

# Altus now

Altus Malaysia Newsletter



## A YEAR OF STRENGTH, TEAMWORK, AND RESILIENCE

- As we wrap up 2025, we want to take a moment to celebrate every Altusian—for showing up, staying strong, and pushing through challenges together. This year wasn't without its hurdles, but your dedication, adaptability, and unwavering spirit kept us moving forward.

## HIGHLIGHTS

Altus Joins Export Acceleration Mission to Timor-Leste

AVM at ICOPP 2025

AFM Fulfillment Certified as TikTok Shop Fulfillment Partner

Full Support for Hakuryu 16 Reactivation

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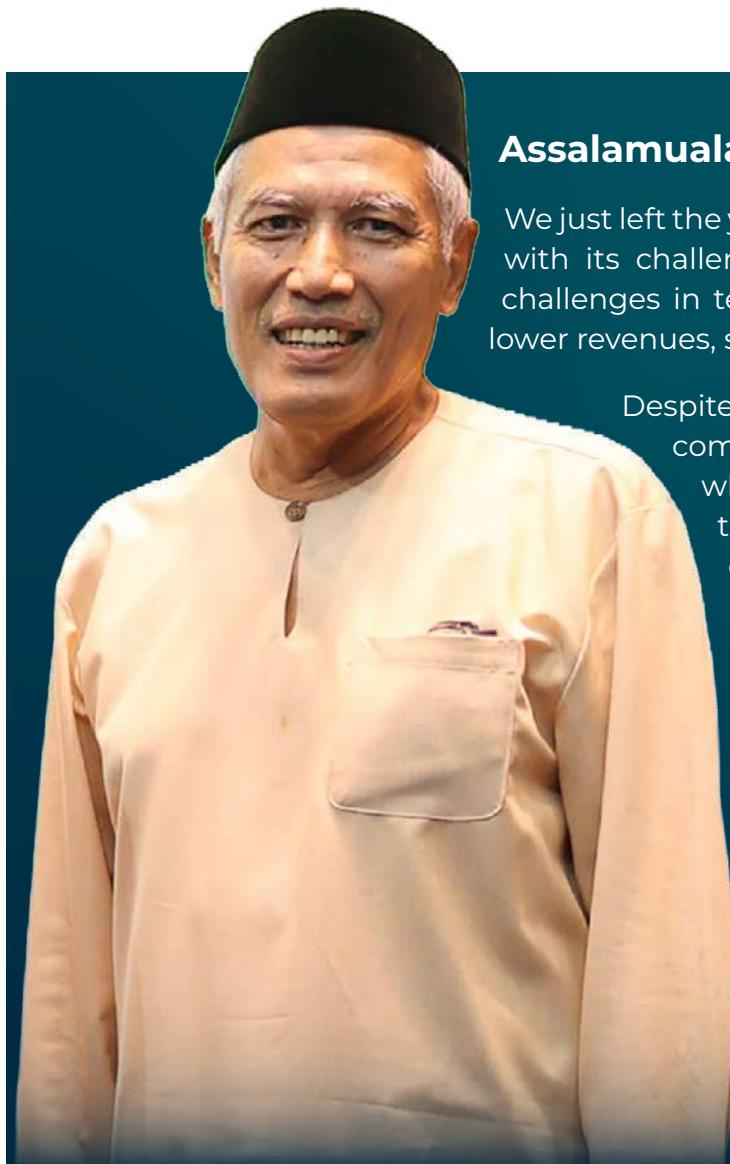
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# CHAIRMAN'S YEAR END MESSAGE

MOHAMAD BUSTAMI YAHYA



## Assalamualaikum wbt and Salam Sejahtera

We just left the year 2025 with mixed feelings. 2025 left us along with its challenges. Throughout the year, we faced various challenges in terms of slow businesses, severe competitions, lower revenues, slow receivables and a host of other problems.

Despite the uncertainties, the company remained competitive and stayed resilient. Thanks to everyone who continued to play their roles in making things happen under the uncondusive and competitive business environment.

The most significant event that happened in 2025 was Altus'15-Year Anniversary. Although we celebrated the 15th Anniversary in a very modest way, it was still a very memorable moment for all of us especially to the Co-Founder and Group Managing Director of Altus, Mr. Mohammad Taufik Bin Othman.

What happened in 2025 was already water under the bridge and cannot be undone. However, we can make a new resolute to correct the wrong, to replace negativities with positivity and strive harder for better results in 2026 and the future. InshaAllah.

