duties, Mr. Hafidzamzahry Othman was appointed as the Managing Director, leading the company's strategic direction and expansion efforts.

These leadership enhancements mark a pivotal step in Altus's journey forward.

BUSINESS UPDATE

ALTUS AVIATION



FLYING INTO RECORD-BREAKING OPERATIONS

In January, Altus Aviation Services Sdn Bhd (AVM) achieved a significant milestone by successfully covering 4,984 hectares of plantation with aerial spraying in just over 19 days across five major areas in Perak. This new record has surpassed the previous monthly high by 25%.

The success resulted from careful coordination, meticulous planning, and real-time adjustments

to enhance service efficiency. The Malaysia Palm Oil Board (MPOB) Entomology and Integrated Pest Management Unit (EIPM) provided advice to ensure treatments were administered at the bagworm larva's most vulnerable stage during infestations. Additionally, constant communication with Ipoh Tower regarding the weather was crucial in ensuring the operation was conducted safely and efficiently.

This seamless coordination between the AVM team, MPOB, and the authority resulted in not only the successful completion of the mission but also rewriting what is possible.



In the aviation industry, airworthiness is crucial for ensuring aircraft safety. AVM prioritises airworthiness and conducts scheduled checks on the RP-R804 helicopter. The experienced Chief Engineer, Adrian Alfred, is responsible for these checks, ensuring that every bolt and calibration is handled meticulously. The helicopter also underwent a scheduled main rotor hub inspection earlier and was declared flight-ready. On 2nd February, the RP-R804 helicopter took to the sky, right on schedule, for its next operations.

FIELD DEMONSTRATIONS AND ENGAGEMENTS

As part of its ongoing contribution to the advancement of the palm oil industry, AVM continues to support initiatives that drive innovation, sustainability, and knowledge sharing. In collaboration with MPOB, a field demonstration was held at Pusat Informasi Changkat Chermin, showcasing the RP-R804 helicopter for aerial spraying applications. The event included hands-on training sessions focused on identifying and managing bagworm infestations, a vital initiative to support smallholder plantations. Officiated by Senator Datuk Dr. Azhar Ahmad, the programme was attended by key stakeholders, including representatives from MPOB, estate managers, and smallholder plantation owners.





PRECISION AND PARTNERSHIPS

On 10th February, AVM successfully launched the next phase of aerial operations, targeting 3,500 hectares of oil palm plantation. The spraying schedule was strategically aligned with the larval instar stages, optimising treatment efficiency and maximising positive results. This reinforces AVM's position as a leader in integrated aerial pest management.

Beyond the operations, AVM welcomed delegations from Universiti Kebangsaan Malaysia (UKM) Graduate School of Business on 11th February, led by Mr. Asyraf Hussain, the MPOB team leader. The delegates were given a tour and engaged in an exchange of ideas between industry experts and academia, bridging gaps and opening new opportunities for both.



STRATEGIC MOVES AND BUSINESS DEVELOPMENT

AVM advances in industry alliances, aligning the company's vision with key players in the agrochemical sector. The team met with Agricultural Chemicals (M) Sdn Bhd (ACM) to discuss pioneering aerial treatment solutions using TAKUMI for bagworm infestations. This collaboration aims to deploy aerial applications as a fast,

efficient, and scalable solution for affected plantations. Additionally, the team strengthened its relationship with Behn Meyer as they entered a new phase to recognise and certify AVM as the dealer and applicator for ALTACOR-based aerial pesticide treatments. With this move, AVM has enhanced its portfolio as an integrated partner in plantation pest control, combining trusted chemical treatment with aerial application delivery.





STAKEHOLDER ENGAGEMENT: EXTENDING SUPPORT & ENGAGEMENTS

This quarter, Altus Oil & Gas (AOGM) as part of stakeholder management activities has sponsored two clients' programmes; the first is NJ Petroniaga teambuilding activities, that was held from 25th to 27th February, and the second programme is Program Ramadan Kasih Iftar Bersama Anak Yatim Huzai & Golongan Asnaf organised by Baxtech Resources (Baxtech) on 19th March. The Ramadan programme took place with the community at Masjid Kampung Labohan Kerteh, mainly the orphans from Rumah Anak-Anak Yatim Huzai, Baxtech management and employees, and partners. It was estimated that around 500 people attended the Ramadan programme.

Additionally, during the Chinese New Year, Mrs. Khairani, Ms. Aqilah and Mr. Azri from Corporate Services attended a corporate celebration organised by Goforth Corporation Sdn Bhd (Goforth) at Kapar. The team spent valuable time connecting with the Goforth team, exploring potential business and networking with others.

