

Altus now

Altus Malaysia Newsletter

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IT TAKES A TEAM TO MOVE A GIANT AND WE DID JUST THAT!

- After five months at Wharf 11 for extensive repair and maintenance, NAGA 5 is now ready to sail to its next location. This marks a major milestone supported by ALTUS's end-to-end logistics coordination. Read more inside for the full story on how our team kept everything moving smoothly behind the scenes.

HIGHLIGHTS

Full Force on Shell FAS 2.0 Project

AVM's Aerial Expertise Recognised
by Minister

Advancing Smart Safety:
DOSH Visits AFM Fulfillment

ALTUS Celebrates 15 Years
of Excellence, Unity & Growth

Table of Contents

STAFF HIGHLIGHTS

Alex Chee's Blueprint for Business Development	01
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BUSINESS UPDATES

ALTUS AVIATION

AVM's Aerial Expertise Recognised by Minister	03
RP-R804 Helicopter Advances in Wet-Lease Renewal Process	03
AVM Wraps Up 16,500 -Hectare MPOB Aerial Operations in Perak	04
Expanding Horizons: AVM Engages Key Plantation Players	04
Field Demonstrations Reach Over 70 FELDA Participants	04

BINTULU

Full Force on Shell FAS 2.0 Project: From Briefing Room to Boarding Gate	05
- All Hands on Deck: Multi-Vessel Operations	05
- Halal-Certified and Ready: Samak Process for Vessel Van Gogh	06
- Strategic Planning for Six Incoming Vessels	06
- Charting New Routes: Convoy from Kuching	07
- Mobilisation in Full Swing: Fabrication, Crew Change, and More	07
- Keeping the Flow: Four Vessels, One Smooth Day	07
Skandi Singapore Arrives for Rosmarie Majoram	08

LABUAN

Keeping Standards High: Shell HSE Audit at Labuan	08
Labuan Team Delivers Precision in Shipping Support	09

JOHOR

Double Duty at Johor Port: Lifting Operations with McDermott & Deleum	09
Keeping Up with Velesto : End-to-End Support in Johor	10

EASTERN

Tok Bali & Sapura: Coordinated Support for S300	10
Strengthening Ties Over Raya Celebration	11
On-Demand Delivery & CCU Support from Tok Bali	11
Scheduled Waste Collection with Pentas Flora	12

AFM FULFILLMENT

AFM Fulfillment Continues Engagement with Growing E-Commerce Community	12
AFF Connects with European Brands at SIDEC Business Seminar	13
Advancing Smart Safety: DOSH Visits AFM Fulfillment	13
Supporting Malaysia's Publishing Evolution	14

Table of Contents

QHSE	
Reinforcing Safety Ties with HESS	14
Exploring the Future of Safety at HRD Corp H.O.S.T.	14
Launch of Q2/2025 HESS EHS Campaign Road Safety Awareness	15
ALTUS Deepens ESG Journey with PETRONAS	15
Driving Environmental Responsibility Across ALTUS Bridging Knowledge Gaps: e-SWIS Sharing Session	16
Turning E-Waste into Action: ALTUS Campaign Goes Branch-Wide	16
IT	
Driving Digital Efficiency: Odoo System Officially Live	17
EMPLOYEE UPDATE	
ALTUS CELEBRATES 15 YEARS OF EXCELLENCE, UNITY & GROWTH	18
ALTUS FAMILY	20
WELCOMING NEW FACES AT ALTUS	21
LEARNING & DEVELOPMENT	
Thursday Talks: Empowering ALTUS Through Knowledge, Sustainability, and Financial Well-Being	21
Growing Leaders from Within: Leadership Development Program Continues	22
ALTUS CARE	
A RAYA STORY : FROM SILENCE TO SALAM	23
LABOUR DAY 2025: THE WORK WE DO, THE PEOPLE WE ARE	24

STAFF HIGHLIGHTS

SOLUTIONS START WITH SEEING:

ALEX CHEE'S BLUEPRINT FOR BUSINESS DEVELOPMENT

When you ask Alex where he's from, you get more than just a location you get a glimpse into the values that shaped him. Raised in PJ and Shah Alam but proudly born in Penang, Alex shares how his family insisted all children be born there to carry the '07' identity. His upbringing was grounded in structure and independence. "We didn't just get pocket money. We had to earn it. RM5 for washing the car, RM5 for scrubbing the toilet," he recalls. "Looking back, I really value that. It taught us how to work for what we want."

That early mindset of earning, learning, and evolving has driven Alex through every stage of his career. From starting as a Sales Officer in a Japanese logistics firm to playing key roles in Malaysia's e-commerce boom, his journey spans sales, operations, and strategic project management.

In 2024, he brought that experience to AFM Fulfillment as Business Development Manager where he continues turning everyday challenges into growth opportunities. Here's what he had to say about his current role, strategies, and aspirations.



Q&A WITH ALEX CHEE, BUSINESS DEVELOPMENT MANAGER

Q : Can you share a bit about your journey before joining AFM Fulfillment?
What drew you to the world of e-commerce and logistics?

During my form 6 orientation, I said I wanted to be a successful businessman but got laughed at for not having a clear goal. That moment pushed me. I chose logistics so I could learn how successful businesses operate. I didn't expect to end up in e-commerce, but I was lucky to be part of something big from introducing cash-on-delivery to helping Zalora and Lazada grow in their early days. Looking back, I'm proud to have played a role in building trust in online shopping and shaping how fulfillment works today.

Q : What does a day in your role as Head of Business Development look like?

From the minute I reach office/warehouse, my task is to observe everything - people, process, procedures, problems and turning them into business opportunities, solutions, and improvements. For me, business development happens in two ways: internally, by improving how we work to reduce cost or boost profitability; and externally, by studying our customers and offering solutions that help them save while allowing us to grow.