### **When there is a will, there is a way.**

We have gone through weeks of Thursday Talks that have produced new in-house speakers through the "A Day in My Career", which was among the most inspiring sections. Well done and congratulations to the presenters.

The weekly reporting played a big role in terms of knowledge sharing and creating awareness of the current operations in various locations. Thank you to all who have been involved and delivered the weekly reporting. Let us be more involved in all the Thursday Talks.

Those who received their Long Service awards for this year, I would like to extend my personal appreciation and would like to say that you are the inspiration to your colleagues and wish you greater success in the future with Altus.

Along the way, some of our colleagues decided to leave Altus to venture into new areas of opportunities. We would like to extend our appreciation for their valuable contributions during their tenure, and we wish them the best in their new endeavours.

We have gone through another year of dissecting the Core Values and giving many philosophies and quotes relating to each Core Value. It is time to put all this into action.

Congratulations and deep appreciation to Human Resources Team who arranged Guest Speakers to give talks on specific and interesting subjects related to our Core Values.

We may be too busy with our daily tasks and may have not realised how far we have been in terms of other achievements.

Nevertheless, the year 2025 witnessed Altus' various achievements and Corporate Social Responsibilities' calendar (CSR).

This year has taught us the meaning of frustration, regrets, unfulfilling, anger, and dissatisfaction which led us to a point of realisation that we could have done better.

I hope that 2026 will bring us together through teamwork, dedication, respect, appreciation, togetherness, sense of belonging and together we make things happen.

I urge all of us to put our feet into the owners' and shareholders' shoes in carrying out the responsibilities and treat Altus as our own company. We will be guided by the Theme and Expectations of the Group Managing Director in setting the tone for 2026.

I hope 2026 brings good health, happiness, wealth, comfort and success to all of you and your families.

Whilst we carry out our daily tasks seriously, do have some fun along the way as per the English saying "All work and no play makes Jack a dull boy"

Thank you once again for your dedication and support.  
Stay safe, always.

*Bustami*

# BUSINESS UPDATE

ALTUS AVIATION

## SUCCESSFUL AERIAL SPRAYING OPERATIONS FOR MPOB PLANTATIONS



Altus Aviation Services Sdn Bhd (AVM) secured an additional contract covering 10,000 hectares for aerial spraying operations with core activities focused on Perak Tengah and approximately 500 hectares in Bekok, Johor.

Operations progressed steadily until the onset of the monsoon season, when adverse weather conditions significantly narrowed safe flying and spraying windows. In line with our commitment to operational safety, treatment effectiveness, and full compliance with aviation and plantation standards, spraying activities in several locations were responsibly rescheduled to 2026.

Despite these challenges, the team successfully completed 2,327 hectares of aerial spraying before persistent wet weather made further operations unfeasible for the quarter.

Looking ahead, we are optimistic that more favourable weather conditions in January 2026 will allow operations to resume and the remaining scope to be completed as planned.

## ADVANCING AERIAL SPRAYING INNOVATION FOR OIL PALM PROTECTION

As part of AVM's ongoing commitment to innovation and operational excellence, a new nozzle trial for mealybug control was initiated using aerial spraying. The trial focuses on improving under-leaf spray penetration, enhancing chemical deposition beneath the oil palm canopy where treatment effectiveness matters most.



Both ground-based and in-flight trials were carried out by the technical and operations teams, strictly following an approved trial plan to ensure safety, data integrity, and regulatory compliance. Multiple nozzle configurations were tested under controlled flight parameters to assess spray penetration, distribution, and consistency.

Insights from the trial will support further optimisation of aerial spraying techniques, strengthening AVM's capabilities in effective and sustainable plantation management.

## ALTUS AVIATION AT ICOPP 2025

Altus Aviation participated in the International Conference on Oil Palm Protection (ICOPP) 2025, held on 21–22 November 2025 at Berjaya Times Square Hotel. The conference brought together regional researchers and technical experts to discuss key developments in oil palm pest management and crop protection.

During the event, they had the opportunity to present its helicopter-based aerial spraying services to international participants, highlighting their role in enhancing operational efficiency and responsiveness in plantation pest control.

Participation in ICOPP 2025 strengthened Altus Aviation's brand visibility within the crop protection sector and enabled valuable engagement with industry stakeholders. The conference also opened early discussions with chemical suppliers and pest management solution providers on the potential use of helicopters for mealybug control, creating avenues for future technical collaboration.



\*photos credit to MPOB

# STRATEGIC COLLABORATION WITH CANARD BY ITE

A new chapter in aviation innovation begins with AVM strategic partnership with Canard by ITE, a pioneer in drone-powered airport inspection technologies.

