

ALTUS NOW

ALTUS MALAYSIA NEWSLETTER



16 YEARS OF ALTUS

Sixteen years ago, a vision took shape. Today, that vision moves cargo across oceans, keeps helicopters in the air, powers supply chains across borders, and connects people who make it all happen. This quarter, we celebrate not just a number — but every milestone, every mission, and every Altusian who made it count.

AVM gave back to the community that supported their mission aerial spraying mission

Weeks of planning, multiple teams — AOGM delivers full support for Benchamas 2

AFM Fulfillment brings the right people together to talk brand authenticity

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Giving Back to the Ground That Supported Us

For Altus Aviation Malaysia (AVM), the fields that made aerial spraying possible were more than just landing zones. On 6th April 2026, AVM took a meaningful step to acknowledge that reality when Ms. Nurhana visited SK Tanah Lalang to present a television set to the school's principal and teachers on behalf of the team.



The gesture was rooted in genuine gratitude. Throughout AVM's aerial spraying activities in the area, SK Tanah Lalang had generously allowed its field to serve as a landing and operational base — a contribution that quietly enabled the mission to run smoothly. AVM chose to give back in a way that would leave something lasting: a resource to enrich the classroom experience for the students who call that field their own.

As AVM continues to operate across local communities, this initiative reinforces a quiet but important commitment that the people and places that support Altus will always be valued long after the rotors have stopped turning.



107 Hectares in Under Two Hours: AVM's Aerodrome Precision Mission

On 21st April 2026, AVM completed one of its most technically demanding aerial spraying operations to date. A single-day mission across 107 hectares in Ulu Teris, Sepang, carried out in the controlled airspace of an active aerodrome near KLIA. Working in proximity to an international airport comes with a distinct set of challenges: strict airspace regulations, heightened coordination requirements, and zero margin for deviation. The team completed the entire operation in just 1 hour and 35 minutes speaks not only to their technical capability, but to the level of preparation and discipline that went into every stage of the mission.

From pre-flight planning and regulatory coordination to flight execution and ground support, the team on the ground played a role in making the day run without a hitch. Clearances were secured, protocols were followed, and the operation moved with the kind of quiet precision that only comes from a team that has done the hard work long before the rotors start spinning. Throughout the mission, 100% safety compliance was maintained—a non-negotiable standard that AVM holds regardless of how demanding the environment.

For MPOB and the smallholder plantations that depend on timely pest management, the outcome was clear: 107 hectares treated effectively, on schedule, and without disruption. But beyond the numbers, this mission reinforces something more significant — that AVM has the operational readiness, regulatory competence, and aerial expertise to deliver. Restricted airspace is not a barrier. It is simply another environment where Altus gets the job done.



AVM at Malaysia Airports Procurement & Project Showcase 2026



Mr. Hariz represented Altus at the Malaysia Airports Procurement & Project Showcase 2026, held at Sama-Sama Hotel, Sepang on 4th June 2026. Organised by Malaysia Airports Holdings Berhad (MAHB), the event brought together industry players and airport stakeholders to share insights on upcoming development projects and procurement directions across Malaysia Airports' nationwide network. For Altus, it was an opportunity to listen, learn, and position ourselves where the industry is heading.



Beyond the presentations and networking sessions, the showcase offered something more valuable — a clearer picture of where Malaysia Airports is investing and where Altus' capabilities can play a meaningful role. Mr. Hariz returned with strengthened connections, fresh industry perspectives, and a sharper sense of the opportunities that lie ahead. As the aviation landscape continues to evolve, Altus remains committed to staying at the table. Engaged, informed, and ready to contribute.

Opening Doors in MRO: A First Look at ATAS Aero Engineering

On 10th June 2026, Mr. Najmi, Mr. Hariz, and Mr. Fahmi made their way to Senai Airport for an introductory visit with ATAS Aero Engineering Sdn Bhd — a company building its footprint in the maintenance, repair and overhaul (MRO) space. Welcomed by COO Dr. Mohd Fahmi and the technical team, AVM delegation toured the facility and sat down for open discussions on capabilities, ambitions, and the possibility of working together. What unfolded was a less formal business meeting and more the kind of honest, grounded conversation that tends to be where real partnerships begin.



The timing feels right. As MRO demand grows across Southeast Asia, the opportunity for Altus to play a meaningful role whether as collaborator, service partner, or part of a broader regional network. The visit

to ATAS Aero was a first step, a chance to understand their world up close, ask the right questions, and return with a clearer sense of where the two organisations might grow together.



ALTUS OIL & GAS MALAYSIA

JOHOR

ACN Discharge at Pengerang

As the rest of Malaysia wound down for Hari Raya, the Altus Johor team at Pengerang Terminal (PT2SB) had one final mission to see through. On 19th March 2026, the team oversaw the full discharge of Acrylonitrile (ACN) from the vessel Princess Crystal for client LG Petronas. The team coordinates closely with terminal authorities and vessel crew through the evening to ensure every stage of the operation runs without a hitch. By 2050hrs, the job was completed with zero delays recorded and a clear status report delivered to the client before the festive break began.

