

Altus now

Altus Malaysia Newsletter



MAKING SPACE FOR PROGRESS

- Before new cranes could rise, the old ones had to move. Dive into how our team executed a high-precision heavy cargo removal project that set the stage for Johor Port's modernisation journey.

HIGHLIGHTS

AVM's Embracing the Future with Drone Capabilities

All Hands on Deck for Hakuryu 16

Altus Shines at the Golden Bull Awards 2025

AOGM Recognised for Safety Excellence

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LEADER HIGHLIGHTS



STRENGTH IN OPERATIONS HEART IN LEADERSHIP

▶ **SALIZA BINTI MOHD SAID**
HEAD OF OPERATIONS
ALTUS OIL & GAS MALAYSIA

In the fast-paced world of oil and gas, logistics, precision and consistency are everything. At Altus Oil & Gas Malaysia (AOGM), much of that responsibility falls on the shoulders of Mrs. Saliza, Head of Operations. Known for her forward-thinking leadership, she has guided teams through complex projects across Johor and beyond. We sat down with her to learn more about her journey, her perspective on leading in operations, and one project that truly reflects the spirit of Altus. What followed was an insightful conversation about leadership, execution, and the drive to deliver excellence in every mission.

Q: How did you start your journey in oil and gas?

I began my career with a Norwegian shipping company, gaining hands-on exposure to shipping and logistics while sharpening my leadership skills. Drawn to the challenges of oil and gas, I expanded into offshore logistics and terminal coordination, where each role deepened my technical expertise and people management. At AOGM, I first served as Branch Manager in Johor before stepping into the Head of Operations role. Over the past four years, I've grown alongside a resilient and dedicated team, and I feel privileged to lead operations marked by collaboration, challenges, and progress.

Q: Could you share one project that really stands out as impactful for AOGM?

One of the highlights for me was leading projects in Johor with Japan Drilling Co. — first with Hakuryu 11 in 2022 and more recently Hakuryu 16. It wasn't just about moving parts; it meant handling work permits, managing taxation for foreign crew, and ensuring full compliance with local requirements. It was high-stakes and complex, but it proved what AOGM can achieve when clients, authorities, and our teams work hand in hand.

Q: What were some of the biggest challenges, and how did your team overcome them?

Regulatory requirements were very strict, and timelines were tight. We managed this by staying close to the authorities, double-checking compliance at every stage, and being flexible when circumstances shifted. Honestly, it was the team's professionalism and dedication that pulled everything together.

Mrs. Saliza's leadership philosophy:

**CLARITY
ACCOUNTABILITY
TRUST**

Q: AOGM manages many projects at once. How do you ensure safety, compliance, and efficiency?

Safety and compliance are non-negotiable—they're our foundation. We ensure consistency through standardised procedures, regular audits, and continuous training. With thorough planning and adaptability, we stay efficient while always doing things the right way.

Q: Was there a moment in the project that captured what makes AOGM Operations unique? *Yes — during a critical stage, approvals were needed over a public holiday. The team stepped up and worked through it to keep everything on track. That moment reflected who we are: committed, reliable, and always putting client trust first.*

Q: What does this success say about the capabilities of the team and AOGM as a whole?

It shows that we are more than just a service provider. We're a solutions partner. The team's adaptability and commitment reflect AOGM's values: professionalism, integrity, and reliability. Every success is a team effort, and that's what sets us apart.

Q: How do projects like this strengthen AOGM's reputation in the region?

Each project proves to clients and partners that we can deliver both results and peace of mind. It's about more than just logistics. It's about trust and long-term value. These qualities are key to strengthening relationships and expanding our regional presence.

Q: Looking ahead, what are your priorities as Head of Operations?

I want to keep raising our operational standards, embrace technology to improve efficiency, and continue investing in our people's growth. Another big focus is sustainability — making sure our operations are responsible and future-ready.

Q: And finally, what excites you most about the future of AOGM?

I'm excited about expanding our operational scope and setting new benchmarks for the industry. With the people, processes, and partnerships we have, I believe AOGM is ready to shape the future of operations and logistics not just in Malaysia, but in the region and beyond.

CULTIVATING KNOWLEDGE FROM THE GROUND UP



In partnership with the Malaysian Palm Oil Board (MPOB), AVM participated in the Bagworm Census Training programme in Johor and Perak. This hands-on initiative equipped the team with practical field insights to support early detection of pest outbreaks and more accurate aerial treatment planning.



By nurturing this expertise internally, AVM enhances its role in integrated pest management (IPM) for plantation partners. The programme reflects how the division bridges field-level realities with advanced aerial solutions, supporting sustainability and data-driven agriculture.

A SKY CLEARED FOR FLIGHT

Altus Aviation also secured a major regulatory milestone with the Civil Aviation Authority of Malaysia's (CAAM) approval of its new wet lease application for RP-R804 helicopter. The approval followed extensive documentation reviews, inspections, and compliance checks.

With operations expected to resume in October 2025, the aircraft's return to service underscores AVM's commitment to maintaining continuity for its plantation clients while upholding aviation's highest standards.