This partnership aims to introduce advanced drone inspection technologies to Malaysia, supporting safer, more efficient, and data-driven airport inspection and calibration processes. The initiative aligns with the evolving requirements of modern airport operations and regulatory compliance.

As part of this collaboration, AVM was invited to attend Airspace Asia Pacific 2025 held at Asia World-Expo in Hong Kong. The event served as a key regional platform for the air traffic management community, bringing together aviation leaders, Air Navigation Service Providers (ANSPs), regulators, and technology providers to foster industry dialogue and collaboration.

During the exhibition, Mr. Hariz, Ground Support/Safety Manager, engaged with the Canard by ITE team to explore client engagement strategies, market entry approaches, and operational frameworks tailored to the Malaysian aviation landscape. Discussions focused on areas such as airport inspection, flight calibration support, and regulatory integration.



# CONTINUING SUPPORT FOR HAKURYU 16, FROM INSTALLATION TO DEPARTURE

Altus Johor branch continued its strong operational support for Hakuryu 16 throughout Q4 2025, ensuring seamless execution from mooring preparations to final departure.

## INSTALLING STEEL WIRE ROPES: SETTING THE FOUNDATION

On 17 October 2025, Mr. Zulfadli, Mr. Luthfil, and Mr. Izzat coordinated and supported the installation of eight reels of steel wire ropes at Johor Port. This critical task was part of Hakuryu 16's mooring-related works and required precision and collaboration.

Altus provided operational oversight, aligning vessel crew, client representatives, and contractors to ensure safe and efficient handling. The installation was completed successfully thanks to strong teamwork and attention to detail.



## DEPARTURE COORDINATION: PLANNING FOR SMOOTH SAILING

As the project progressed, Altus played a key role in planning Hakuryu 16's departure. On 27 November 2025, Mrs. Saliza, Mr. Zulfadli, Mr. Iqbal, and Mr. Izzat attended the departure coordination meeting at Johor Port.



Discussions focused on marine requirements, tug allocation, and departure sequence. A tentative departure date was agreed for 5 December 2025, supported by four harbour tugs with Boka Sherpa as the lead tug. The meeting concluded positively, setting the stage for a safe and orderly exit.

## FINAL PREPARATIONS: ENSURING COMPLIANCE AND READINESS

On 5 December 2025, Altus completed the last-mile preparations by collecting and verifying all documentation for Hakuryu 16 and Boka Sherpa to facilitate outward port clearance. Our team, including Mr. Zulfadli, Mr. Iqbal, Mr. Luthfil, and Mr. Izzat worked closely with vessel representatives and authorities to ensure compliance and avoid delays.

With all documents in place, both vessels were cleared for departure, marking the successful conclusion of Altus' support for this major operation.



## SUPPORTING REDTECH OFFSHORE: OPERATIONAL EXCELLENCE AT JOHOR PORT

Altus Johor operations continued to deliver reliable support for Redtech Offshore, ensuring smooth execution of two critical activities in December 2025.

## COORDINATING SUCCESS FOR MTC LEDANG OPERATIONS



Altus participated in an internal coordination meeting at Johor Port, bringing together key stakeholders including Redtech Offshore, MMHE, and Johor Port Berhad to discuss upcoming activities for MTC Ledang.

The session focused on operational planning, timelines, and port requirements with Altus providing critical inputs on vessel movement, berthing arrangements, and ongoing activities. Our involvement ensured alignment among all parties, supported smooth communication, and facilitated decision-making for the next phase of operations.



The meeting concluded with constructive discussions and clear next steps, reinforcing readiness for subsequent activities involving MTC Ledang.

Following the successful coordination meeting, Altus Johor operations moved into the next critical phase—mobilisation preparations for Project Jitang involving MTC Ledang.

Our team worked diligently at Johor Port to ensure readiness for the vessel's move from MMHE to Jitang Field, scheduled for 16 December 2025. This included aligning logistics, documentation, and operational requirements, as well as coordinating closely with Redtech Offshore and other stakeholders to keep schedules on track.

## SUPPORTING REELING OPERATIONS FOR SOUTHERN STAR

Altus Johor operations provided critical support for Redtech Offshore's reeling activities at Johor Port from 10 to 18 December 2025.

Once again, Mr. Zulfadli, Mr. Luthfil, and Mr. Izzat coordinated and oversaw the entire process, ensuring smooth execution and compliance with safety and port regulations. This included on-site operational support, schedule alignment, and close liaison with both client and port representatives to keep everything on track.