Q : What's one business development strategy or campaign you're most proud of, and why?

One initiative I'm proud of is introducing complementary services that directly boost our revenue. One example is convincing customers to switch from their own last-mile account to our last-mile account, we gained a net profit of RM1.00 per parcel without adding any extra work. The same goes for international shipments: by switching from courier X to courier Y, customers saved significantly, and we increased our margins. It's about making smart shifts that benefit both sides.

Q : How do you spot opportunities in such a fast-paced industry? What's your approach to building lasting client relationships?

It all comes down to experience and honesty. I always try to put myself in the client's shoes and speak their language. If you can understand their challenges and offer real solutions, they'll keep coming back. Clients don't mind paying as long as you're solving their problems. And when we take a fair, calculated portion, it becomes a win-win. That's how you build sustainable business.

Solutions start with seeing and for Alex Chee, that means paying attention to the small things that others might overlook. From observing warehouse flow to rethinking how clients ship their parcels, it's his ability to turn everyday insights into strategic moves that sets his work apart.

"Whatever role I take, I set a goal and I won't move on until I achieve it," Alex says. "At AFF, my goal is clear: to help us become one of the top three fulfillment centres in Malaysia. That's what I'm building toward."





AVM'S AERIAL EXPERTISE RECOGNISED BY MINISTER

Altus Aviation Services (AVM) took centre stage on 22nd April 2025, when the Minister of Plantation and Commodities, YB Datuk Seri Johari Abdul Ghani, visited Kampung Coldstream, Bidor, Perak, to see firsthand the progress of the Integrated Bagworm Control Programme, a strategic collaboration between AVM and Malaysian Palm Oil Board (MPOB).

This pioneering programme targets severe bagworm infestations threatening oil palm yields, offering smallholder farmers an effective and sustainable aerial control solution.

During his tour, YB Datuk Seri Johari praised the results achieved so far and highlighted the importance of expanding such integrated pest control efforts beyond MPOB's initiatives. He urged private plantation companies to embrace similar strategies to drive broader, sustainable impacts across the industry.

RP-R804 HELICOPTER ADVANCES IN WET-LEASE RENEWAL PROCESS

On 5th June 2025, the RP-R804 helicopter operated under AVM's fleet was thoroughly inspected by Helistar Resources Sdn Bhd's Quality Assurance team, including Nik Umi Humairah (Continuing Airworthiness Management Organization, CAMO) and Muhd Feisal Mustak (Flight Operations). This due diligence review was part of the helicopter's wet-lease renewal process. The inspection confirmed that the aircraft remains in full compliance with all regulatory requirements, reflecting strong maintenance and operational standards.

Next, the team is preparing the RP-R804 and its supporting documentation for the upcoming inspection by the Civil Aviation Authority of Malaysia (CAAM)'s Principal Maintenance Inspector and Principal Operations Inspector, set for 4th July. This next step will be crucial in securing the aircraft's continued operational approval.





AVM WRAPS UP 16,500 - HECTARE MPOB AERIAL OPERATIONS IN PERAK

AVM successfully completed its final aerial spraying mission at Kampung Coldstream, Bidor, on 13th June 2025, marking the conclusion of this year's operational scope under the MPOB collaboration in Perak. Over 66 working days, AVM covered a cumulative area of 16,500 hectares, delivering precise and efficient aerial spraying services across multiple locations:

- ▶ Titi Gantung, Bota
- ▶ Kubang Ikan, Bota
- ▶ Pantai Remis, Manjung
- ▶ Kampung Banjar, Beruas
- ▶ Changkat Cermin, Ayer Tawar
- ▶ Kampung Columbia, Ayer Tawar
- ▶ Sungai Dulang, Bagan Datuk
- ▶ Kampung Coldstream, Bidor

This achievement reflects the dedication of our flight and operations team in supporting sustainable palm oil cultivation and effective pest management. We extend our sincere appreciation to MPOB for their trust and partnership, and we look forward to continuing this impactful collaboration.

EXPANDING HORIZONS: AVM ENGAGES KEY PLANTATION PLAYERS

AVM has been actively reaching out to major local plantation companies in recent months, introducing our aerial spraying and precision agriculture services as innovative solutions for the industry.

Through these engagements, we aim to help plantations boost operational efficiency, reduce reliance on manual labour, and tackle pest and disease challenges with greater precision and sustainability.

Our discussions have included prominent players such as:

- ▶ [RISDA Estate](#)
- ▶ [Felcra Berhad](#)
- ▶ [Sime Darby Guthrie](#)
- ▶ [Senang Estate](#)
- ▶ [FarEast Holding Berhad](#)

We are excited about the potential collaborations ahead and remain committed to supporting Malaysia's plantation sector with smarter, technology-driven approaches.



FIELD DEMONSTRATIONS REACH OVER 70 FELDA PARTICIPANTS

In our effort to bring impactful solutions to the plantation sector, AVM conducted two back-to-back aerial spraying demonstrations for FELDA Wilayah Kuantan showcasing how our solutions can address large-scale bagworm outbreaks effectively and efficiently.

The first session, held on 14th April 2025 at Changkat Cermin, welcomed FELDA Wilayah Kuantan's Director and 18 representatives from various estates. Participants observed our aerial application in action, with firsthand insights into its scalability and operational ease.

Impressed by the results, FELDA requested a second session focused on settlers and smallholders, which took place on 16th June 2025 at FELDA Keratong 8, Pahang. Nearly 70 participants joined the field briefing and live demo, reflecting strong interest from both management and ground-level stakeholders.

These sessions not only reinforced the value of aerial spraying in integrated pest control but also highlighted our commitment to working closely with plantation communities to introduce practical, scalable solutions.