INVESTING IN LEADERSHIP FOR TOMORROW

Leadership development also took centre stage this quarter. Mr. Hariz, Ground Support/Safety Manager, participated in the Palm Oil Leadership Series (POLES), hosted by SD Guthrie Plantation. The programme brought together themes of sustainability, innovation, and industry strategy, equipping participants with the insights needed to lead the palm oil industry into a greener and more resilient future.



By investing in such initiatives, AVM reinforces its commitment to building not only technical excellence but also industry leadership.

EMBRACING THE FUTURE WITH DRONE CAPABILITIES

A step forward in innovation came with Mr. Aiman, Operation Executive, earning his Remote Pilot Certificate of Competency (RCoC-B) under the Civil Aviation Directive CAD 6011. This certification positions AVM to begin integrating drone technology into its services.

The achievement represents the company's first step in organically building drone capabilities — training talent, securing certifications, and gradually expanding into data-rich, precise, and safer aerial solutions. This milestone sets the stage for AVM's evolution in meeting the industry's future demands.

ANCHORING COLLABORATION AT JOHOR PORT BERHAD (JPB)

On 1st July 2025, Altus participated in a stakeholder engagement session with Johor Port's Offshore Inspection, Maintenance & Repair (OIMR) department, appointed vendors, and clients. Representing AOGM was Mr. Zulfadli, who joined the discussions on behalf of the operations team.

The session was not just another round of technical discussions. It was an opportunity to align expectations, iron out execution details, and make sure every party understood the road ahead. From reviewing vendor readiness to ensuring procedures stayed in line with port requirements, the dialogue was practical yet forward-looking.



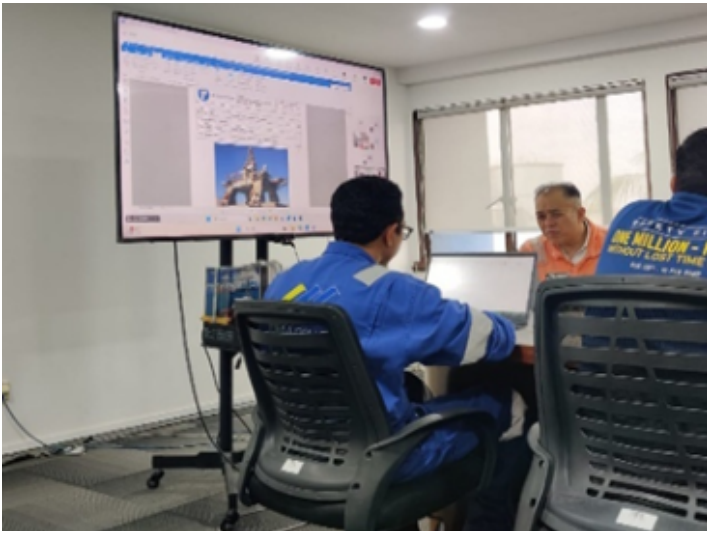
By the end of the day, the outcome was clear: a shared commitment to safety, compliance, and timelines. More importantly, the engagement reinforced a spirit of cooperation — the kind that ensures upcoming operations at Johor Port will run with precision and confidence.

For AOGM, being part of such conversations is more than representation. It is about playing our role as a bridge between stakeholders, strengthening trust, and helping shape smooth, efficient operations that serve the energy industry.

SMOOTH SAILING FOR HAKURYU 16

July 2025 was a busy month for AOGM Operations in Johor, as the team supported a series of activities tied to the Hakuryu 16 project. Each step showcased AOGM's ability to balance regulatory compliance, client priorities, and operational readiness.

It began with a coordination meeting at Johor Port's Marine Building, where AOGM joined discussions with Johor Port, Eneos, and Franklin Offshore to align on the upcoming mooring activity. The session ensured that safety, logistics, and timelines were clearly mapped out, setting the foundation for smooth execution.



AOGM continued its support during the Immigration Malaysia inspection onboard Hakuryu 16. Mr. Luthfil and Mr. Izzat worked closely with the vessel crew and authorities, ensuring documentation and crew lists were complete, communication flowed seamlessly, and statutory requirements were met without a hitch.

Then came the move from planning to heavy execution. On 6th September 2025, the Johor team coordinated the tug and barge operation to load an 800-tonne wire reel in support of Hakuryu 16's mooring change. From managing logistics and scheduling to ensuring safe barge movement and compliance, the operation marked a significant milestone. The barge successfully arrived at Johor Anchorage and cleared alongside CB Isamigo in just 3 minutes later, then began preparations for the multi-week loading and discharge activity.

The support for Hakuryu 16 continued the very next day, 7th –9th September, as the team coordinated the safe loading of massive wire reels across two busy ports — Johor Port and Tanjung Langsat Port (TLP). The first reels were staged and secured onto trailers ahead of schedule, with permit-to-work (PTW) and hot work approvals in place. Despite heavy rain, strong currents, and unpredictable weather, the mooring change progressed safely, a testament to careful planning and unwavering teamwork.