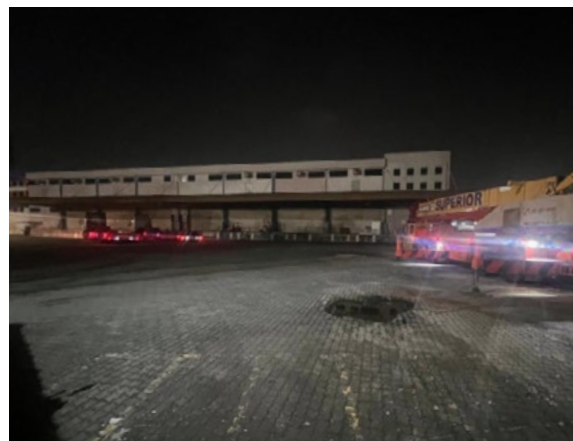


What made this more than a routine operation was the context surrounding it. Completing a critical chemical cargo discharge during a peak festive transition. It is when communication windows tighten and contingency options narrow. This project demands a level of focus and discipline that goes beyond the checklist.

The team's ability to maintain LG Petronas' supply chain continuity through transparent, real-time updates reflects their commitment to reliability and operational excellence. Their determination to work through to the finish line, often late into the evening, demonstrates the dedication they bring to every berth and shipment, every time.

CCU Operations for Sapura at Johor Port

On 30th March 2026, Tok Bali and Johor Operations Team executed Cargo Carrying Unit (CCU) operations and vessel clearance for Sapura at Johor Port. This is a job that stretched well into the night but never once slipped behind schedule. Managing the full logistical flow from documentation to equipment handling, the team navigated the complexities of late-night port coordination with the kind of composure that only comes from experience. Every clearance was processed, every movement accounted for, and by the time the final checks were done, Sapura's offshore project timeline remained firmly on track.

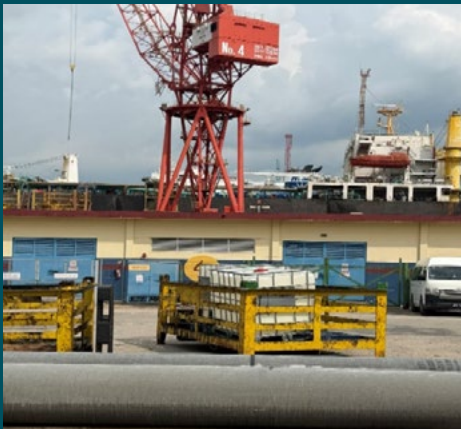


From Shipyard to Sea:

The Benchamas 2 Lay-Up Journey

The FSO Benchamas 2 project was never going to be a simple job. Spanning weeks of meticulous preparation, multi-party coordination, and precision marine execution, it represented one of the most technically demanding undertakings handled by the Altus team in Q2 2026. What follows is the story of how it came together — phase by phase, milestone by milestone.

Laying the Groundwork



On 11th April 2026, the Altus operations team mobilised at Malaysia Marine and Heavy Engineering (MMHE) yard to kick off the first day of the FSO Benchamas 2 mooring installation and lay-up sequence. Fresh off the Raya break, the team moved into high-stakes offshore execution without missing a beat — deploying assets, positioning equipment, and setting the technical foundation that the entire project would rest upon. Every procedure was mapped against engineering specifications, and every checkpoint cleared before moving to the next. Day 1 ended with all planned milestones met and a clean safety record intact.



Getting Everyone on the Same Page

Two days later, Ms. Saliza, Ms. Hazwani, and Mr. Zulfadli convened a coordination meeting in Johor with the project contractor, Mr. Ivor and Captain Raj to align on the technical and operational parameters for the phases ahead. It was the kind of meeting that does not make headlines but quietly determines whether a complex project succeeds or struggles bringing



marine expertise, contractor knowledge, and Altus' operational oversight into a single room to iron out timelines, workflows, and safety protocols. The outcome was a clear, actionable roadmap that gave all parties the confidence to move forward in step

Briefing the Watchmen

With the operational framework in place, attention turned to the human layer of the project — the watchmen who would maintain eyes on the vessel throughout the lay-up period. Mr. Rosli and Mr. Syahrul, together with the Johor team, sat down with Aurora Engineering, the appointed vendor for watchman services, to walk them through the full scope of their responsibilities. Expectations were set, questions were addressed, and by the end of the session, Aurora Engineering left with a clear understanding of what the Benchamas 2 operation demanded. It was a straightforward meeting, but one that mattered — because on a project of this scale, everyone in the chain needs to be aligned.



Chain Links, Surveys, and the Final Push

As April drew to a close, Mr. Zulfadli and Mr. Luthfil were deep in the final stretch of shipyard preparations at MMHE. Chain link installation was completed onboard Benchamas 2 in close collaboration with the vendor and MMHE technical teams, while a seabed and soil survey was arranged for the following morning to confirm site suitability for anchoring. The Landing Craft Tank (LCT) was prepped and on standby, awaiting the final Marine Warranty Surveyor (MWS) endorsement before pre-layup activities could formally begin. The towing operation to move the unit from MMHE to Kuala Sungai Johor was locked in for 30th April.

Every piece was in place. The team just needed one more green light.