SARAWAK

TOTAL LOGISTICS AND AGENCY SERVICES FOR SARAWAK PROJECTS

This year, the team continues to deliver total logistics and agency services for several projects in Bintulu. One of the projects is Shell FAS 2.0, a continuation of last year's Shell FAS. In addition, the team is occupied with the Rosmari-Majoram and Kasawari projects.

To ensure smooth project execution, the team is actively engaged with the authorities, such as Bintulu Port and the Marine Department, discussing the scope of work, preparation, support, and other related matters. Apart from engaging with the authorities, the team is actively preparing the equipment for the Shell FAS 2.0 project, including the recertification of the rigging equipment. This recertification is important to ensure the equipment is in its best condition and safe to use.





LABUAN



CHEMICAL HANDLING AT LABUAN YARD

AOGM continues to support our client SSTCM with chemical handling and storage at Labuan yard. On top of this, our team conducts a weekly inspection to ensure the tanks are in good condition and stored safely.

JOHOR

LOGISTICS ARRANGEMENT FOR NAGA 5 & MV DORAJI GAS

Altus Johor has been occupied with its operation at the end of the fourth quarter of 2024, with the departure of Onyx and the arrival of Naga 5 at Johor Port. The team has been involved with cargo boat arrangements, garbage disposal, and provisions for Naga 5 in October before its safe departure to Seatrium in November. The rig has since returned to Johor Port for a four-month repair activity. In addition to Naga 5, the team was involved with MV DORAJI GAS refurbishment in January, where the vessel stayed for about a week at Johor Port.





EASTERN

HOO VISITS ALTUS TOK BALI

Mrs. Saliza, the newly appointed Head of Operations in January, together with Mr. Tengku Amir, the Head of Region for Eastern, visited Altus Tok Bali on 15th January. The main agenda for the visit was to introduce Mrs. Saliza to the Tok Bali branch employees and to understand the operational activities there, including discussions on the cargo carrying unit (CCU) and the challenges faced by the employees.



AOGM EMPLOYEES NAMED THE BEST STOP CARD AWARD RECIPIENTS

Mr. Izzat and Mr. Haibie were named the Best Stop Card Award recipients by HESS during the launch of the NMB Logistics Safe Start 2025 at the Tok Bali Supply Base (TBSB) auditorium on 6th February. This annual campaign, organised by HESS, instills the safety culture and mindset amongst all the TBSB agents. One of the highly encouraged steps to be taken is to stop work in any dangerous and harmful situations and wear proper personal protective equipment (PPE) at work to avoid accidents and incidents. Congratulations to both Mr. Izzat and Mr. Haibie on this recognition.

LOGISTIC ACTIVITY, CCU ON-HIRE AND SLING MAINTENANCE



This quarter, the team at Tok Bali was engaged in various activities. In January, the team received a request from our client to assist with document arrangement for the MV Souther Star. The team organised boat services to collect the document and passed it to the agent before returning it to the MV Southern Star. Additionally, the team received a request from HESS to hire one unit of CBR, which was successfully delivered to our client. Besides CCUs, the team actively conducted maintenance and checks on the equipment, including the sling. After the maintenance was completed, the sling was properly covered to protect from rain, which can lead to rust. Scheduled maintenance is essential to ensure the equipment is in good condition and ready for use.







SCHEDULED WASTE STORAGE SET UP

Last year, the Department of Environment (DOE) visited our yard in the fourth quarter and provided feedback to improve the scheduled waste storage. The team has since made improvements by adding labels to the waste drum and signage for the storage area. These labels and signs are important to ensure that our scheduled waste is managed properly and to avoid unwanted incidents.

2025 SENIOR CONTRACTOR MANAGEMENT ENGAGEMENT AND STAR AWARD CEREMONY

Mr. Tengku Amir attended the Senior Contractor Management Engagement and STAR Award Ceremony organised by ExxonMobil on 5th February. The event was held at the Grand Hyatt Hotel in Kuantan and focused on knowledge exchange among senior leaders in promoting safety in offshore, marine, and shore environments. During the event, ExxonMobil launched the 2025 Safe Start campaign and announced the STAR Award recipients.





RFID PRODUCT SHOWCASE





AOGM has showcased a new Radio-Frequency Identification (RFID) product at the Baxtech Resources Sdn Bhd yard in Telok Kalong, during an event. This RFID technology uses radio waves to identify and track objects, providing real-time, automated tracking and inventory management, reducing manual processing, inventory losses, and errors. During the showcase, the team managed to propose the RFID service to potential clients.