The reeling operations were completed successfully with zero incidents, thanks to strong teamwork and effective coordination. This achievement reflects Altus' commitment to operational excellence and reliable client support for complex marine activities.



# ALTUS JOINS HESS MONSOON SAFETY CAMPAIGN 2025

Altus participated the Monsoon Safety Campaign hosted by HESS at the Auditorium TBSB on 4 October 2025, joining other tenants and clients in promoting seasonal safety awareness.

The campaign focused on preparing for adverse weather conditions, encouraging participants to stay vigilant and adopt safe practices during the monsoon season.

Representing Altus were Mr. Abdillah and Haji Izudin, reaffirming our commitment to workplace safety and proactive risk management across all operations.



## PPJO UNIT SWAPPING COMPLETED SUCCESSFULLY

Altus facilitated a unit swap for PTTEP JDX & PC JDA Joint Operations Sdn Bhd (PPJO) at our Tok Bali yard.

The process involved Altus Kemaman delivering the PPJO swapping unit to Tok Bali, where our team managed the onward delivery to PPJO for on-hire. In total, 3 gas bottle racks and 7 waste skids were successfully delivered, ensuring smooth operations and timely support for client requirements.

## SLING GREASING PROJECT FOR PPJO



In November 2025, Altus embarked on a major lubricant sling greasing project for PPJO—an operation that tested our efficiency, teamwork, and commitment to client satisfaction.

The project involved greasing approximately 2,000 meters of sling over a two-week period. To meet this target, we deployed two yard assistants and four freelance team members, working tirelessly to ensure timely completion despite unpredictable weather conditions.

Started on 10 November, our team organised the yard and prepared slings for greasing. Each day,

more than 100 slings were processed, measured, and placed into assigned baskets according to size 19', 20', and 22'. Every sling was carefully calculated and stored to maintain accuracy and quality.



On 11 November, the PPJO team visited our yard to monitor progress and ensure operations were running smoothly. Their confidence in our process reinforced our commitment to delivering excellence.



By 20 November, the greasing work was completed, followed by thorough housekeeping and proper storage of slings in shaded areas to protect them from heavy rain. Finally, on 8 December, we arranged the safe delivery of all greased slings to PPJO's yard. Using a forklift, our team managed the collection and transportation of slings one by one, ensuring they were securely arranged at the client's site.

This project showcased Altus' ability to handle complex operational tasks with precision and care. Despite challenging conditions, our team delivered on time, maintained quality standards, and strengthened our partnership with PPJO.

## ALTUS DELIVERS UNITS FOR MAINTENANCE AT FAIZ ENGINEERING

Altus successfully delivered equipment to Faiz Engineering Sdn Bhd for scheduled maintenance. The delivery included 8 container units, 3 cargo baskets, and 1 mud skid, ensuring timely support for client operational needs.

The process involved coordination with prime movers and forklifts from TBSB, with all work carried out at Faiz Engineering's yard outside TBSB. The operation was completed smoothly, reflecting Altus' commitment to efficiency and client satisfaction.

## STRENGTHENING TIES AT TBSB: CUSTOMS & AGENTS GATHERING

Customs TBSB recently hosted a gathering for all agents at Bouquet Hall, TBSB, bringing together industry players for an afternoon of networking and collaboration.

The event aimed to tighten relationships, share updates, and discuss key topics such as project developments, policies, and customs procedures within the terminal. By fostering open dialogue, the session reinforced a shared commitment to smooth operations and compliance across the port community.



## OFF HIRE PROCESS FOR HESS UNITS COMPLETED AT ALTUS YARD

Following the conclusion of TBSB's contract with HESS, a total of 117 container units were off hired in stages and relocated to the Altus yard.

Each unit underwent inspection by our yard assistants upon arrival to ensure compliance and readiness for future deployment. Once verified, the off-hired units were prepared for transfer back to Kemaman, where they will be available for hire by other clients.

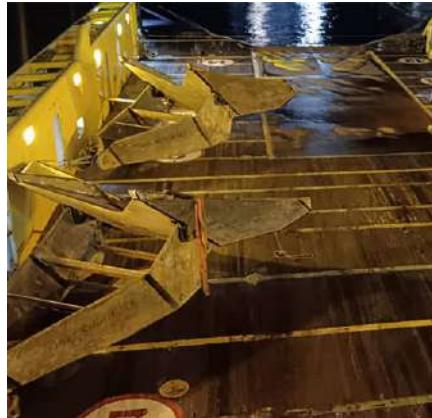
### KEMAMAN



## OPERATIONAL MILESTONE FOR ENA FORTITUDE AT KSB

On 2 October 2025, Ena Fortitude successfully berthed at Kemaman Supply Base (KSB) marking another productive day for the Kemaman operations team. The day involved a series of critical activities including pilotage and berthing arrangements, inward and PHO clearance, crew sign-on, rigging up project equipment, freshwater bunkering, and the loading of four heavy-lift anchors weighing 15 tonnes each.