That green light came in the early afternoon. At 1300hrs on 29th April, the pre-layup activity for Benchamas 2 officially commenced with the successful deployment of the 1st anchor — a moment the team had been working toward for weeks. As the anchor was confirmed and secured, there was a palpable shift on deck: the project had crossed from planning into reality. The first physical foundation of the mooring pattern had been laid, and the transition from shipyard to sea had truly begun.



Benchamas 2 Leaves the Berth

The final act of this chapter came just before sunrise on 30th April. The Altus operations team was on-site well before dawn, working through last-mile checklists and coordinating with tug masters and shipyard pilots for the vessel's departure. At 0742hrs, Benchamas 2 officially cast off from the MMHE berth and began its transit toward Kuala Sungai Johor — on schedule, on tide, and without incident.

It was a moment that quietly marked the close of one phase and the beginning of another. The weeks of coordination meetings, vendor briefings, technical surveys, and hardware installations had all pointed toward this: a vessel underway, a team that delivered, and a

project firmly on its critical path. For the operation team, the departure of Benchamas 2 was not just a logistical milestone — it was proof of what disciplined, end-to-end project management looks like when every person in the chain plays their part.



Critical Pipe Loading for McDermott at JPB Wharf 5

When McDermott needed critical pipes loaded urgently at Johor Port Berhad's (JPB) Wharf 5 on 2nd May 2026, there was no time for a slow start. The Johor operations team mobilised quickly — coordinating simultaneously with GU Shipping as both barge owner and shipping agent to compress what could have been a drawn-out process into a swift, seamless operation. From warehouse to wharf, and documentation to deck, every step was managed in lockstep, ensuring the cargo moved without a single unnecessary pause.

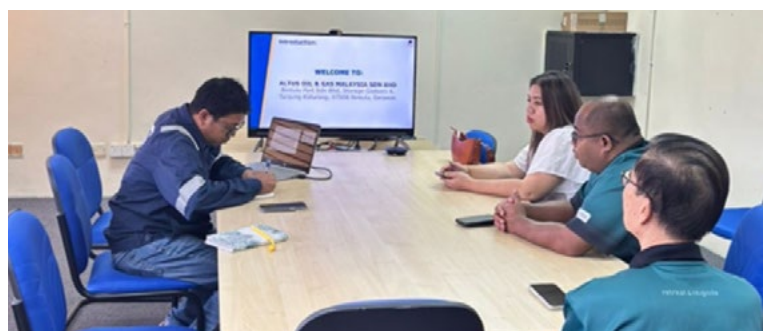


EPOMS Site Visit at Bintulu



Altus Bintulu team welcomed representatives from E&P O&M Services Sdn. Bhd. (EPOMS) for a site visit aimed at exploring a potential warehouse partnership. Mr. Adam and Mr. Aidelsham walked the visiting team through the proposed facility, covering everything from warehouse rental and office space to logistics, cargo handling equipment, and scheduled waste management. Rather than a one-dimensional tour, the visit unfolded as an open discussion, with both sides working through operational requirements and surfacing potential challenges.

What emerged from the visit was more than just a checklist of facilities reviewed. It was a clearer picture of how Altus could consolidate multiple operational needs — warehousing, logistics, equipment, and waste management — under a single, integrated solution for the client.



Another Heavy Lift, Handled With Ease

Altus Bintulu coordinated the inward movement of a Hyundai 2500 unit into Bintulu Port on behalf of client Berlian McDermott, managing every detail from port handling to documentation along the way.

There was no fuss, no delays - just clean coordination between the Altus team, the client, and port personnel from start to finish. The Hyundai 2500 arrived safely, operations wrapped up on schedule, and the client's project timeline stayed exactly where it needed to be.





A Milestone Signed in KL: Altus Malaysia Supports Altus Timor-Leste & Timor GAP Partnership

Kuala Lumpur became the backdrop for a significant moment in Altus' regional journey when the signing ceremony between Altus Integrated Logistics Services FZE Ltd., Altus Oil & Gas Services Unipessoal LDA, and Timor GAP, E.P. was held in the capital. The occasion marked the formalisation of a strategic partnership that brings together logistics expertise and energy sector reach across the region — a collaboration that opens new doors for all parties involved and signals Altus' growing presence beyond Malaysian shores.

For the Altus Oil & Gas team, being part of this ceremony was more than a formality. It was a proud affirmation of the trust that has been built with partners in Timor-Leste and the confidence that comes with being chosen as a regional collaborator for opportunities on this scale. As the energy landscape in Southeast Asia continues to evolve, partnerships like this position Altus at the centre of meaningful, cross-border growth.



Altus at SOGCE 2026

Altus returned to the Sabah International Convention Centre (SICC) on 25th and 26th June 2026 for the 13th Sabah Oil, Gas and Energy Conference and Exhibition (SOGCE) — and this time, we came with more to show. Making our second appearance at one of the region's most significant industry gatherings, the Altus team arrived with a clear message and a booth designed to deliver it: *Energy Lifecycle. Seamlessly Delivered.*

Integrated Story told in Full at Our Booth

At Booth No. 139, visitors were taken through Altus' integrated capabilities across the full asset lifecycle — from exploration and development through to production and abandonment. Rather than showcasing individual services in isolation, the exhibit told a connected story of how Altus' logistics, marine, and oilfield services work together to support efficient project execution at every phase. Representing the company on the ground was Chief Operating Officer Mr. Azam, alongside commercial team members Mr. Azrie, Ms. Zahira, and Mr. Hafiz.