GANGWAY MAGNETIC PARTICLE INSPECTION AT TOK BALI

Magnetic particle inspection (MPI) is one of the non-destructive testing (NDT) methods used to detect surface and near-surface flaws by magnetising the material and applying magnetic particles. If flaws are present, the magnetic particles will cluster at the defect, making it visible. This MPI was conducted at Altus Tok Bali to ensure the gangways and accessories are defect-free and as part of our provision of inspection, testing, and recertification of cargo handling equipment with our client.



AFM FULFILLMENT

AFM FULFILLMENT ENHANCES INDUSTRY-ACADEMIA COLLABORATION WITH UNIVERSITI MALAYA

AFM Fulfillment (AFF) starts the year with an industry-academia collaboration with Universiti Malaya in January. Talent Bridge, an initiative designed to seamlessly connect academia with industry, is aimed at fostering knowledge exchange, real-world applications, and equipping future talents with skills for the job market.

Through this collaboration, AFF is engaged in a research study focusing on automating

value-added services in distribution centres, utilising advanced technology and robots for order-picking efficiency enhancement. To support this, AFF is offering facilities and industry data for students, providing hands-on experience and valuable insights into innovation in logistics and fulfillment.





The event was launched by the Minister of Transport, YB Loke Siew Fook, and the Minister of Science, Technology, and Innovation, YB Chang Lih Kang, at the Faculty of Computer Science & Information Technology, Universiti Malaya. Additionally, AFF participated in the career fair that was held on the same day.





INDUSTRY VISITS FROM UM MARKETING STUDENTS

AFM Fulfillment, together with BookCafe, had the pleasure of hosting 30 marketing students from Universiti Malaya for an industry visit on 14th January 2025. The students gained firsthand insights into the dynamic world of e-commerce and were provided with an in-depth showcase of our end-to-end fulfillment operations. They were offered a behind-the-scenes look at how technology and logistics drive business success. AFF believes that industrial exposure for academia is essential in bridging the gap between theoretical knowledge and real-world applications. Thus, this initiative provides opportunities for the students to explore a career in fulfillment and contribute to the future of technology-driven industry.

BOOTCAMP FOUNDER PROGRAMME COLLABORATION

AFM Fulfilment collaborated with Cikgu Samm, a highly respected business guru in the online marketplace, for the Bootcamp Founder Programme on 25th February. Nearly 100 passionate entrepreneurs and aspiring founders participated in the programme. Through this collaboration, AFF showcases the solutions faced by these entrepreneurs such as business scalability, fulfillment, and marketing challenges.

The AFF booth has gathered interested entrepreneurs to learn in-depth about the services provided and opportunities available. The team has extended an invitation to visit the facilities for a firsthand look at the operations.



This collaboration has expanded AFF reach, strengthened the brand authority, and positioned the company as a key player in supporting the next generation of successful online businesses.





INTERNAL AUDIT & COMPLIANCE UPDATE

As part of AOGM's continuous improvement efforts to enhance processes and maintain compliance with industry standards, the company successfully conducted Phase 2 of the internal audit at Tok Bali on 14th January, Kemaman on 15th January, and Johor Bahru on 12th February. Phase 1 of the audit was completed in Q4 2024 at Labuan and Kuala Lumpur.

Additionally, Bureau Veritas Certification (Malaysia) Sdn Bhd conducted an ISO Certification Surveillance 2 Audit at Labuan on 25th and 26th February, and Kuala Lumpur on 27th and 28th February. The audit concluded with three minor non-conformities (NCRs), which will be addressed through corrective action plans.

MANAGEMENT REVIEW MEETING 2024

In compliance with the Integrated Management System (IMS) Manual and ISO standards, a Management Review Meeting for 2024 was held on 23rd January 2025. The meeting was attended by 11 management personnel and was chaired by Mr. Zaini bin Mohamed, Chief Commercial Officer (CCO) of AOGM. Key discussions included QHSE performance, challenges, and improvement plans for 2025, reinforcing AOGM's leadership commitment to continuous improvement in QHSE. Among the key outputs of a meeting were:

- · Changes to the QHSE Policy;
- Legal compliant evaluation result focusing on premises registration with DOSH & the availability of a competent person such as an Occupational Safety & Health Coordinator (OSH-C), First Aider & Certified Environmental Professional in Scheduled Waste Management (CePSWaM) at all branches;
- · Concern regarding 2024 customer satisfaction results; and
- · Review of IMS documents to ensure their continuing suitability and adequacy.



QHSE POLICY UPDATE

In February, Altus introduced an updated QHSE policy statement, emphasizing sustainability through digitalisation. The new addition, "by optimising process efficiency and promoting sustainability through transformation and digitalisation," reflects the top management's dedication to enhancing sustainability efforts through digital initiative.