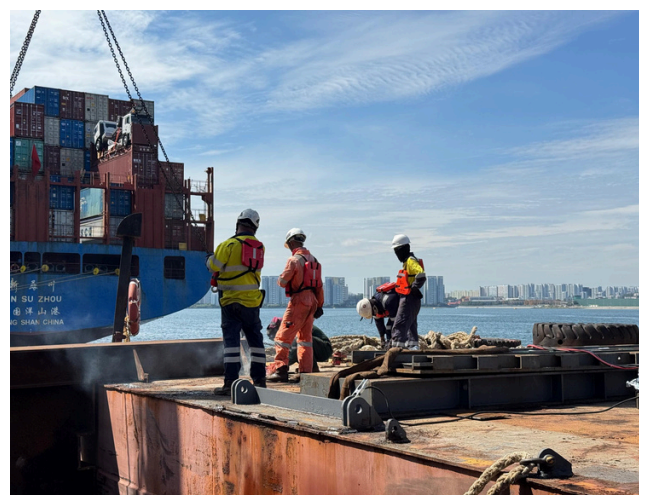
JOHOR PORT CRANE REMOVAL PROJECT: CLEARING THE WAY FOR GROWTH



Altus Oil & Gas Malaysia was entrusted by Johor Port Berhad (JPB) to safely remove and dispose of two legacy quay cranes, CC7 and CC8, at Johor Port, Pasir Gudang. The operation, carried out between 14th August and 2nd September 2025, was a key milestone in preparing berth space for new ZPMC cranes that will expand the port's operational capacity.

Taking down structures of this scale in a live port environment was no small task. The dismantling, skidding, and loadout had to be executed with precision, while ensuring minimal disruption to JPB's day-to-day operations. Project Manager, Mr. Nazir, steered the overall planning and delivery, while on site, Mr. Danial led the crew as Site Supervisor to keep every stage running safely and smoothly.

The operation involved multiple high-risk activities — from heavy lifting and welding to sea-fastening and barge transfers timed with tidal windows. To keep everything in sync, Mrs. Saliza, as Head of Operations, coordinated the big picture with support from Mr. Syahril (operations), Ms. Hazwani (logistics coordination), and Mr. Zulfadli (shipping execution). Safety was at the heart of the campaign, upheld by Mr. Rosli and Ms. Dalila, who were on the ground daily as site safety officers, conducting toolbox talks, enforcing PPE, and monitoring risks in real time.



SUPPORTING ATT TRANSPORT'S EXPORT & REIMPORT

Altus Johor once again showcased its expertise in handling specialised logistics. This time with a temporary export and reimport clearance for ATT's transformer at Johor Port.

Leading the coordination was Mr. Ridwan, who managed the critical paperwork and ensured every step aligned with customs and port requirements. From preparing documentation to liaising directly with the relevant authorities, his role was central to keeping the process seamless.

The transformer's movement was completed successfully, without setbacks, and in full compliance with regulations.



Across 20 days, a dedicated team of 23 personnel worked in tight coordination to complete the dismantling and removal of both cranes. The result: the project was finished on schedule, with zero safety incidents and minimal operational disruption for Johor Port. By the end of the campaign, CC7 and CC8 were fully removed, and the berth was handed back, ready to welcome the port's new cranes.



A huge shout-out to every Altusian who made this success possible. From planning to execution, each role played a critical part in ensuring the project's safe and timely completion. This achievement is a testament not just to Altus' expertise in heavy-lift and port logistics, but to the teamwork, discipline, and commitment of our people.



**ALTUS DISPOSAL OF
QUAY CRANE @ JOHOR PORT**

RESCUE BOAT LIFT FOR ENEOS

AOGM supported Eneos Drilling Limited in safely unloading a fast rescue boat from its container to Warehouse 3E at Johor Port. The task demanded careful coordination and strict adherence to safety procedures.

Leading the effort, Mr. Hairol Asroh oversaw the lifting process from start to finish, ensuring clear communication between the client, port authority, and warehouse team. His supervision helped guarantee that every step was carried out efficiently and without incident.