A Vision for Sabah's Next Energy Frontier

Beyond the exhibition floor, Altus took to the Knowledge Hub programme with a presentation that positioned the company firmly in the conversation about Sabah's future. COO, Mr. Azam, delivered a session titled "A Fit-for-Purpose Supply Base Model for Sabah's Next Energy Frontier" — exploring how practical, scalable supply base solutions can support emerging offshore developments, sharpen operational

efficiency, and build supply chain resilience as Sabah's energy sector enters its next phase of growth. It was a presentation that went beyond capability showcase — it was a contribution to the industry dialogue.



MOGSC Golf Networking

Beyond the conference floor, Mr. Azam joined the Malaysia Oil & Gas Services Council (MOGSC) Golf Networking event, bringing together fellow MOGSC members for a relaxed round of golf and genuine industry conversation. Away from the booths and presentations, these are often the moments where the strongest connections are made. It is over a shared game, a few laughs, and honest conversations about where the industry is headed. For Altus, it was another quiet but valuable way of staying close to the community we operate within.



SOGCE 2026 brought together industry leaders, policymakers, and stakeholders from across the region, and Altus was proud to be among them — not just as an exhibitor, but as an active voice in shaping what comes next for Sabah's energy landscape.

For the commercial team, it was two days well spent.

For Altus, it was another step forward in building the regional presence the company is working toward.



AFM FULFILLMENT

AFM Fulfillment Hosts Digital Brand Trust Session

AFM Fulfillment brought together attendees on 9th April 2026 for an exclusive half-day session titled Mastering Authenticity: Digital Humans & Social Media for Deeper Brand Trust.



Attendees walked through the emerging world of digital humans in social media, witnessed a live demonstration of AI-powered livestreaming in action, and explored practical frameworks for building scalable content management systems that do not sacrifice genuine connection for efficiency. Strategies for improving engagement and conversion rounded out a morning that was as hands-on as it was eye-opening. Questions came thick and fast, conversations sparked across the room, and attendees left not just with notes but with new perspectives on how they approach their own brand strategies.

For AFM Fulfillment, hosting a session like this sends a clear message — staying ahead means understanding not just what moves products, but what moves people.

16 YEARS ANNIVERSARY

A Legacy Built Together



ALTUS 16 YEARS SPECIAL

16th May Marks the 16 Years of ALTUS

Altus reached a milestone worth celebrating with every single Altusian who has been part of this journey. From our earliest days to where we stand today, this anniversary is not just about how far we have come. It is about the people, the stories, and the shared spirit that got us here.

So let's celebrate the way Altusians do — with a little fun, a little nostalgia, and a whole lot of heart. ❤️

Do You Know Your Altus History?

Before you take on the challenges below, take a trip down memory lane first. Watch our special anniversary video and pay close attention because the answers might just be hiding in there!

Tip: Watch closely. The clues are in the details!

Click to watch:



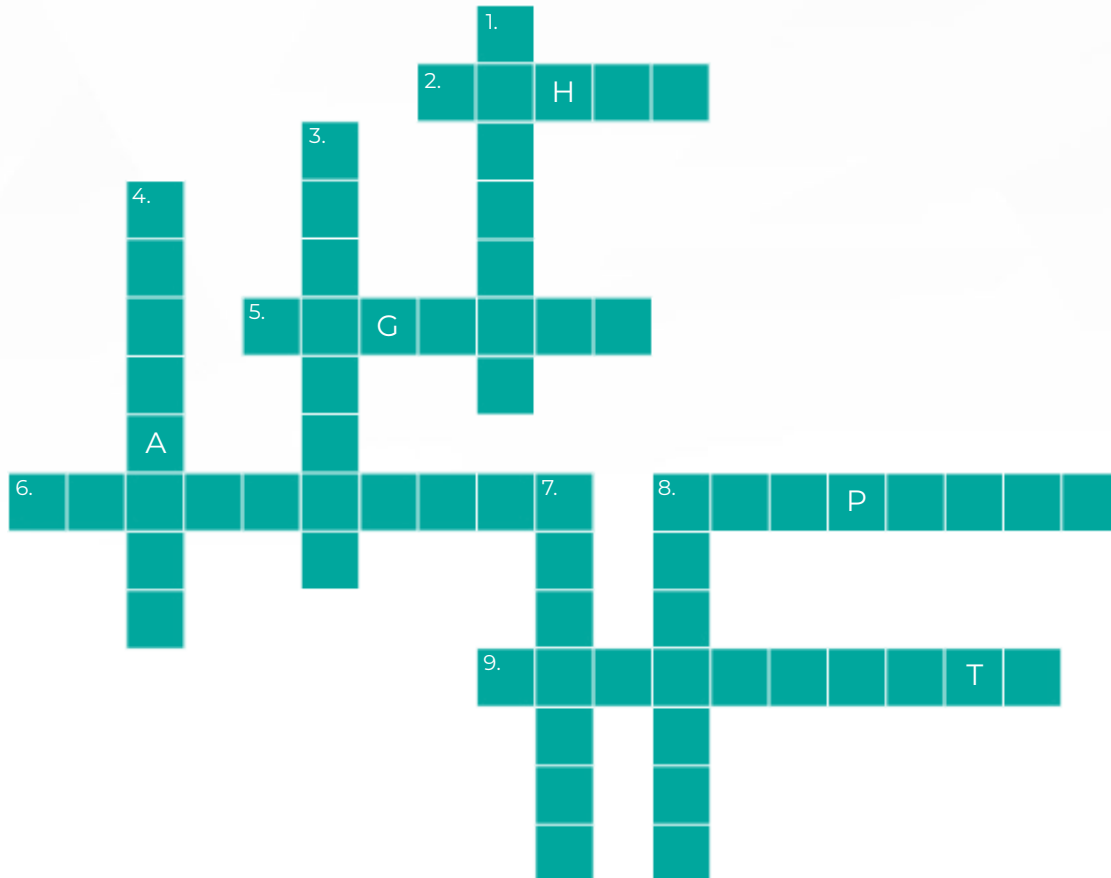
Ready to put your Altus knowledge to the test?