SAFETY & INCIDENT MANAGEMENT

On 11th March 2025, an HSE alert was issued following a road accident involving a company vehicle on 5th March. While the accident resulted in vehicle damage, no injuries were sustained by either our employee or the other party involved. An internal incident investigation was conducted on 10th March to identify root causes and implement corrective actions to prevent recurrence.

CLIENT HSE & AUDIT ENGAGEMENT

A Supplier Relationship Management (SRM) Meeting with our esteemed client, HESS, was conducted on 11th March 2025 via Microsoft Teams, covering updates and discussions on Health, Safety, Environment (HSE) and operational performance status for the second half of 2024. On 25th February, a Halliburton auditor visited AOGM & Swire to assess both companies'



management systems. The visit aimed at evaluating compliance with industry standards, regulatory requirements, and best practices, ensuring the company meets their expectations.



QUARTERLY SAFETY & HEALTH COMMITTEE MEETING

The Q1 2025 Safety and Health Committee Meeting took place on 20th March 2025, focusing on HSE updates across all branches and the introduction of newly appointed committee members. This meeting remains a crucial platform for addressing HSE concerns, sharing insights, and driving workplace safety improvements across the organisation.

CORPORATE SERVICES



ASSET SIGHTING EXERCISE AT JOHOR AND LABUAN

In February, Mrs. Khairani conducted asset sighting exercises in Johor and Labuan. These exercises aimed to establish a standard procedure for asset management within the company, including asset registration, tagging processes, and updating records from acquisition to disposal. As a result of these exercises, missing assets were identified, and improvements can be made for the future.

EMPLOYEE UPDATE

ALTUS FAMILY

Welcoming the new joiners to Altus Malaysia

ALTUS OIL & GAS MALAYSIA SON BHD

HAMEERUL FERZDOUS

BIN BASARI

IT MANAGER, KUALA LUMPUR

MOHAMMAD NAJMUDIN

SUPPLY CHAIN SALES SPECIALIST, KUALA LUMPUR

BIN MANSOR

SYAHRUL AZRIN
BIN ALIAS

HEAD, SALES & BUSINESS DEVELOPMENT, KUALA LUMPUR

ALTUS FREIGHT MANAGEMENT (M) SDN BHD

MUHAMMAD NUR IZZAT

BIN ABD RAZAK

FIELD OPERATION EXECUTIVE, JOHOR

FARAH HASNITA
BINTI HASSAN

HUMAN RESOURCE EXECUTIVE, AFM, KUALA LUMPUR

LUTHFIL HADIEBIN ABDUL AZIZ

FIELD OPERATION EXECUTIVE, JOHOR

MUHAMMAD IQBAL

BIN IDRIS

FIELD OPERATION EXECUTIVE, JOHOR

CHILSA

BINTI PAUL

JOHOR

BILLING ASSISTANT.

ALTUS AVIATION SERVICES SDN BHD

AIMAN ZHAFRANBIN JAMALUDIN

HEAD, BUSINESS DEVELOPMENT & MARKETING, KUALA LUMPUR



IZNUL HISHAM BIN KAMARI

PERSONAL DRIVER, KUALA LUMPUR

PROMOTION



ZAINI BIN MOHAMED
CHIEF COMMERCIAL OFFICER, AOGM



HAFIDZAMZAHRY OTHMAN MANAGING DIRECTOR, AFM FULFILLMENT





LEARNING & DEVELOPMENT

#1: HUMILITY

In celebration of the company's Humility core value, the HR department has invited and organised the first guest speaker session featuring Mr. Chye Sun Ong, a trainer from MMS Training & Consultancy.

Discussing the topic of "Humility as the Cornerstone of Leadership and Excellence: Lessons for Personal and Organisational Growth," Mr. Chye encouraged Altusians to embrace humility as a foundation for development and to foster stronger leadership and collaboration.



LEADERSHIP DEVELOPMENT PROGRAMME FOR SENIOR MANAGEMENT AND BRANCH MANAGERS



From 20th to 22nd February, a Leadership Development Programme: Becoming the Best Version of Yourself, for AOGM senior management and branch managers, was held at Kuala Lumpur Golf and Country Club (KLGCC).

The programme aimed to cultivate a reliable, competent, and aligned leadership pipeline essential for the company's long-term success. Participants were coached by Mr. Yim, an experienced trainer and former General Manager of a well-known shipping company, on self-leadership, managing results, and developing relationships.