BINTULU

FULL FORCE ON SHELL FAS 2.0 PROJECT

FROM BRIEFING ROOM TO BOARDING GATE

Kicking off the Shell FAS 2.0 campaign, Altus Bintulu team anchored preparations with a safety and mobilisation briefing on 13th April at Danum 1, bringing together nearly 30 personnel. Led by Mr. Adam, Mr. Aidelsham, and Mr. Isidore, the team ensured briefing materials, mobilisation schedules, and operational plans were seamlessly aligned to Shell's standards.

The next day, in Miri Port, Altus facilitated the sign-on of 40 offshore crew members. From verifying documentation to PPE checks, the operation ran smoothly, earning praise from Shell for meticulous coordination and safety compliance. Together, these early efforts laid a solid foundation for the massive mobilisation to come.



ALL HANDS ON DECK: MULTI-VESSEL OPERATIONS

1st May was a powerhouse day at Bintulu Port, where Altus handled multiple vessels under tight timelines. Mrs. Doreena and Ms. Afiqah led the delivery of food and essential items to the Berlian McDermott vessel, ensuring maritime hygiene standards were met from supermarket sourcing to onboard handover.

Meanwhile, Mr. Adam and Mr. Aidelsham oversaw loading operations for the Executive Tide vessel, managing cargo verification, lifting plans, and compliance with HSE regulations.

On the same day, they also supported alongside mobilisation activities for three vessels, including the Van Gogh, coordinating berthing, quay access, cargo handling, and crew documentation with precision. It was a showcasing Altus's ability to execute diverse, high-volume port services without missing a beat.



HALAL-CERTIFIED AND READY: SAMAK PROCESS FOR VESSEL VAN GOGH



Cultural and operational compliance intersected on 2nd May when Vessel Van Gogh underwent the samak process, a ritual Islamic cleansing to qualify for halal operations under Shell FAS 2.0.

Coordinated by Mr. Aidelsham, with Ustaz Khalidi from Pejabat Agama Islam Bahagian Bintulu guiding the process, the operation was completed smoothly and without disruption. The vessel emerged certified halal-compliant, reflecting Altus's capacity to deliver services that respect both technical demands and cultural sensitivities.

STRATEGIC PLANNING FOR SIX INCOMING VESSELS

As the pace intensified, Altus Bintulu hosted a mobilisation briefing on 3rd May to prepare for six incoming vessels critical to Shell FAS 2.0. Mr. Adam, Mr. Aidelsham, and Mr. Isidore led discussions with Berlian McDermott's management, aligning teams on berthing schedules, lifting plans, HSE protocols, and risk mitigation strategies.

The session ensured clear roles, well-defined timelines, and confidence among all stakeholders that upcoming operations would unfold smoothly and safely.



CHARTING NEW ROUTES: CONVOY FROM KUCHING

The first marine convoy supporting Shell FAS 2.0 departed on 3rd May from Ocean Might in Kuching, with Altus orchestrating the complex towage and barge mobilisation.

Working alongside Yeo & Lee Shipping and port authorities, the team managed readiness checks, towage connections, and route clearance. The convoy sailed on schedule, setting the tone for a robust marine logistics phase ahead.



MOBILISATION IN FULL SWING: FABRICATION, CREW CHANGE, AND MORE



By 18th May, Bintulu Port was alive with activity as Altus coordinated diverse vessel operations. Vessel Quatro Gumusut completed a backload of used offshore materials before mobilising fresh cargo, while vessel Express 85 managed a seamless crew change under strict HSE protocols. Simultaneously, vessel Icon Tigris and its barge arrived for a seven-day pipe spool fabrication activity, with Altus Bintulu overseeing dockside logistics and material handling.

Every task was executed without delays or safety incidents, showcasing Altus's agility in managing complex port operations across multiple vessels.

KEEPING THE FLOW: FOUR VESSELS, ONE SMOOTH DAY

On 22nd May, Bintulu Port saw another surge in activity as Altus juggled operations across four vessels. A barge hosted pipe spool fabrication and cement transfer operations, coordinated under stringent dust and spill control measures. Vessel Quatro Gumusut focused on loading project cargo and spooling pipes, while vessel Icon Tigris carried out bunkering operations with strict adherence to MARPOL standards. Meanwhile, vessel Express 85 handled backloading and fresh cargo mobilisation.

Through precise planning and constant communication, the Altus Bintulu team maintained flawless coordination proving once more their capacity to manage high-volume logistics while upholding the highest safety and operational standards.



SEAMLESS TRANSITION FROM PORT TO OFFSHORE: SKANDI SINGAPORE ARRIVES FOR ROSMARIE MAJORAM

As offshore momentum builds for Rosmarie Majoram project, mobilisation efforts at Bintulu Port took a significant leap forward on 25th May 2025, with the arrival of the Skandi Singapore. The vessel's entry marked another key phase for project partner DOF Subsea Asia Pacific with Altus coordinating the supporting port logistics, documentation, and ground readiness through the leadership of Mr. Adam and the operations team.

Earlier in the day, Barge Assen 3305 departed Bintulu following the successful fabrication, inspection, and securement of pipe spools. With marine clearance processed, tug support confirmed, and weather conditions favourable, the barge was cleared to begin its journey to the Sarawak high sea where it will play a central role in the upcoming installation scope.



LABUAN

KEEPING STANDARDS HIGH: SHELL HSE AUDIT AT LABUAN



Altus Labuan welcomed SSTCM and Shell to our yard on 22nd May 2025 for a comprehensive HSE audit. Led by the QHSE team alongside our Labuan operations crew, the team guided auditors through site inspections, presented detailed safety records, and addressed all queries with transparency.

The visit was part of Altus's ongoing support for Shell projects via SSTCM, ensuring we meet the HSE standards. While a few minor improvements were noted for action, the audit overall confirmed Altus strong safety culture and commitment to continuous improvement.



LABUAN TEAM DELIVERS PRECISION IN SHIPPING SUPPORT

On 1st June 2025, Altus Labuan Logistics Team was hard at work supporting shipping operations for SAA Engineering this time at both the Asian Supply Base and Labuan Anchorage.