The vessel departed safely under pilotage and remained on standby at anchorage. Operations continued the following day with pilotage and berthing, loading of food provisions, fuel bunkering at West Wharf and awaiting further instructions for port clearance.



## PROJECT RTO PHASE 1B: MV BEACON ALTAIR BERTHS AT WEST WHARF

MV Beacon Altair secured berthing at West Wharf on 29 November 2025 for critical pre-mobilisation activities. These include rigging up project equipment, bunkering, premob briefing, and final preparations before sailing to Jitang Field.

The Kemaman operations team has arranged and coordinated the delivery of project equipment to support the rig-up process, ensuring all materials are in place for smooth execution. Their proactive planning reinforces Altus' commitment to operational readiness and efficiency.



LABUAN

## CREW SIGN-OFF FOR MV SOUTHERN STAR AT ASB

MV Southern Star completed a scheduled crew sign-off at Asian Supply Base (ASB). The Labuan team managed the formalities and transportation throughout the afternoon and evening trips.

Logistics for this operation are led by Mr. Syahzel, with support from Ms. Khairiyah, ensuring a smooth and efficient process for all crew members involved.



# EXPLORING NEW HORIZONS: ALTUS JOINS EXPORT ACCELERATION MISSION (EAM) TO TIMOR-LESTE

Altus participated in the EAM to Timor-Leste, organised by MATRADE. Representing the company was Managing Director, Mr. Taufik and Head of Marketing & Promotion, Ms. Qistina.



The mission provided a platform for Malaysian companies to explore opportunities in Timor-Leste—an emerging market with growing demand across multiple sectors, particularly oil and gas. Over five days, Altus engaged in seminars, pitching sessions, business matching, site visits, meetings, and networking receptions. A key highlight was the engagement with His Excellency Dato' Seri Francisco Kalbuadi Lay, Vice Prime Minister of Timor-Leste, alongside ministers, senior officials, and leaders from both the public and private sectors.



Timor-Leste presents a promising landscape in energy, with nearly 90% of national revenue derived from the oil and gas sector. Altus met with Timor GAP (the national oil and gas company), SundaGas, and the National Petroleum Authority, identifying potential business opportunities in oil and gas activities and logistics services.

Altus extends its appreciation to MATRADE and the Embassy of Malaysia in Timor-Leste for their support and well-organised mission and acknowledges the contributions of Altus team members who supported preparations. This initiative underscores



underscores Altus' commitment to expanding its presence in emerging markets and building strong partnerships for future growth.



Check out Mr. Taufik's podcast with IP Business Podcast from Timor Leste:

IP BUSINESS PODCAST  
FROM TIMOR LESTE

EPISODE #2 ASEAN REGION MARKET



**TIMOR-LESTE: ASEAN'S NEWEST MEMBER,  
BIG INVESTMENT OPPORTUNITIES**

MR. MOHAMMAD TAUFIK OTHMAN, ALTUS GROUP

## AFM FULFILLMENT

# AFM FULFILLMENT ACHIEVES TIKTOK SHOP FULFILLMENT PARTNER CERTIFICATION



AFM Fulfillment (AFF) has officially been certified as a TikTok Shop Fulfillment Partner. This recognition marks a significant milestone for the team after nearly three years of dedicated operations, delivering trusted and efficient fulfillment services in one of the most dynamic marketplaces—TikTok Shop.

As we celebrate this success, we look forward to continued growth and collaboration, ensuring AFM Fulfillment remains a trusted partner in meeting the evolving needs of the e-commerce landscape.

Congratulations to the team and here's to even greater achievements ahead!

# TRANSFORM YOUR **SALES FOR LIFE**



Altus successfully concluded the second module of its Sales Programme, "Transform Your Sales for Life," held on 8 and 9 October 2025.

The two-day programme brought together 21 participants, comprising 13 from Altus Group and 8 from GU Group, underscoring strong cross-group collaboration and shared learning. Participants were immersed in practical, real-world sales strategies focused on strengthening customer relationships, adopting solution-based selling approaches, and creating long-term value for clients.