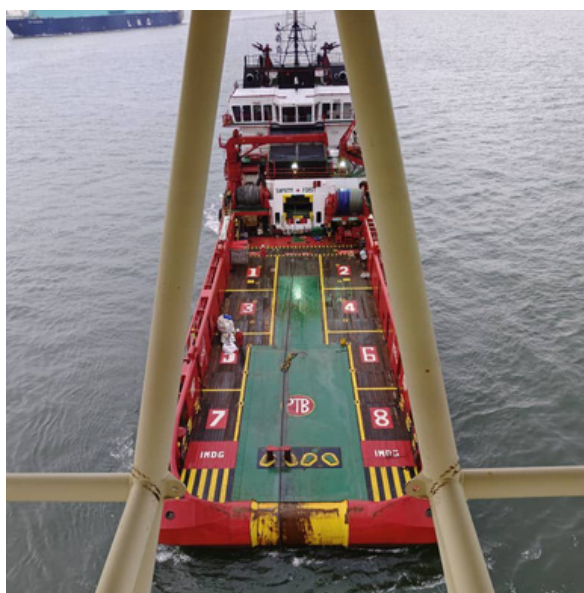
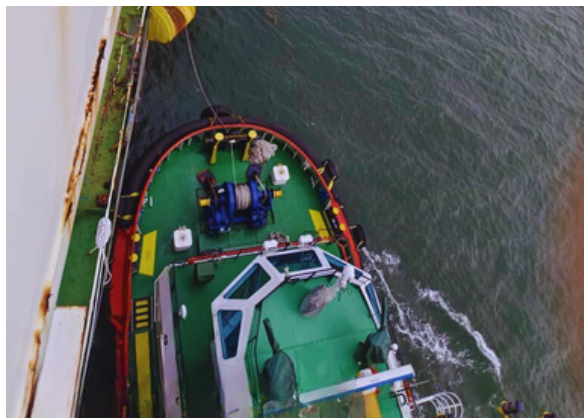
The operation concluded successfully with the rescue boat safely transferred and stored, meeting client expectations.



STEERING THE JOURNEY OF MTC LEDANG: FROM PREPARATION TO BERTHING



The movement of an FPSO is never a single event — it is a campaign of precision, planning, and teamwork. For MTC Ledang, Altus was entrusted to support client Vestigo in a Transportation & Installation (T&I) campaign, ensuring every stage of the journey unfolded seamlessly.



The campaign started with a towing mission. AOGM coordinated the tow of FPSO MTC Ledang from OPL Johor to MMHE, with Permata Ratu leading and Perdana Expedition securing the tail. The voyage from Jitang Field - Kemaman - Johor required constant communication between the Johor and Kemaman operations teams.

That same day, the story reached its milestone as the FPSO successfully berthed at Johor Port. With Altus overseeing the berthing activity, teams ensured safe manoeuvring, marine coordination, and port alignment. Once the vessel was securely in place, the stage was set for the next phase of works at MMHE.

From premobilisation preparations in Kemaman to the final berthing in Johor. This success reflects not only strong technical execution but also the power of teamwork across regions — a proof point of what Altus can deliver when precision and partnership meet.

BBC JADE PIPE LOADING SUCCESS

Johor team successfully coordinated the pipe loading operations for BBC Jade at Johor Port, supporting Berlian McDermott's project requirements.

The task involved careful handling and tallying of 58 pipes ex OY7A and 2 pipes ex Serimax, ensuring every step met strict safety and operational standards. Mr. Syahril and Mr. Fathurrahman took the lead in supervising the operation, managing real-time communication between cargo owners, the terminal, and vessel teams.

By the end of the day, BBC Jade safely departed Johor Port, fully loaded and ready for its next leg.





NIGHT MOVES AT TANJUNG LANGSAT

On 14th September, the Johor team shifted gears to support a highly specialised operation — the discharge of a data centre module at Tanjung Langsat Port. Unlike regular daylight operations, this one was set to unfold under the night sky.

AOGM coordinated every detail: logistics readiness, equipment checks, manpower allocation, and stakeholder communication. Safety remained the cornerstone of planning, with the team ensuring compliance measures were in place before the first lift.

By nightfall, resources and personnel stood ready on site, prepared to oversee the smooth and secure discharge of the module. With meticulous coordination across port authorities, the vessel, and the operations team, the groundwork was laid for yet another seamless execution.

BINTULU

ALTUS BINTULU MARKS PROJECT COMPLETION WITH BERLIAN MCDERMOTT

From the busy waters of Johor, AOGM journey carried on to Bintulu, where the operations team once again proved the strength of seamless coordination and steady hands under pressure.

On 23rd July, Bintulu Port Jetty became the stage for a complex backload activity involving not just one, but three vessels under Berlian McDermott—DSV Van Gogh, BW63, and Ekspress85.

The day began with the Van Gogh, a vessel that demanded the sheer muscle of a 300-tonne crane, supported by four trailers and four forklifts working in unison.

Not long after, the BW63 arrived with its own set of requirements, calling for a 200-tonne crane, bunkering coordination, and additional cargo handling. Each vessel brought its own challenges, but the rhythm of the operation never faltered.

Meanwhile, the Ekspress85 added another dimension to the day. Alongside its backload activities, the safe sign-off of eight crew members was carried out. Documentation checks, briefings, and clearances blended into the logistics work already underway, as the team balanced the needs of cargo and crew with equal precision.



(Picture credit to Mr. Aidel Shariff on LinkedIn)

At the heart of this operation were Mr. Adam and Mr. Aidelsham, whose leadership ensured that nothing was left to chance. They coordinated berthing schedules, managed quay access, and kept close communication with port, customs, and marine representatives to keep the workflow smooth.

After a meticulous operation that demanded precision and teamwork, a wrap up dinner was held on 25th July 2025 at Peace Garden Restaurant to mark the successful completion of Shell's Offshore T&I for the FaS Pipeline & Heavy Lift Project. The evening brought together project teams, management, and stakeholders in celebration of a complex campaign delivered safely and efficiently.