Our role included end-to-end logistics and shipping coordination for MV IOS One, covering inward clearance, crew movements, sign-on/sign-off processes,

and equipment arrangements such as MHE and ship-to-ship (STS) transfers. From anchorage to port, the team ensured a seamless and compliant flow of operations, once again demonstrating Altus's reliability in managing marine logistics with precision and professionalism.

JOHOR

DOUBLE DUTY AT JOHOR PORT: LIFTING OPERATIONS WITH MCDERMOTT & DELEUM

10th April 2025 was a full day for the Johor team, as they supported two key lifting operations at Johor Port. The first operation involved McDermott, where our team managed the safe handling and placement of pipe cargo. The job was executed with precision and care, and feedback from McDermott commended the team's professionalism and work quality underscoring the strong collaboration between both parties.



Later that same day, the team continued with a second round of lifting support for Deleum. With Mr. Syahril and Mr. Zufadli on site, the operation was carried out smoothly, with all equipment safely transported and positioned as required. The seamless coordination contributed to timely and efficient completion, reinforcing Altus Johor's reliability in back-to-back port operations.



KEEPING UP WITH VELESTO : END-TO-END SUPPORT IN JOHOR

The Johor team has been in full gear across several key activities, ensuring seamless support for Velesto's vessel operations at Johor Port.

On 21st April 2025, Mr. Zulfadli, Mr. Luthfil, and Mr. Izzat led a backload operation for Velesto, coordinating the transfer of cargo from anchorage to port. Their meticulous handling ensured all items were received, documented, and managed without delays, underscoring the team's agility in vessel logistics. Momentum continued into May, when the same team was on-site to oversee the departure of Naga 5 from Wharf 11 on 6th May, following its repair and maintenance works. Their presence ensured final checks, documentation, and coordination were flawlessly executed, allowing the vessel to set sail smoothly and on time.

The support didn't stop there. On 13th June, the team facilitated a Landing Craft Transport (LCT) operation, delivering essential items to Velesto's vessel. Every piece of cargo was safely loaded and positioned as per operational requirements, reinforcing the team's reliability in managing vessel needs from start to finish. Together, these consecutive operations highlight Altus Johor team's unwavering commitment to precise, end-to-end service for Velesto keeping vessels moving efficiently and safely through every stage.

EASTERN

TOK BALI & SAPURA: COORDINATED SUPPORT FOR S300

From April through May, the Tok Bali team delivered steadfast support to Sapura Marine Ventures for operations involving the S300 vessel at Tok Bali Supply Base (TBSB).

In April, the team managed temporary storage of key supplies including medical kits, chemical substances, and other vessel equipment at the Altus yard. Once the S300 berthed, these items were seamlessly transferred back on board. Just days later, on 17th April, a time-sensitive delivery of chemical packages was carried out directly to the vessel at the jetty, demonstrating the team's agility and precision.





Continuing their momentum into May, the team delivered spare parts from the office to the vessel on 15th May, ensuring minimal downtime. Then, on 20th May, they supported the transfer of lube oil drums using an on-hired Altus container unit, along with coordinated forklift and prime mover operations for smooth transport to the jetty. Each operation highlighted the Tok Bali team's close coordination, proactive planning, and unwavering commitment to keeping Sapura's offshore activities running without disruption.

STRENGTHENING TIES OVER RAYA CELEBRATION

The Tok Bali team joined DS7, who's also a TBSB tenant for a meaningful Hari Raya celebration held at Tok Aman Bali Beach Resort on 21st April 2025.

It was an occasion to step away from routine and reconnect in a more personal, festive setting. With full staff attendance, the gathering reflected not just a celebration of the season, but also the continued collaboration and goodwill between both teams.



ON-DEMAND DELIVERY & CCU SUPPORT FROM TOK BALI

Altus Tok Bali continues to deliver dependable CCU solutions to support our clients' fast-paced operational needs whether for planned movements or same-day mobilisation.

On 13th May 2025, the team swiftly responded to an urgent request from HESS to on-hire an IBCD unit. A yard inspection was conducted immediately to verify the unit's condition, followed by forklift and prime mover coordination to ensure smooth and timely delivery to the jetty.

A few weeks later, on 4th June, TBSB arranged to rent a CCU container from the yard.

While the client managed their own forklift and transport, the ALTUS team conducted a pre-handover inspection and assisted onsite to ensure the collection went smoothly demonstrating how our yard facilitates flexible support for both turnkey and customer-handled operations.

Further underscoring our CCU readiness, on 11th June, Altus organised the transfer of six key assets from Tok Bali to Kemaman in support of CHOC’s upcoming on-hire requirements. The units comprising CBHs, BRAs, and BRDs—were prepared and dispatched in coordination with TBSB’s logistics team, reinforcing our role as a responsive, cross-region support partner.

From last-minute mobilisations to regional asset transfers, Altus continues to stand by our clients with tailored, efficient CCU support.



SCHEDULED WASTE COLLECTION WITH PENTAS FLORA

Keeping operations compliant and clean, 5th June 2025 marked the first scheduled waste collection under our new partnership with Pentas Flora Kelantan. Now officially registered as our waste vendor, they were tasked with removing three categories of scheduled waste from the Altus Tok Bali yard as part of our six-month disposal routine. Our team coordinated the movement on-site, ensuring everything was documented, prepared, and cleared in line with environmental standards right on schedule.

AFM FULFILLMENT

AFM FULFILLMENT CONTINUES ENGAGEMENT WITH GROWING E-COMMERCE COMMUNITY

On 21st May 2025, AFF strengthened its presence in Malaysia’s e-commerce scene by participating once again in the Bootcamp Founders with Cikgu Samm event at Sunway Velocity.