Keep reading to find the quiz page, submit your answers, and stand a chance to win prizes!

Challenge 1: Altus Anniversary Crossword Puzzle

Think you know Altus inside out? Put that knowledge to the test! From our founding story to our business units, key milestones, and the values we live by — this crossword covers it all.

How well do you really know the company you work for? Now's your chance to find out.



Down:

1. AOGM celebrated reaching 1 ____ Lost Time Injury (LTI) hours in 2024.
3. Altus expanded into this entity in 2020.
4. Location of AFM Fulfillment's new center
7. AFM Fulfillment tagline is Smart ____ Fulfillment.
8. Years of Altus' anniversary celebration on 2026.

Across:

2. Trade expo where AFM Fulfillment earned recognition in 2024.
5. Oil palm plantation pest.
6. Aircraft used by AVM for spraying
8. The first type of license Altus obtained to move cargo by sea.
9. Altus commits to a sustainable future, creating lasting value for stakeholders while staying open and flexible to change. This is the value off ____.

**There's another challenge hidden elsewhere.*

Complete **Challenge 1** & **Challenge 2** and submit both answers for a chance to win!

Setting the Standard: Safety & Health Committee Meeting No. 1/2026

Altus convened its first Safety and Health Committee Meeting of the year — bringing together committee members from across departments and locations via online meeting to take stock of where the organisation stood on health, safety, and environment (HSE) performance heading into Q2. The agenda was thorough: a review of previous meeting minutes, updates to committee membership, a full presentation of Q1 HSE statistics, and an open floor for safety-related matters raised from headquarters and all branches. More than a compliance exercise, the session became a genuine exchange with members drawing from their own site experiences to build a collective picture of what was working, what needed attention, and where the organisation should focus its efforts next.

As a mandatory requirement under the Occupational Safety and Health (Safety and Health Committee) Regulations 1996, the meeting carries formal weight but at Altus, it represents something beyond obligation. It is one of the clearest expressions of our belief that safety is not managed from the top down, but built from the ground up, through shared accountability and honest conversation.

By consolidating HSE data from every location into a single meeting, the committee emerged with sharper visibility on improvement opportunities and a unified set of priorities to carry into the quarter ahead. At Altus, safety is not a quarterly agenda item. It is the foundation that everything else is built on.

Building Minds That Bend Without Breaking: PRiSMA 2026 Forum

On 11th April 2026, Ms. Dalila and Ms. Aqilah both certified Psychological First Aiders — attended the Mastering Mental Resilience: From Awareness to PRiSMA 2024 Compliance Talk and Forum at ASEC Training Centre, Shah Alam.

The event brought together industry experts and practitioners to unpack one of the most pressing conversations in today's workplace, how organisations can move beyond surface-level wellness gestures and build genuine psychosocial resilience from within. Sessions covered the art of recognising burnout before it takes hold, the practical application of DOSH's newly published Psychosocial Risk Assessment and Management at the Workplace (PRiSMA) 2024 Guidelines, and what a truly holistic employee wellbeing ecosystem looks like in practice and not just on paper.



For Altus, sending two of our own certified Psychological First Aiders to this forum was a deliberate choice. The PRiSMA 2024 Guidelines signal a shift in how occupational safety is understood in Malaysia — one that places mental

and psychosocial health firmly alongside physical safety as an organisational responsibility. They returned not just with notes, but with practical frameworks and real-world case studies from organisations that have done this well. That knowledge now sits within Altus — ready to inform how we design our wellbeing initiatives, support our people through pressure, and build a workplace where resilience isn't just expected, but genuinely nurtured.

World Day for Safety and Health at Work 2026

28th April marked the World Day for Safety and Health at Work and this year's global theme, Psychosocial Working Environment, hit closer to home than most. Ms. Dalila shared a dedicated infographic newsletter with all Altusians, shining a light on the risks that rarely make it into an incident report: excessive workload, chronic stress, poor communication, and workplace conflict. Left unaddressed, these invisible pressures quietly wear people down — and Altus chose to name them out loud. By bringing this conversation into the open, Altus signalled something important. That a safe workplace means looking after the whole person, not just the body on the job.