Special recognition was given to the AOGM Operations Team, led by Mr. Adam, whose steadfast support in logistics and marine operations ensured smooth execution from mobilisation through to demobilisation.



PETRONAS I-CARE AUDIT AT ALTUS BINTULU



Bintulu team welcomed PETRONAS Management and the SSTCM team for an i-CARE & Contract Execution Assurance visit, with a focus on chemical handling and overall operational safety. The session was joined by Mr. Rosli, Mr. Adam, Mrs. Doreena, and Mr. Isidore, who worked closely with the visiting teams to showcase AOGM's HSE practices and compliance measures. The audit provided a comprehensive review across key areas such as general HSE protocols, emergency response readiness, hazardous material management, fire prevention, lifting gear inspection, and subcontractor oversight. The visit served as both a compliance checkpoint and a valuable knowledge-sharing platform strengthening Altus' commitment to safety excellence, and operational discipline in line with PETRONAS standards.

COMMERCIAL UPDATE

12TH SABAH OIL, GAS & ENERGY CONFERENCE AND EXHIBITION (SOGCE) 2025

The energy in Kota Kinabalu was vibrant during SOGCE 2025 on 3rd – 4th July 2025. With the theme “Driving Sustainable Growth through Collaboration,” the event gathered industry players under one roof and AOGM was there to be part of the conversations, welcoming visitors at our booth.



The team welcomed visitors to learn more about our integrated logistics and marine solutions, sharing project highlights and discussing how we support clients with safety, efficiency, and tailored services. The space also became a platform for networking where meaningful conversations with potential partners, clients, and peers helped build new connections while strengthening existing ones.

It was a successful engagement for AOGM, and a special shout-out goes to our Labuan team for joining and supporting the scene — their presence truly added to the impact. By being part of SOGCE 2025, AOGM not only showcased its expertise but also reaffirmed its commitment to staying engaged, relevant, and forward-looking in Malaysia's evolving oil, gas, and energy sector.



INTERNATIONAL ENERGY WEEK (IEW) 2025



IEW 2025 carried the theme “From Sarawak to the World: Journey to Clean Energy Leadership”, set the stage for important conversations on the future of energy. Representing AOGM was Mr. Najmudin, who actively joined the sessions and explored the exhibitions to gain insights into new technologies, policies, and opportunities shaping the industry.

LOGISTIC SYMPOSIUM (LOGISYM) PLATINUM MALAYSIA 2025



Held in KL, LogiSYM 2025 gathered logistics and supply chain professionals under the theme “Digital, Sustainable, and Secure: Empowering Supply Chain Agility and Efficiency”, with discussions and masterclasses focusing on supply chain megatrends, decarbonising freight transport, Johor-Singapore Special Economic Zone (JS-SEZ), port and shipping, Artificial Intelligence (AI) and Internet of Things (IoT).

OIL & GAS ASIA (OGA) 2025



(Pictures credit to Ms. Nur Aqilah Zahira Zahari on LinkedIn)

From 25th – 27th August 2025, OGA 2024 once again gathered the industry under one roof, this time carrying the theme “Powering Progress, Shaping Tomorrow.” As one of Malaysia’s largest energy exhibitions, it drew global players, technology leaders, and professionals eager to discuss what is next for the sector.

The team joined as visitors, taking the opportunity to connect with exhibitors, explore innovations, and engage in meaningful conversations. Encouraged by our Managing Director, the team’s presence reflected AOGM’s commitment to staying close to the industry pulse — learning, networking, and strengthening relationships that will support future growth.

AFM FULFILLMENT

AFF BOOSTS EFFICIENCY WITH NEW AUTOMATION

AFF is stepping up its game with the introduction of the E-Commerce Auto Bagger Packaging Machine, an addition technology aimed at enhancing speed and efficiency in warehouse operations. Currently in the testing phase, the team is fine-tuning the system to ensure it meets the high standards of precision and reliability expected in today’s fast-paced e-commerce environment.

Full-scale operations are expected to roll out in October, and with automation and advanced technology at its core, the machine promises to streamline packaging processes, support faster order fulfilment, and ultimately elevate the service experience for AFF’s clients.