Welcoming 32 eager participants, the bootcamp brought together entrepreneurs and online sellers looking to scale their businesses. AFF joined as a key logistics partner, offering insights into streamlined fulfillment solutions, warehouse management, and last-mile delivery strategies crucial for growing brands.





AFF CONNECTS WITH EUROPEAN BRANDS AT SIDEc BUSINESS SEMINAR

AFM Fulfillment recently joined the SIDEc Business Engagement Series held on 21st and 22nd May, participating in back-to-back sessions aimed at unlocking new market potential with premium European cosmetic and cleaning brands.

On 21st May at Hilton Hotel, AFF was part of a business seminar and B2B networking platform, engaging with German cosmetics brands exploring opportunities in Malaysia and the ASEAN region. The conversations highlighted how tech-driven fulfillment solutions can empower SMEs and startups to thrive in the expanding digital economy. The momentum continued on 22nd May at Puchong Financial Corporate Centre (PFCC), where AFF joined a closed-door networking session to connect directly with premium European cosmetic and cleaning companies. These interactions allowed AFF to introduce its services while exploring collaboration opportunities that could bring European brands closer to local consumers. Events like these reaffirm AFF's commitment to connecting, collaborating, and growing together with industry players, supporting a vibrant and globally connected e-commerce ecosystem.

ADVANCING SMART SAFETY: DOSH VISITS AFM FULFILLMENT

AFM Fulfillment welcomed representatives from Jabatan Keselamatan dan Kesihatan Pekerjaan (JKKP) Selangor for an insightful visit to our warehouse facility on 22nd May 2025.

The visit held under the OSHMP25 Strategic Thrust 6 framework was a follow-up to our earlier engagement at the National OSH Innovation & Technology in IR 4.0 Expo. During the session, we showcased how robotics and smart warehousing technologies are helping us reduce human error and elevate safety standards.

AFF was proud to:

- ▶ Share safety-focused innovations in automation
- ▶ Demonstrate real-time robotics use cases in a live warehouse environment
- ▶ Support DOSH's policy development for Industry 4.0 and smart logistics

We thank JKKP for recognising AFM Fulfillment as a reference point in the ongoing effort to shape safer, smarter workplaces for the future.



SUPPORTING MALAYSIA'S PUBLISHING EVOLUTION



An honourable mention at Pesta Buku Antarabangsa Kuala Lumpur (PBAKL) 2025 has led to deeper engagement between AFM Fulfillment and Perbadanan Kota Buku. AFF was invited to Perbadanan Kota Buku's office in Cyberjaya to explore how smart eCommerce fulfillment can empower Malaysia's book industry. This follow-up discussion with Mr. Hasri Hasan, Deputy CEO of Kota Buku, was sparked by Mr. Mohd Khair Ngadiron's (Organising Chairman of PBAKL) recognition of smart fulfillment during his speech at the closing event. Together, they discussed bridging traditional publishing with digital marketplaces to keep books

moving seamlessly from publishers to readers. Together, both teams are looking at innovative ways to ensure books reach readers faster and more seamlessly building a stronger connection between publishers, retailers, and book lovers nationwide. It's a shared vision to help Malaysia's literary landscape thrive in an increasingly digital world.

REINFORCING SAFETY TIES WITH HESS

On 24th April 2025, the Altus QHSE team represented by Mr. Rosli, Mr. Haibie, and joined by Mr. Tengku Amir participated in the Q1/2025 Supplier Relationship

Meeting (SRM) with HESS in Kemaman. The session centred on reinforcing collaboration and aligning expectations around safety and operational excellence. Altus shared recent safety achievements, ongoing initiatives, and proactive strategies to drive continuous improvement across operations.

HESS responded positively, highlighting their confidence in Altus's commitment to maintaining safe, compliant, and reliable practices. These regular SRMs remain a crucial platform for open dialogue, helping both parties address challenges, exchange insights, and uphold strong QHSE standards built on trust and transparency.

QHSE

EXPLORING THE FUTURE OF SAFETY AT HRD CORP H.O.S.T.



As part of Altus's continuous learning culture, our QHSE Executive, Ms. Dalila, took part in the HRD Corp Open Day Sustainability Talk (H.O.S.T.), a forward-looking forum focused on emerging safety and environmental practices.

Held on 24th April 2025, the event brought together experts across industries to explore how generative AI and digital technologies are transforming workplace safety, operational risk, and sustainable practices. The session featured thoughtful insights, including a keynote by Assoc. Prof. Dr. Mohd Nahar from IIUM, who addressed the importance of balancing innovation with ethics and workforce wellbeing.

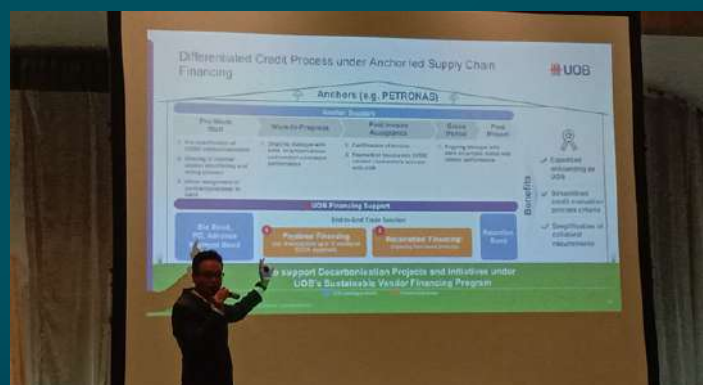
LAUNCH OF Q2/2025 HESS EHS CAMPAIGN

ROAD SAFETY AWARENESS

Altus Tok Bali team joined HESS on 30th April 2025 for the launch of their Q2/2025 EHS Campaign focused on road safety. Given the high transport activities in our operations, the campaign emphasised safe driving practices to protect lives on and off the road.