Through interactive discussions and hands-on exercises, the session challenged participants to rethink their sales mindset, sharpen their engagement skills, and translate insights into sustainable performance improvement. Overall, Transform Your Sales for Life served as a powerful continuation of the sales journey—empowering participants with the confidence, tools, and perspective to elevate their sales approach and drive greater business impact for Altus.

## CELEBRATING A DECADE OF DEDICATION AT ALTUS



Altus proudly honoured two exceptional team members with the 10 Years Service Award at our Kuala Lumpur office.

This milestone celebrates the unwavering commitment of Mr. Che Wan Muhammad Izzat Bin Che Wan Baderi from the Kemaman branch and Mr. Reanly Bin Henry from the Labuan branch. For a decade, their perseverance, teamwork, and alignment with Altus' core values have contributed significantly to our growth and success.

The ceremony was a heartfelt moment of appreciation, recognising not only their years of service but also the positive impact they have made across teams and locations.

Altus extends its sincere gratitude and congratulations to Mr. Izzat and Mr. Reanly for their outstanding dedication and contributions.

Watch their 10-years special interview:



# ALTUS STRENGTHENS SAFETY CULTURE WITH OSH AND FIRST AID TRAINING

In line with our commitment to creating a secure and healthy workplace, we recently completed two key initiatives that reinforce our safety-first approach.

## OSH COORDINATOR TRAINING

To meet the requirements of Section 29A of the Occupational Safety and Health Act 1994, Altus appointed OSH Coordinators for our Johor Bahru and Bintulu offices. Ms. Farahani (JHB) and Mrs. Doreena (BTU) successfully completed their training at NIOSH and are now officially registered and certified by the Department of Occupational Safety and Health (DOSH) Malaysia. Their role strengthens day-to-day oversight of workplace safety and health, ensuring compliance and proactive risk management across both locations.



## RENEWAL OF CHRA AT LABUAN YARD

Altus successfully completed the renewal of its Chemical Health Risk Assessment (CHRA) for the Labuan yard. The assessment was facilitated by Mr. Billy Teoh from Matrix HSE Resources Sdn Bhd, ensuring compliance with regulatory requirements for safe chemical handling.

The engagement involved a thorough review of current chemical inventories, evaluation of exposure controls, and verification of risk-management measures. The visit was completed smoothly, and the updated CHRA report will support ongoing efforts to maintain a safe and compliant work environment at the facility.

## BASIC OCCUPATIONAL FIRST AIDER (BOFA) TRAINING

To enhance emergency response readiness, three Altusians—Mr. Iqbal, Mr. Lutfi and Ms. Dalila attended BOFA training at NIOSH centres in Johor, Kelantan, and Bangi. The programme equipped them with essential first-aid skills to manage injuries and medical situations on-site. All three are now certified First Aiders, ready to respond effectively in critical moments.

These initiatives reflect Altus' proactive stance in building a safer workplace. By investing in certified OSH Coordinators and trained First Aiders, we are not only meeting regulatory requirements but also empowering our teams to protect lives, prevent incidents, and uphold the highest standards of occupational safety.



## INTERNAL AUDIT COMPLETED ACROSS REGION

From 21 November to 11 December 2025, Altus conducted a series of internal audit sessions across multiple locations, including Labuan, Bintulu, Johor Bahru, and several departments in the Kuala Lumpur office.

The audits, led by our QHSE team, focused on reviewing operational practices, documentation, and implementation to verify compliance with ISO requirements and drive continual improvement. This exercise provided valuable insights for corrective actions, performance enhancement, and preparation for future external assessments.

The audit cycle concluded successfully, reinforcing Altus' commitment to maintaining high standards of quality, health, safety, and environmental performance across all operations.



## Q3 2025 SRM MEETING WITH HESS

Altus attended the Q3 Supplier Relationship Management (SRM) Meeting with HESS at their office in Tower 3, KLCC.

Representing Altus was Mrs. Saliza, Mr. Syahrul, Mr. Nazir, Mr. Rosli, Haji Izudin, Mr. Najmudin, and Ms. Dalila.

The meeting focused on reviewing QHSE performance, safety requirements, and operational updates to ensure continued alignment with HESS standards. Our participation reinforced compliance expectations and strengthened collaboration throughout the contract period.

The discussion was constructive, with both parties reaffirming expectations and addressing opportunities for improvement—underscoring our shared commitment to safety, quality, and operational excellence.