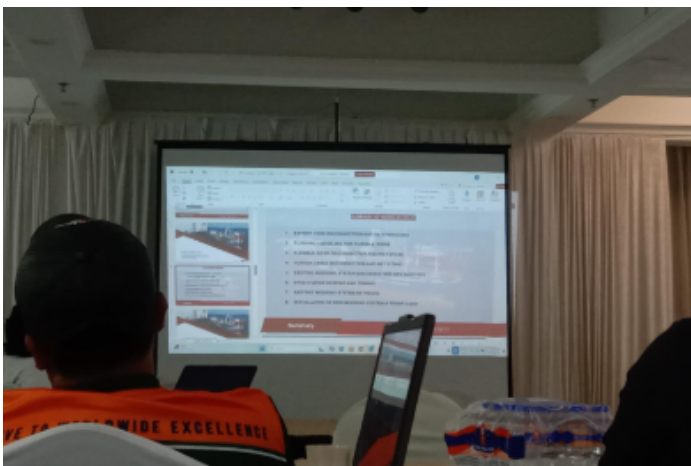




STRENGTHENING SAFETY AND COMPETENCY: ALTUS' HSE FOCUS IN JULY

July 2025 was a month of proactive safety and competency initiatives for Altus, reflecting our commitment to a strong HSE culture across all operations. The month kicked off with the Q2 Health, Safety, Security, and Environment (HSSE) Committee Meeting with SSTCM, where our team shared updates on safety initiatives, incident statistics, and improvement plans, fostering alignment and collaborative safety efforts. Mid-month, the Bintulu and Labuan teams enhanced their operational readiness through Safe Handling of Chemicals, Safety Data Sheet, and PPE training, equipping personnel with essential knowledge for chemical safety and regulatory compliance.

The momentum continued with the Q2 Supplier Relationship Management meeting with HESS, ensuring our operational and safety standards remained in line with client expectations while strengthening key partnerships. Altus also prioritised internal capability building: Safety & Health Committee Awareness Training empowered members with deeper understanding of roles and legal responsibilities, while the Internal HSE Competency Briefing prepared both existing and newly nominated personnel to execute their duties effectively. Together, these initiatives underscore Altus' ongoing dedication to cultivating a competent, safety-conscious workforce ready to uphold the highest standards in every operation.



MITIGATING RISKS FOR OFFSHORE OPERATIONS

Altus joined Redtech Offshore in a focused construction risk assessment workshop for the MTC Ledang offshore Transportation and Installation (T&I) campaign. Our QHSE executive, Ms. Dalila represented the team, contributing valuable HSE insights to identify potential hazards and recommend effective control measures.

By proactively addressing risks before project execution, we ensured that safety remained at the forefront. The session concluded successfully, with clear action items established to support a smooth and secure campaign offshore.

PRIORITISING WORKPLACE WELL-BEING: ERGONOMICS RISK ASSESSMENT TRAINING

In a continued effort to promote employee health and safety, Ms. Dalila attended the Initial Ergonomics Risk Assessment (ERA) Training in Bangi on 9th and 10th September 2025. The programme provided practical skills in identifying ergonomic hazards and implementing effective control measures, ensuring that our teams can work smarter, safer, and more comfortably.



EXPLORING NEW FRONTIERS IN SAFETY AT ASEAN OSH SUMMIT 2025



Altus representatives Mr. Rosli and Ms. Dalila attended the ASEAN OSH Summit 2025 at the Kuala Lumpur Convention Centre, an event featuring the 25th Conference and Exhibition on Occupational Safety and Health (COSH2025). The summit brought together industry leaders, safety experts, and innovators to showcase best practices and cutting-edge solutions in workplace safety.

CELEBRATING SAFETY EXCELLENCE: AOGM HONOURED AT HESS SAFETY CAMPAIGN



AOGM proudly participated in Hess Corporation's Safety Campaign, an impactful initiative dedicated to Line of Fire and Dropped Objects Prevention. The highlight of the campaign was the presentation of the 2024 Logistics Environment, Health, and Safety (EHS), Lost Time Injury (LTI) Free & Operational Excellence Award to Altus which received by Head of Corporate Services, Mr. Rosli. Joining him were Mr. Izudin, Mr. Abdilah, and Mr. Izzat, celebrating the recognition as a team. This accolade reflects the dedication, discipline, and collective effort of Altusians in maintaining safe and reliable operations, a standard we continue to uphold with pride and determination.

ENSURING OPERATIONAL EXCELLENCE: AUDITS AND VEHICLE SAFETY ACROSS THE REGIONS

Altus continues to reinforce its commitment to safety and compliance through thorough checks across operations. On 6th August 2025, our team conducted an internal audit at AFF, verifying adherence to vendor, operational, and safety requirements. The QHSE team led the audit, assessing conformity with internal procedures and identifying areas for improvement.

Following this, from 18th August to 2nd September 2025, Altus extended its safety oversight to transportation, carrying out vehicle inspections across Kota Bharu, Kuala Terengganu, Kemaman, Kota Kinabalu, Labuan, Johor Bahru, Bintulu, and Miri. Led by Ms. Dalila, Ms. Aqilah, Mr. Aidelsham, and Mr. Syahzeel, the team checked critical safety components, including seatbelts, emergency equipment, and overall vehicle condition. Any non-compliances were flagged for immediate rectification, ensuring that all vehicles met HSE standards and that operational teams could move safely across regions.



DRIVING SMARTER OPERATIONS: ODOO PHASE 2 KICKS OFF

Continuing the digital momentum from the previous quarter, Altus IT team has officially kicked off Phase 2 of the Odoo project, marking an exciting step toward smarter and more connected operations. This phase brings enhancements across HR, sales, and operational workflows, covering appraisal and recruitment processes, master data consolidation, sales purchase order improvements, travel requests, and contract management.