The response across the organisation reflected just how relevant the theme was. Employees were encouraged to pause, reflect, and consider their own role in shaping the environment around them because a psychologically safe workplace isn't built by policy alone; it is built through daily choices, honest conversations, and the

willingness to look out for one another. For Altus, this initiative was a natural extension of a longstanding belief: that genuine safety culture goes deeper than compliance checklists and PPE. It lives in how we treat each other, how we communicate under pressure, and how we show up — not just physically, but as people.



A Partnership Built on Safety: Altus & SSTCM in Labuan

QHSE Site Visit to Labuan

Mr. Abd Hamid, Ms. Asni, Mr. Nizam, and Ms. Dalila touched down in Labuan for a site visit that was equal parts of assessment and preparation. Their destination was Sumisaujana TCM Chemicals (SSTCM)'s new chemical hub — a facility still finding its footing, but one that carried the weight of real operational expectations. Before the first day of business arrived, everything needed to be in order: safely configured, client-aligned, and genuinely ready. The team moved through the site with purpose, casting a methodical eye over office cabins, security facilities, warehousing

, decanting areas, ISO tank storage, and scheduled waste management infrastructure. Even the fundamentals of water supply, and electricity were not taken for granted. Because in a chemical hub, no detail is too small to matter.

What set this visit apart was the cross-functional lens the team brought with them. Operational practicality, project readiness, and HSE compliance were assessed not in silos, but in a single, unified sweep — the kind of thoroughness that surfaces problems early, while there is still room to fix

them cleanly. The visit did exactly that. A structured list of action items emerged, and within two weeks, approximately 80% had been closed out. The remaining items were clearly mapped, keeping the hub's path to operational readiness on course. For SSTCM, it was early confidence that the right foundations were being built. For Altus, it was simply how the work gets done.



HSSE Committee Meeting Q1/2026

Two days later, the conversation continued. This time in a formal setting. Mr. Abd Hamid, Ms. Asni, Mr. Nizam, Ms. Dalila, Mr. Rosli, Mr. Adam, and Ms. Doreena joined SSTCM representatives for the Quarterly HSSE Committee Meeting, held online via Microsoft (MS) Teams. They had a review of Q1 incident statistics and safety observations from both the Labuan and Bintulu operations, including updates on corrective actions, and a candid exchange of improvement plans to ensure both organisations remained firmly aligned on HSSE expectations and regulatory requirements. Action items were identified, priorities were set, and both parties left with a clear picture of what Q2 would need to look like.

SHOC & SDS Training: Confidence Through Competence

The partnership extended into the training room when SSTCM organised a Safe Handling of Chemicals (SHOC) and Safety Data Sheet (SDS) programme for the Altus Labuan team. Ms. Asni, Ms. Amelyn, and Mr. Nizam attended the session via MS Teams, working through the essentials of chemical hazard identification, control measures, emergency response procedures, and the correct selection and use of personal protective equipment. More than a knowledge transfer exercise, the training was interactive, with participants drawing from their own field experiences, discussed real scenarios, and left with a sharper, more confident grasp of how to manage chemical risks in their day-to-day work.

In an environment where hazardous substances are part of the operational reality, competency in chemical safety is not optional but foundational. By investing in this training, both Altus and SSTCM reinforced a shared understanding: that the people closest to the work need to be the best equipped to handle it safely.

It was a fitting close to a month of deep, purposeful engagement — one that captured, in three distinct activities, exactly what a strong client partnership looks like when safety sits at its centre.

Business Review with PCSB in Kemaman

Mr. Izudin, Mr. Rosli, Mr. Syahrul, and Mr. Bisrahim gathered with the PCSB team in Kemaman for their Quarterly Business Review (QBR). It is a session that went beyond numbers and metrics to become a genuine two-way conversation. Operational performance, HSSE standings, ongoing activities, and areas for improvement were all laid on the table openly,

with both parties taking the time to acknowledge achievements, surface challenges, and realign on what the months ahead should look like. It was the kind of structured engagement that keeps a client relationship honest and keeps service delivery sharp.



For Altus, QBR sessions like this are not simply a reporting obligation. They are an opportunity to listen closely, respond to what the client needs, and demonstrate through action. The session concludes with clear feedback, improvement opportunities identified, and a shared understanding between both teams of where to focus next.

Sharpening the Edge: **The QHSE Team's Pursuit of Better Practice**

A strong safety culture is a practice of constantly being refined and built upon. This quarter, QHSE Executive, Ms. Dalila stepped out of the office and into learning spaces on behalf of the team, attending programmes that collectively broadened Altus' perspective on environmental management, industry sustainability, and human-centred risk thinking.

Webinar on ISO 14001:2026 Environmental Management Systems

On 5th May 2026, Ms. Dalila joined a webinar on the upcoming ISO 14001:2026 Environmental Management Systems standard—an early but important move for an organisation already certified under ISO 14001:2015. The session unpacked key revisions including the new Clause 6.3 on Planning of Changes and enhanced documentation requirements, giving the QHSE team a clearer runway to plan Altus' transition thoughtfully and well ahead of schedule.