Our QHSE team supported the event by sharing safety messages and engaging both employees and contractors, sparking valuable discussions on accident prevention. The strong turnout underscored Altus's commitment to collaborating with clients to build a safer workplace and community.

ALTUS DEEPENS ESG JOURNEY WITH PETRONAS



Altus stepped into the next chapter of sustainability by joining PETRONAS's Supplier Support Programme (PSSP) Advanced ESG Training at Empire Hotel Subang on 5th and 6th May 2025. Representing Altus, Mr. Rosli and Ms. Dalila spent two intensive days exploring how global ESG standards can be translated into real-world actions from reducing environmental impacts to strengthening social responsibility and corporate governance. The sessions were lively, packed with insights, and offered valuable exchanges with fellow PETRONAS vendors navigating similar challenges. By participating, Altus continues to sharpen our ESG focus, aligning closer with PETRONAS's vision for a sustainable future and reinforcing our commitment to operate responsibly in every part of our business.

DRIVING ENVIRONMENTAL RESPONSIBILITY ACROSS ALTUS BRIDGING KNOWLEDGE GAPS: E-SWIS SHARING SESSION

Altus took another step forward in environmental compliance on 26th May 2025 with an online e-SWIS (Electronic Scheduled Waste Information System) knowledge sharing session. Led by Mrs. Bernadette, the super user of e-SWIS and MyPREMIS from the Labuan Branch, the session focused on enhancing awareness of proper scheduled waste management and compliance with environmental regulations. The session brought together QHSE and operations staff from multiple branches to deepen understanding of regulatory requirements for waste tracking and reporting. This cross-branch engagement ensures consistent practices across Altus locations and reinforces our commitment to environmental responsibility and compliance.

TURNING E-WASTE INTO ACTION: ALTUS CAMPAIGN GOES BRANCH-WIDE

From 5th to 13th June 2025, Altus launched an e-Waste Campaign across all branches in conjunction with World Environment Day. Spear headed by the QHSE team, the effort set up collection points for unwanted electrical and electronic items and encouraged responsible disposal among staff.



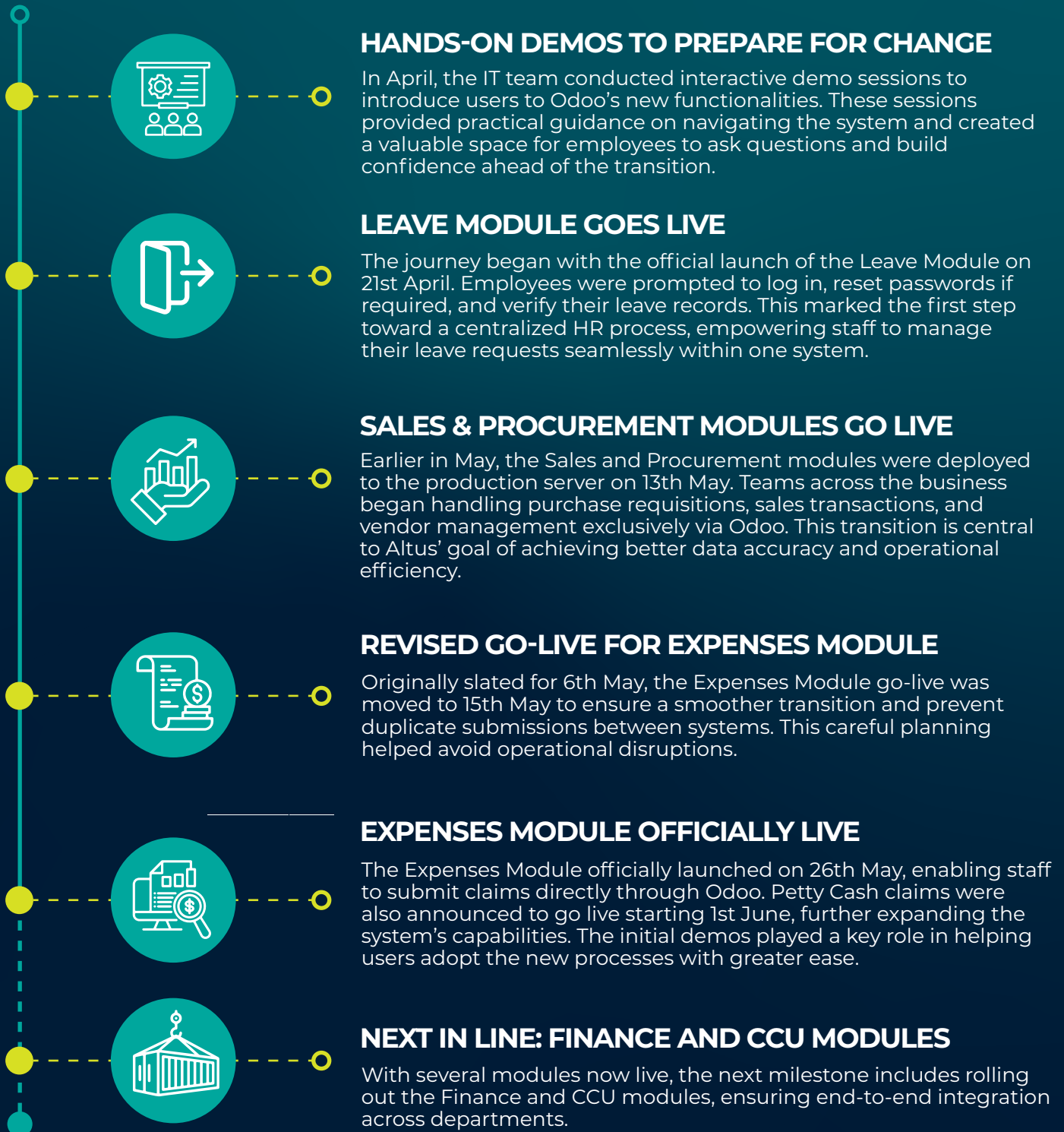
Throughout the week, Altusians are joining the movement by:

- ▶ Collecting unused gadgets for recycling
- ▶ Watching e-waste awareness videos
- ▶ Learning through quizzes and fun facts

This campaign not only reduced environmental impact but also strengthened employee awareness about the importance of managing electronic waste responsibly a tangible step toward Altus's environmental commitments.