The team behind this initiative is focused on making daily operations smoother and more efficient for all Altusians. With Phase 2 now underway, Altus continues to demonstrate its commitment to innovation, collaboration, and a technology-driven approach that keeps the company agile and ready for tomorrow.

ALTUS EMBRACES THE FUTURE AT ASEAN AI SUMMIT 2025

Earlier this quarter, our Head of IT, Mr. Hameerul, represented Altus at the ASEAN AI Summit 2025 — an invitation made possible through our Golden Bull Awards recognition.

The summit brought together regional leaders, policymakers, and innovators to discuss the future of AI under the ASEAN Responsible AI Roadmap (2025–2030). Mr. Hameerul took part in the sessions that explored responsible adoption, national cloud strategies, and the latest AI-driven technologies across Southeast Asia.

By being part of these conversations, he gained valuable perspectives on how AI can transform industries, from smarter infrastructure to ethical tech practices. Most importantly, his participation sparked ideas on how Altus can leverage innovation to enhance efficiency, resilience, and service delivery.



EMPLOYEE UPDATES



THIS WIN BELONGS TO ALL OF YOU, ALTUSIANS **GOLDEN BULL AWARDS 2025**

What a proud moment for us all!

Altus Oil & Gas Malaysia has been honoured with the Golden Bull Award in the Outstanding SMEs category, and the real heroes behind this achievement are none other than every single one of you.

This win is more than just a trophy — it is the story of our people.

The grit of our field crew, the determination of our operations team, the creativity of our commercial and support staff, and the leadership that ties it all together. Every long day, every challenge overcome, and every small victory along the way led us here.

So, here is to all Altusians — this award is yours. It is proof that when we move forward together, there is nothing we cannot achieve. Let us celebrate this milestone as one big Altus family and keep the momentum going for even greater wins ahead.





THURSDAY TALKS WITH PERKESO: INSPIRING HEALTH & WELLBEING AT ALTUS

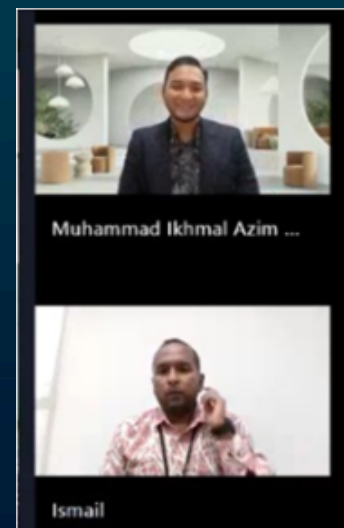
At Altus, we believe that progress begins with people — and that means investing in both their growth and their wellbeing. This quarter, our Thursday Talk series welcomed experts from PERKESO for two engaging sessions designed to educate, inspire, and empower our workforce.

On 24th July 2025, Mrs. Nasiha Shakina bt Shariffuddin, Case Manager Coordinator from PERKESO Rehabilitation Centre, Shah Alam, shared insights on the “Introduction to Rehabilitation Treatment Benefits”. The session shed light on the importance of rehabilitation in recovery, restoring functions, and improving overall quality of life. Employees walked away



with valuable awareness of the services available to support individuals in regaining independence and confidence.

Building on this momentum, on 11th September 2025, Altus hosted Mr. Muhammad Ikhmal Azim Bin Khairuddin and Mr. Muhamad Ismail Abu Bakar from PERKESO for a talk aligned with our Active@Work Challenge 2025. Their engaging presentations on the Workplace Wellbeing Programme and the Tolak Gula Campaign offered practical ways to make healthier choices and sustain active lifestyles.



POWERING UP SALES EXCELLENCE



This quarter, HR team launched the first chapter of its “Power Up Your Sales” programme, a dynamic two-part series crafted to sharpen selling skills and energise performance.

The programme brought together 21 participants — 13 from Altus Malaysia Group of Companies and 8 from Galur Unggul (GU) Group in a strong display of collaboration and shared learning. Over two days, the sales teams explored practical strategies to build stronger customer relationships, master solution-based selling, and ultimately drive sustainable business growth.



This inaugural session set the tone for the series, equipping participants with fresh perspectives and renewed confidence to elevate their sales approach. With new tools in hand and a spirit of teamwork, the sales force is well-positioned to deliver greater value and contribute to the collective success of both groups.

LEADERSHIP IN FOCUS: BUILDING RELATIONSHIPS, DRIVING IMPACT



To conclude the three-part Leadership Development Programme, Altus hosted an impactful in-house training titled “Building Bankable Relationships & Mastering Conscious Intentional Communication” from 29th – 31st July 2025.

The session brought together 12 senior leaders and branch managers, equipping them with practical tools to nurture trust-based relationships and communicate with clarity, empathy, and intent. With these strengthened capabilities, our leaders are poised to inspire their teams, foster collaboration, and create meaningful value aligned with Altus’ core values.