OGSE Growth & Capability Series #2: Addressing Challenges in Changing Energy Landscape

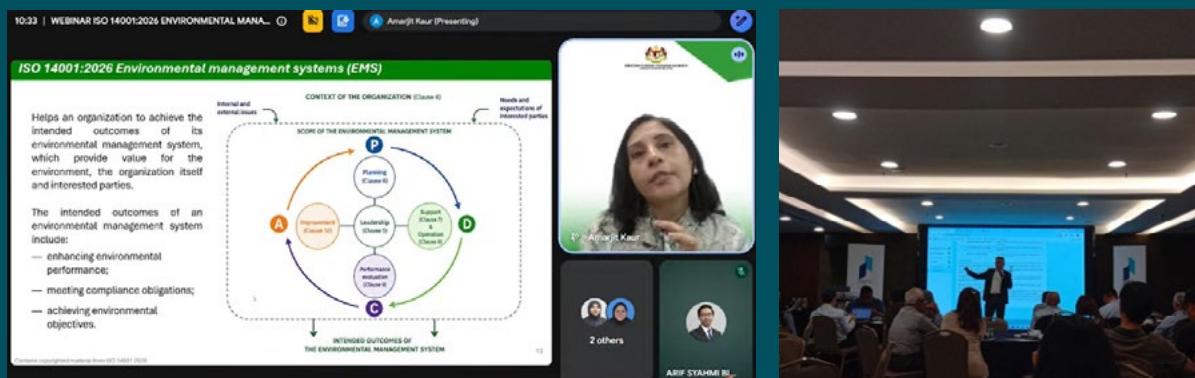
Representing the team at MPRC's OGSE Growth & Capability Series #2 on 19th May 2026 at G Tower Hotel, Kuala Lumpur, Ms. Dalila gained practical exposure to sustainability reporting trends and ESG expectations shaping the oil and gas services industry. The session was as much about building connections as it was about content—expanding the team's network within the broader OGSE community while keeping Altus informed on where industry requirements are heading.

The 3rd Dimension of Risk Assessment training

On 4th June 2026, Ms. Dalila attended the 3rd Dimension of Risk Assessment training, a programme that challenges the limits of traditional hazard identification by placing human behaviour at the centre of the risk equation. Through real-life case studies, the session reinforced a truth the QHSE team holds firmly: understanding how people think

and act under pressure is just as important as identifying the hazard itself.

Together, these engagements reflect the QHSE team's steady commitment that keeping Altus safe means continuous learning.

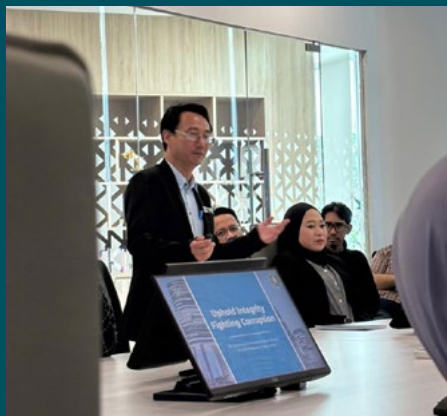


HUMAN RESOURCES

Thursday Talk's Core Values Speaker Series

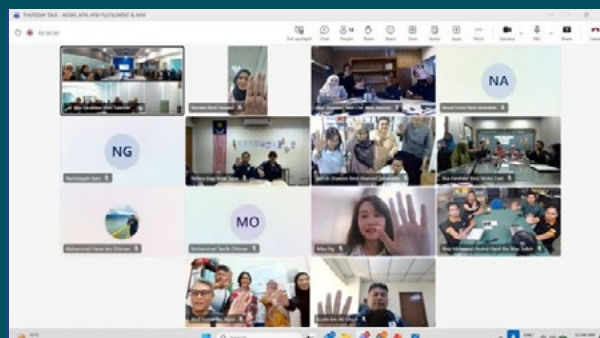
The Thursday Talk has always been a space for connection and growth. In Q2 2026, the Human Resources (HR) team took it a step further by inviting external voices to bring Altus' core values to life. Through two specially curated sessions, employees across all branches came together to explore what integrity and teamwork truly mean. Not just as corporate buzzwords, but as daily lived commitments.

Uphold Integrity, Fighting Corruption



For the Integrity core value celebration, HR welcomed a guest speaker from Suruhanjaya Pencegahan Rasuah Malaysia (SPRM) Wilayah Persekutuan Kuala Lumpur to lead an eye-opening session on anti-corruption and ethical conduct in the workplace. Rather than a formal lecture, the session unfolded as an honest and practical conversation. The speaker, Senior Superintendent Cheong Zhit Hou, Head of Information Detection and Analysis, shared real-life scenarios that prompted employees to reflect on how integrity shows up or is quietly tested in everyday work situations. Questions were raised, experiences were shared, and by the end

of the session, the message had moved well beyond awareness. Employees are left with a clearer sense of their personal role in upholding a workplace culture built on transparency, accountability, and doing the right thing even when no one is watching.