## ALTUS JOINS KKP PELABUHAN PINTAR 2025 SEMINAR

On 14 October 2025, Altus participated in the Keselamatan & Kesihatan Pekerjaan (KKP) Pelabuhan Pintar 2025 seminar, attended online by Mr. Rosli and Ms. Dalila.

The seminar focused on advancing technology-driven safety practices under OSH Management Plan 2025 (OSHMP25), offering practical insights into smart-safety initiatives within the port sector. Our involvement reflects Altus' commitment to staying ahead of occupational safety and health (OSH) developments and integrating innovative solutions into our operations.

The session delivered strong participation and valuable updates, reinforcing our continuous learning approach and strengthening our role in promoting a safer, smarter workplace.

## ALTUS ATTENDS VELESTO OSH-SURE LAUNCHING CEREMONY

On 27 November 2025, Altus was represented by Mr. Rosli and Ms. Dalila at the OSH-SURE Launching Ceremony, hosted by Velesto Energy Berhad in collaboration with the Department of Occupational Safety & Health (DOSH) Malaysia at Zenith Hotel, Putrajaya.



OSH-SURE introduces a structured framework designed to strengthen safety readiness among oil and gas contractors and vendors. Evolving from the Self-OSHWA initiative, this programme promotes consistent safety standards and contractor preparedness across the industry.

The launch underscored the importance of collaboration between government and industry in building national safety competency. The framework will continue to be refined through ongoing engagement and insights from field operations—reinforcing a shared commitment to workplace safety and operational excellence.

## KL OFFICE CONDUCTS EMERGENCY EVACUATION DRILL

Altus Kuala Lumpur carried out an evacuation drill to test emergency preparedness and reinforce staff safety awareness on 11 December 2025.

The exercise involved all office personnel and simulated real-life scenarios to ensure everyone was familiar with evacuation routes, assembly points, and response procedures. The drill was successfully executed, enabling the QHSE team to assess readiness, identify areas for improvement, and strengthen overall emergency-response capability within the workplace.



## ALTUS ENHANCES ENVIRONMENTAL COMPLIANCE WITH CEPSWAM CERTIFICATION



From 1 to 5 December 2025, Mr. Isidore, representing our Bintulu operations, successfully completed the Certified Environmental Professional in Scheduled Waste Management (CePSWaM) training in Penang. The programme, conducted by Greenvell (M) Sdn Bhd, equips participants with the knowledge and skills required to manage scheduled waste in compliance with environmental regulations.

This certification strengthens Altus' capability to uphold environmental standards and reinforces our commitment to responsible waste management practices across our operations.