ALTUS FAMILY

Welcoming the new joiners to Altus Malaysia

ALTUS OIL & GAS MALAYSIA SDN BHD



**MUHAMMAD HUMMAM
BIN ADNAN**

IT SUPPORT ,
KUALA LUMPUR



**HAZEEM ISKANDAR
BIN MUHAMAD**

OPERATIONS ASSISTANT ,
KEMAMAN



**NUR HALIHANIEF BIN
AMIR ZAKI**

INTERN (OPERATIONS),
BINTULU



**NUR KHAIRIYAH SAFRA
BINTI ALI**

FIELD OPERATION COORDINATOR ,
KLABUAN

ALTUS FREIGHT MANAGEMENT (M) SDN BHD



MOHD BISRAHIM BIN GHANI

LOGISTICS COORDINATOR ,
KEMAMAN



**NUR' DIYANA AIMAN
BINTI SURADI**

INTERN (HR),
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ALTUS AVIATION SERVICES SDN BHD



**PUTERI BATRISYA
BINTI MOHAMAD SHAHRIL**

FINANCE & ADMINISTRATIVE EXECUTIVE,
KUALA LUMPUR



**NUR RABIATUL
ADAWIYAH
BINTI KAMARULZAMAN**

ACCOUNT & ADMINISTRATIVE ASSISTANT,
KUALA LUMPUR

AFM FULFILLMENT (M) SDN BHD



**AISHAH NADZIRAH BINTI
AZMI**

INTERN (FINANCE),
KOTA DAMANSARA



**MUHAMMAD AZAMMUDDIN
BIN ISMAIL**

FULFILLMENT EXECUTIVE ,
KOTA DAMANSARA



**MUHAMMAD AYADI
MUSTAQIM BIN MOHD AZMI**

IWAREHOUSE SUPERVISOR,
KOTA DAMANSARA

ALTUS JOINS THE RUN AT BINTULU MARATHON 2025

For the second year running, Altus Oil & Gas Malaysia proudly supported the Bintulu Marathon 2025 organised by the Bintulu Development Authority. Over 50 local community participants were sponsored by Altus, reflecting our commitment to giving back and promoting a healthy lifestyle.

This year, the Altus Bintulu team including their family and friends took on the 6KM challenge together. Despite rain, high humidity, and the added challenge of staying consistent through the course, everyone pushed through and crossed the finish line with pride. It was a tough yet deeply satisfying effort that truly showcased Altusians' teamwork and resilience.

Altus looks forward to future opportunities to engage with the community, promoting wellness and connection, one step at a time.



ALTUSIANS BACK LOCAL CHAMPIONS: COBRA RUGBY CLUB SPONSORSHIP



Team spirit is at the heart of everything we do, both on the field and at Altus. This quarter, we are proud to continue supporting the Cobra Rugby Club, helping local athletes train, grow, and push their limits. From tough drills to thrilling matches, these players embody resilience, teamwork, and determination.



By sponsoring the club, we are not just supporting sport; we are celebrating community, mentorship, and the power of working together. Just like in our projects, every pass, every try, and every cheer is a reminder that teamwork makes the dream work!

HONOURING INDEPENDENCE, CELEBRATING UNITY

August and September gave us two moments of pride that every Malaysian holds close to heart: Hari Merdeka and Hari Malaysia. At Altus, we embraced these milestones not only as national celebrations but also as reminders of who we are: resilient, united, and always striving forward together.

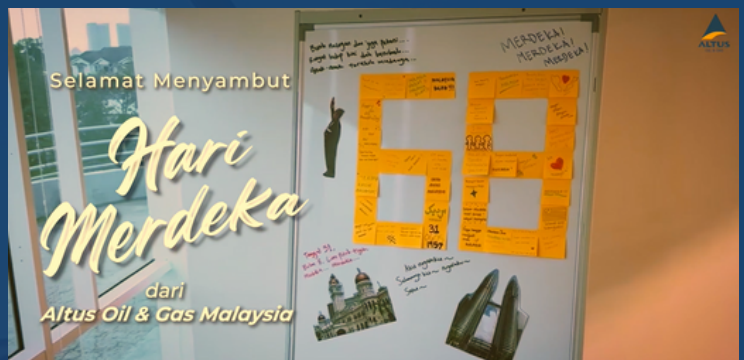
On 31st August, we celebrated Hari Merdeka, carrying with us a message that resonated deeply:

“MERDEKA adalah amanah. Setiap langkah dan setiap usaha adalah perjuangan yang kita teruskan bersama.”

This spirit of independence fuels us daily in the way we overcome challenges, support one another, and keep moving toward progress.



AOGM AMANAH MERDEKA



On 16th September, came another proud chapter with Hari Malaysia. It reminded us of the unity of Sabah, Sarawak, and Malaya: different in roots, yet bound together by the same determination to safeguard peace and build a stronger future. This unity mirrors the very essence of Altus, with many teams and many regions, yet always one purpose.



AOGM HARI MALAYSIA

Together, these two days lit up our spirit as Altusians and Malaysians alike. They are a celebration of our shared journey, our unity, and the brighter tomorrow we continue to build side by side.