Zakat Awareness Talk

In celebration of the Teamwork core value, HR invited Mr. Muhammad Arif Bin Zainuddin, Senior Executive from Pusat Zakat PPZ-MAIWP, to share on a topic that sits at the intersection of personal responsibility and community contribution — zakat. The session broke down zakat obligations and calculation methods in a way that was accessible and genuinely engaging, with employees actively asking questions and seeking clarity on matters they had long wondered about. What made the session particularly meaningful was its reminder that teamwork extends beyond the office — that contributing to the broader community is its own form of showing up for others. It was a moment of reflection that felt both personal and collective, reinforcing that Altus' values are not just professional principles, but human ones.



Together, these two sessions capture what the Thursday Talk Core Values Speaker Series is really about — bringing the right people into the room to help Altusians see their values not as a poster on the wall, but as a practice worth living every day.

HR Introduces Two New Employee Initiatives

2026 marked a quiet but meaningful shift in how Altus takes care of its people. During the Thursday Talk session on 12th March, HR unveiled two new initiatives — one to get Altusians moving, and one to make them feel celebrated. Small in scale, but big in intention.

Step Outside: Altus Introduces Outdoor Exercise Initiative



HR team introduced an Outdoor Exercise Activity initiative designed to get Altusians moving, breathing fresh air, and connecting beyond the confines of their desks. The idea is simple but meaningful. Physical activity reduces stress, sharpens focus, and reminds us that a healthy team is a productive one — but it also does something that a meeting room rarely can: it

brings people together in an easy, relaxed way that builds real camaraderie. Alongside the launch, HR introduced a Video Contest, inviting teams to capture and share their best outdoor moments together.

*Don't miss out! Capture your best team moments and join our **VIDEO CONTEST** — show us your energy, creativity, and team spirit!*

A Gift That's Yours to Choose: e-Wallet Token Birthday Gift



HR team also introduced the e-Wallet Token Birthday Gift — a fresh, digital take on how Altus celebrates its people on their special day. Rather than a one-size-fits-all gesture, the initiative gives employees the flexibility to use their birthday reward in a way that is personal and meaningful to them. It is a small but thoughtful reflection of where HR is heading — modernising the employee experience, one initiative at a time.

A Warm Welcome: Q1 & Q2 Induction Programmes

Every great team starts with a great welcome. In March and June 2026, HR opened its doors to a combined 16 new Altusians through the Company's two-day Induction Programme, conducted at Altus KL and via Microsoft Teams. With representatives from across all units sharing insights into the Company's structure, values, policies, and operations, each session gave new hires a clear and warm introduction to life at Altus — and more importantly, a first sense of belonging.

EMPLOYEE UPDATE

WELCOMING THE NEW MEMBERS OF ALTUS FAMILY

Meet Our New Chief Operating Officer



ALTUS OIL & GAS MALAYSIA SDN BHD



HARRIS ISKANDAR BIN MUHAMAD
OPERATIONS ASSISTANT
KEMAMAN



MUHAMMAD FAIZ BIN ZULBAKAR
OPERATION ASSISTANT
TOK BALI

AFM FULFILLMENT (M) SDN BHD



MD RADZUAN BIN MUHAMAD
SENIOR GENERAL MANAGER
SHAH ALAM



JUMAIN BIN BAKAR
WAREHOUSE OPERATION EXECUTIVE
SHAH ALAM

Challenge 2: True or False — Altus Edition

Sixteen years of history means sixteen years of stories — some you know, some you think you know, and some that might just surprise you. Can you separate the Altus truths from the tall tales?

Questions:

TRUE FALSE

1. Altus Malaysia was founded in March 2010.
2. Altus Malaysia originally started its operations in Johor before relocating its corporate office to Kuala Lumpur.
3. Altus Oil & Gas has achieved over one million LTI-free hours as part of its safety milestone to this date.
4. The “A” in AFM Fulfillment stands for “Advanced.”
5. AFM Fulfillment’s services are limited to storage and packaging.
6. Automation and technology are part of AFM Fulfillment’s approach to improving efficiency.
7. AVM’s services support the agricultural sector in addition to its aviation operations.
8. Aerial spraying services by AVM is to support plantation productivity.

☐	☐
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☐	☐
☐	☐

✉ Submit all your answers and story to the Corporate Communications department at my.corpcomm@altusmalaysia.com by 31 July 2026

The first 3 correct submissions walk away with a prize — claim your spot now!



Scan/click the QR to access the question form

Tell Us: What Does It Mean to Be an Altusian?

Beyond the milestones and the metrics, Altus is defined by its people and we want to hear from you.

- What does being an Altusian mean to you?
- Is it the friendships built across branches? The pride of doing work that matters?
- The culture that keeps you going on tough days?

Whatever it means to you, we want to read it, feel it, and celebrate it together. Share your story — in a sentence, a paragraph, or however it comes naturally. There are no wrong answers here. Just yours.



SUBMIT YOUR STORY HERE

The best submissions will be featured in the next issue of Altus Now. Your words might just inspire a fellow Altusian.

Submit by: 31st August 2026

Here's to 16 Years and Many More to Come!

*To every Altusian — past, present, and future; thank you for being part of this story.
Sixteen years is not built by a company. It is built by people.
And we would not have it any other way.*