PRODUCT KNOWLEDGE ENHANCEMENT PROGRAMME FOR COMMERCIAL DEPARTMENT

Held in three sessions, this programme aimed to equip participants with in-depth product knowledge of AOGM's marine, logistics, and oilfield solutions, enabling more client-centric approaches, diversified offerings, and innovative solutions.

The sessions were conducted by Haji Izudin and Mrs. Zalifah for oilfield solutions, Mrs. Saliza, Mr. Nazir, and Mr. Adam for logistics solutions, and Ms. Marissa and Mr. Muttaqqin for marine solutions. At the end of each session, participants completed tests and case studies to evaluate their understanding of the material covered.

Overall, this programme was well-received by the participants and enhanced their knowledge and professionalism.







SOCSO FREE

HEALTH SCREENING PROGRAMME

In March, the HR department conducted a briefing on SOCSO free health screening programme for all employees. The programme aimed to raise awareness about early health screening and encourage Altusians to utilise SOCSO's initiative for their well-being.

EMPLOYEE ENGAGEMENT

CNY CELEBRATION

In conjunction with the Chinese New Year, AFM Fulfillment celebrated the festive season with an internal event in January. The celebration featured vibrant traditions, including a joyous lou sang (prosperity toss) session, symbolising success and abundance, and fireworks that ignited excitement and good fortune for the year ahead. This event instilled pride in celebrating cultural diversity and fostering togetherness in the workplace.





*AFM Fulfillment CNY Celebration

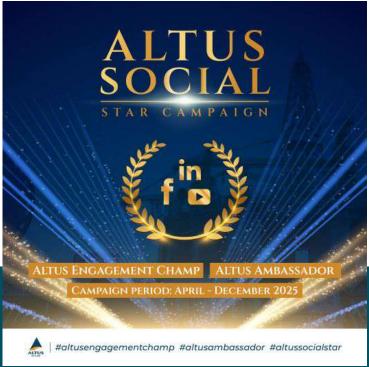












ALTUS TAGLINE CONTEST & SOCIAL STAR CAMPAIGN

In conjunction with the upcoming Altus Malaysia 15th anniversary, an Altus Tagline contest was held from February to March. Open to all Altusians, the contest received 65 tagline submissions and underwent several selection processes. The shortlisted taglines will be announced before a live voting session in O2.

Also in March, a new Altus Social Star campaign was announced to AOGM employees. This campaign aims to empower Altusians to become brand advocates on social media and strengthen the company's corporate culture. Divided into two categories: Altus Engagement Champ and Altus Ambassador, Altusians are encouraged to share the company's social media posts on their accounts and share their work-related activities, employee events, and knowledge sharing. Participants must tag the official AOGM Facebook page and LinkedIn and use the hashtags #AltusEngagementChamp, #AltusAmbassador, and #AltusSocialStar. This campaign will run from April to December 2025, and the most active Altusians in both categories will be rewarded quarterly.





The blind and visually impaired community in Malaysia face challenges due to limited availability of reading materials and braille dictionaries. Altus, through the company's CSR initiative, has been supporting Yayasan Orang Buta Malaysia (YOBM) by sponsoring braille reading and reference books for schools, a braille typewriter, and recently, the English-Bahasa Malaysia dictionary.



YOBM collaborates with Universiti Kebangsaan Malaysia (UKM) and City University on this Braille Dictionary Project, aiming to publish 25 dictionaries for distribution to schools across Malaysia, benefitting and enhancing the learning sessions for 2,700 visually impaired students and 3,000 teachers.



& Spirit of the Community



This Ramadan, AFM Fulfillment had the opportunity to conduct a CSR activity on 14th March in collaboration with MyFundAction, a youth-driven non-profit organisation that is dedicated to empowering communities through volunteerism, education, and humanitarian aid, to distribute 300 packs of bubur lambuk and goodies. The goodies were sponsored by AFF corporate partners Beanburst, Halagel, RasaRosz, and Bioplus EM.



Twenty volunteers from AFM Fulfillment and Altus Oil & Gas came together to distribute the bubur lambuk at Bazaar Ramadan Stadium Shah Alam, Giant Shah Alam, Management & Science University (MSU), and MSU Hospital.







In addition to the distribution, MyFundAction set up an interactive booth, and the volunteers conducted several activities for the visitors. The event spirit was uplifted by the presence of Jalil Hamid, a senior renowned singer and MyFundAction ambassador.





At the end of the day, the most rewarding thing was to see the smiles and heartfelt gratitude from those receiving. This event was a humble reminder of the impact small acts of kindness can have. Thank you to the volunteers for their dedication and enthusiasm, working tirelessly under the heat, and to the generous partners.