DRIVING DIGITAL EFFICIENCY: ODOO SYSTEM OFFICIALLY LIVE

In line with Altus's digital transformation journey, the IT team has rolled out several key modules under the Odoo Enterprise Resource Planning (ERP) system designed to centralise and streamline business operations across departments.



This rollout marks a significant leap forward in ALTUS's digital evolution, setting the stage for smarter, more efficient operations. Here's to our IT champions for your hard work, patience, and dedication in making this transformation possible. You've truly made a complex transition look seamless. As we look ahead, let's stay collaborative and keep the momentum strong. Together, we're driving ALTUS forward in our journey toward digital transformation.

EMPLOYEE UPDATE



Happy
Anniversary **15**
YEARS

ALTUS CELEBRATES 15 YEARS of Excellence, Unity & Growth

Fifteen years ago, Altus began its journey with a bold vision and a passionate team determined to make a difference. On 15th May 2025, we came together across regions and roles to mark this remarkable milestone celebrating not just the passage of time, but the shared spirit that has driven our growth and resilience.

Although celebrated separately in our respective branches, joy and gratitude were shared by all Altusians as we reflected on the journey that brought us here.

The morning began with a serene Yassin recital and doa, setting a reflective tone and offering gratitude for the journey that has shaped ALTUS into the solutions-driven organisation it is today.

Energy rose quickly as the celebration moved into the Altus Quiz, testing employees' knowledge of our company's history and milestones.

A big shoutout to Muhammad Hummam for acing the ALTUS quiz!

Following the fun, we turned to moments of inspiration as the Chairman and our Group Managing Director delivered heartfelt speeches. Their reflections highlighted our achievements over the past decade and a half, celebrated the spirit of teamwork that fuels our growth, and shared an optimistic vision for Altus's future.



A memorable highlight was the debut of our special anniversary video, featuring heartfelt well-wishes and memories from Altusians across Malaysia. It was a touching reminder of the unity and camaraderie that define the Altus family.

The event was wrapped up with cake-cutting ceremonies and group photos at each branch, ensuring that while we were physically apart, we stood together in celebrating this milestone.

Here's to 15 years of excellence, unity, and growth and to many more chapters ahead, written together!



ALTUS ANNIVERSARY VIDEO



ALTUS FAMILY

Welcoming the new joiners to Altus Malaysia

ALTUS OIL & GAS MALAYSIA SDN BHD



ABDUL AZIZ BIN YAAKUP

SENIOR DEVELOPER ODOO,
KUALA LUMPUR



**MUHAMMAD HUMMAM
BIN ADNAN**

INTERN (IT),
KUALA LUMPUR



MOHD FAIZAL BIN MOHD AYOB

ASSISTANT BRANCH MANAGER ,
JOHOR

ALTUS FREIGHT MANAGEMENT (M) SDN BHD



HAIROL ASROH BIN SULAIMAN

LOGISTICS COORDINATOR,
JOHOR



**PUTERI BATRISYA
BINTI MOHAMAD SHAHRIL**

INTERN (FINANCE),
KUALA LUMPUR



**AMIRATUL AFIQAH
BINTI ABDUL LATIF**

EXECUTIVE, EXECUTION & SOLUTIONS,
KUALA LUMPUR

AFM FULFILLMENT (M) SDN BHD



**MOHAMAD KHAIRUL
FAHMI BIN IDRIS**

ASSISTANT MANAGER,
WAREHOUSE OPERATIONS



HENG ZHUAN YUAN

HEAD SOLUTIONS ARCHITECT



NUR 'AFIQAH BINTI JAAFAR

SENIOR EXECUTIVE,
CUSTOMER SUPPORT



**NURUL EZZAH
BINTI BABJI**

SOFTWARE DEVELOPER



**AZIRAH SHAWANI BINTI
AHAMAD SABARUDIN**

SENIOR EXECUTIVE, IT

ALTUS AVIATION SERVICES SDN BHD



JOSEPHEN ANAK SEMBAR

INTERN

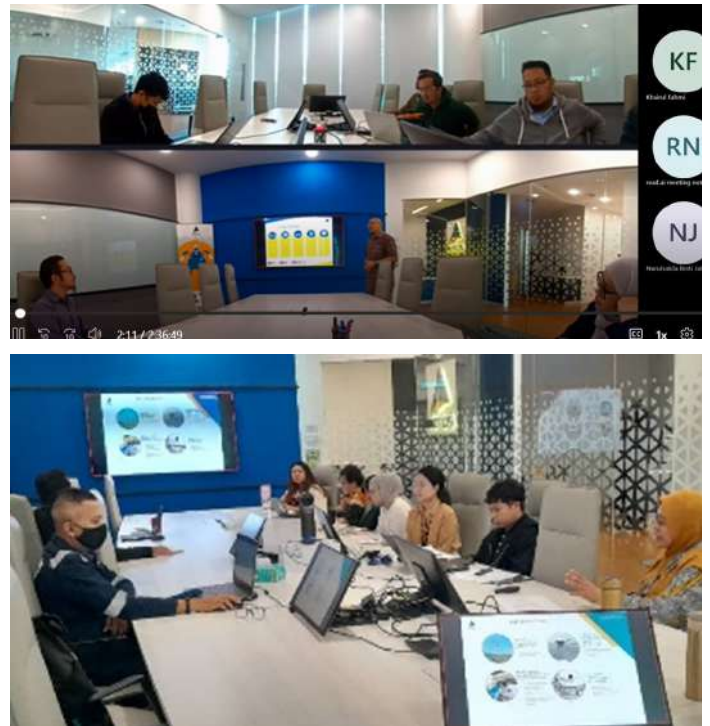
WELCOMING NEW FACES AT ALTUS

As ALTUS continues to grow, so does the team! In line with our expanding workforce, two induction programs were held this quarter to help new colleagues seamlessly integrate into our culture and operations.