# EMPLOYEE UPDATE

## ALTUS FAMILY WELCOMING THE NEW JOINERS TO ALTUS MALAYSIA

### ALTUS OIL & GAS MALAYSIA SDN BHD



**WALTER MIKE ANAK ALAM**  
OPERATIONS ASSISTANT  
BINTULU



**NUR HALIHANEIF BIN AMIR ZAKI**  
OPERATIONS ASSISTANT  
BINTULU



**NUR SHAMIMI BINTI CHE ABD. HAMED**  
ADMIN ASSISTANT  
KEMAMAN



**MUHAMMAD HAFIZ BIN RAJALI**  
CREATIVE & PROMOTION EXECUTIVE  
KUALA LUMPUR

### ALTUS FREIGHT MANAGEMENT (M) SDN BHD



**NUR ISLAMIE BINTI MAHADZIR**  
EXECUTIVE, PRICING / LOGISTICS COORDINATOR  
KUALA LUMPUR



**NUR RABIATUL ADAWIYAH BINTI  
KAMARULZAMAN**  
ACCOUNT ASSISTANT  
KUALA LUMPUR



**DENNY ANAK SAMY**  
LOGISTICS COORDINATOR  
BINTULU

### AFM FULFILLMENT (M) SDN BHD



**MIOR HARIS BIN MIOR ABUSHAHARI**  
ASSISTANT MANAGER  
KOTA DAMANSARA



**AISHAH NADZIRAH BINTI AZMI**  
APPLICATION SUPPORT EXECUTIVE  
KOTA DAMANSARA

### ALTUS AVIATION SERVICES SDN BHD



**MOHD FAHMI BIN KENI**  
SENIOR EXECUTIVE BUSINESS DEVELOPMENT &  
MARKETING  
KUALA LUMPUR

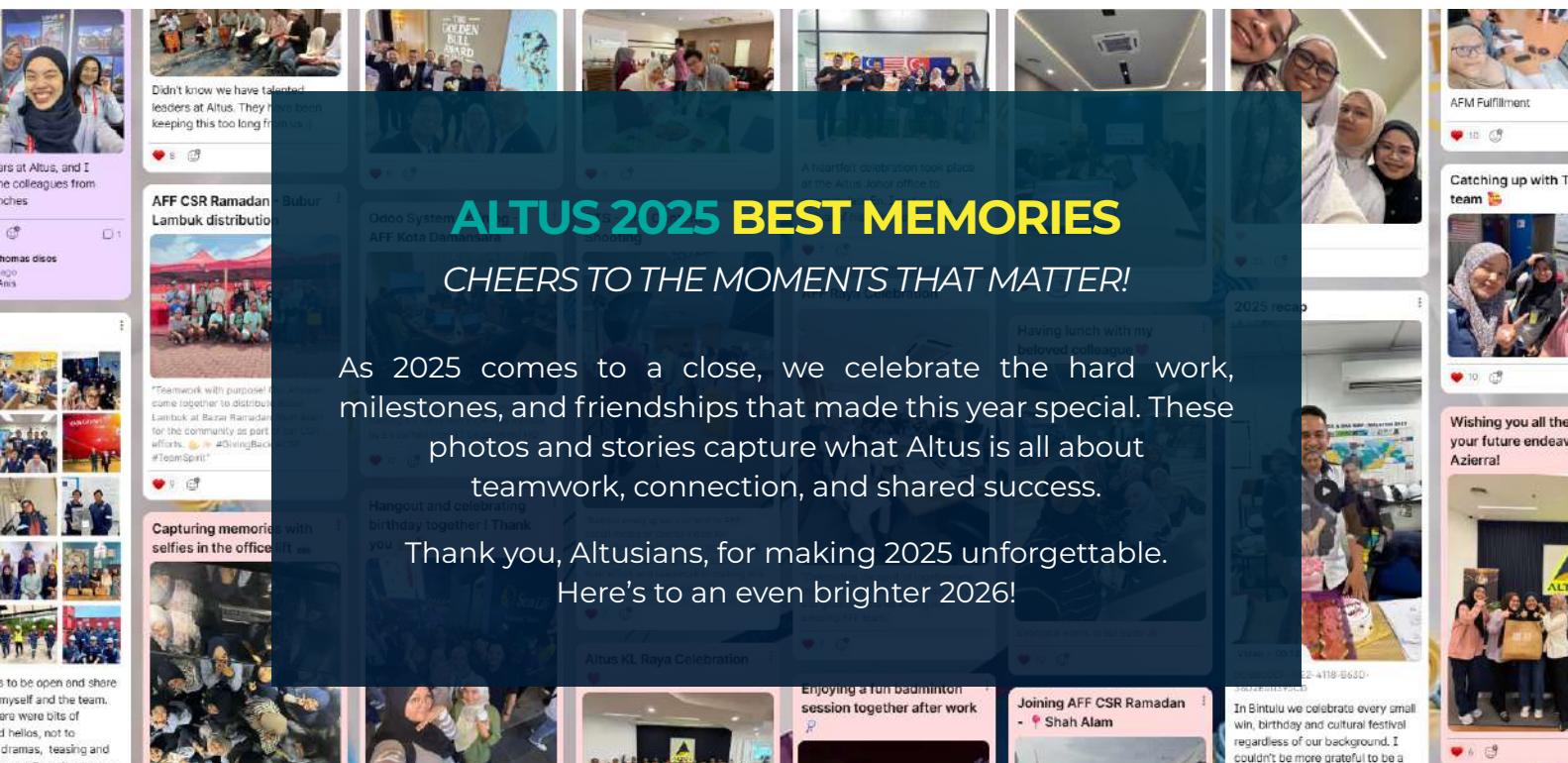
## A FRIENDLY RALLY WITH MCDERMOTT

What better way to celebrate a year of collaboration than with a little friendly competition! On 26 December 2025, Altus Oil & Gas and McDermott hit the courts at Cave by PP, Jalan Ampang for an exciting pickleball match.



Both sides brought their A-game, sending four teams each for two hours of rallies, laughter, and plenty of high-energy fun. The day wasn't just about the score—it was about strengthening connections and enjoying the spirit of teamwork off the field.

We wrapped up the evening with a hearty dinner, sharing stories and smiles as we look forward to continued collaboration and more memorable moments in the future.



As 2025 comes to a close, we celebrate the hard work, milestones, and friendships that made this year special. These photos and stories capture what Altus is all about – teamwork, connection, and shared success.

Thank you, Altusians, for making 2025 unforgettable.  
Here's to an even brighter 2026!