On 8–9 April and 17–18 June, a total of 24 new joiners employees who came on board between December 2024 and June 2025 participated in these onboarding sessions. Both programs were thoughtfully crafted to equip our newcomers with the knowledge and resources they need to thrive.

Participants connected with key personnel from various departments, explored ALTUS's organizational structure, and gained insights into our core policies, ethics standards, and compliance requirements. These sessions not only provided essential information but also offered a platform for new employees to build relationships and feel part of the ALTUS family from day one.

With every new addition to our team, we look forward to fresh perspectives and continued collective success!



LEARNING & DEVELOPMENT

THURSDAY TALKS: EMPOWERING ALTUS THROUGH KNOWLEDGE, SUSTAINABILITY, AND FINANCIAL WELL-BEING

Our HR team has been actively driving continuous learning and employee empowerment through its Thursday Talk series, featuring external experts who bring valuable insights across business, sustainability, and personal well-being.

On 13th April 2025, Pn. Narima Binti Mansor from LHDN led a session on e-Invoicing. She walked employees through the basics of the new digital tax reporting system, its mandatory implementation timeline, and how it will impact daily business transactions. The talk provided practical clarity on technical requirements and helped employees feel better prepared for this major regulatory shift.

The spotlight shifted to sustainability with Ms. Sarojini Ganesan, Deputy Director of the Sustainability Division at MIDA, presenting an Introduction to ESG. Her session explained what ESG means in practical terms and why it's becoming essential for businesses of all sizes. She shared examples of how ESG initiatives can enhance business resilience, create stakeholder trust, and support national sustainability goals sparking important conversations among employees about Altus's future direction.



Most recently, Altus hosted a Thursday Talk with representatives from Bank Simpanan Nasional (BSN) to announce a new partnership under the Corporate Employee Scheme. The session introduced employees to a suite of financial products designed to offer greater financial flexibility, special rates, and savings opportunities. This initiative reflects Altus's commitment to caring for its people beyond the workplace, empowering staff to make more informed financial decisions for their personal and family well-being.





Corporate Employee Scheme (CES) by BSN
 Empowering Your Financial Well-Being

You're Invited to a Special Briefing Session!

Discover how the BSN Corporate Employee Scheme (CES) can benefit you with:

- ✓ Financial flexibility
- ✓ Spending convenience
- ✓ Potential savings opportunities

Thursday, 26th June 2025 9:30 AM (During Thursday Talk) On-Site Office (KL Office) & Microsoft Teams BSN Representative	AGENDA <ul style="list-style-type: none"> • Scheme Overview • Eligibility Criteria • Application Process • Exclusive Employee Benefits
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All employees are encouraged to attend. This is your chance to ask questions and learn how the scheme can support your financial goals.

Save the Date & Join Us!
 For enquiries, please contact: Nora or Farah from HR at +603 7733 8975

Together, these sessions show how Altus is nurturing its people through relevant knowledge, sustainability awareness, and practical benefits supporting growth both professionally and personally.

GROWING LEADERS FROM WITHIN: LEADERSHIP DEVELOPMENT PROGRAM CONTINUES



From 3rd to 5th June 2025, Altus advanced its commitment to nurturing leadership talent by hosting Module 2 of the in-house Leadership Development Program: Pathways to Peak Performance.

Following the momentum from Module 1 in January, this session brought together 14 AOGM Senior Management and Branch Managers at the Kuala Lumpur Golf & Country Club (KLGCC). The focus was on sharpening skills in self-leadership, managing results, and building strong relationships all essential for steering the company towards future growth.

Attendees shared enthusiastic feedback, highlighting the practical value of the coaching methods and the depth of the discussions. It's another step forward in ensuring the leaders are equipped and inspired to drive success.



A Raya Story:

From Silence to Salam



ALTUS Raya 2025
"Maaf Zahir & Batin"

In every workplace, there are moments that go unspoken a sharp word, a lingering tension, a silence that stretches longer than it should. This Raya, we decided to lean into that silence. Not to ignore it, but to soften it.

To ask: *What if forgiveness started with a quiet step forward?*

Our short film follows two colleagues at odds their greetings stiff, their hearts guarded. But as the spirit of Raya wraps around them, something shifts. A memory, a gesture, a moment of reflection... and slowly, the walls begin to come down. Because at ALTUS, we know that strength isn't just in the solutions we provide it's in the humanity we carry into every relationship, even when it's hard.

Let this be a reminder: it's never too late to reconnect. Sometimes, all it takes is a sincere "maaf."



Labour Day 2025:

The Work We Do, The People We Are

Sometimes, in the middle of long days and endless to-do lists, it's easy to forget why we work so hard. But then a simple message from someone we love reminds us: **this is the whole point.**



This Labour Day, AFM Fulfillment captures that truth beautifully. Their video is a gentle reminder that behind every effort big or small, lies the hope of giving our life and families a better tomorrow, and the quiet pride of knowing our work means something more.



in AFM LABOUR DAY 2025

At ALTUS, we share that same spirit. Our people show up every day with commitment, skill, and resilience to keep things moving forward. And for that, thank you. For the early mornings. The late nights. The countless challenges faced and conquered together.

ALTUS LABOUR DAY 2025

To every person across our teams:
your dedication matters. You're the
reason we keep growing stronger.

***We see you. We appreciate you.
And we thank you.***

HAPPY LABOUR DAY

