

ALTRAD INSIDE | N° 05

OCTOBER 2022

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THIS INTERNAL NEWSLETTER
IS DEDICATED TO YOU, DO NOT HESITATE
TO SEND US YOUR SUGGESTIONS



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DEAR COLLEAGUES,

We are delighted to present you the fifth issue of A.I. where you will have, once again, the chance to explore who we are and what we do. In this issue you will be introduced to some of our projects, find out about your colleagues, and discover some CSR initiatives we have been carrying out recently.

Understanding the wider business, especially new entrants in the group, meeting colleagues, learning more about ALTRAD's history, its values and its commitments is the glue that binds us together. Wherever we come from, this is our identity. ALTRAD has developed by integrating companies with strong histories and welcoming employees from all corners of the world. In the last year alone, we have welcomed nearly 20,000 employees and added an extra €1,8bn of revenue through 11 acquisitions. Over decades of integrations, we have learned from cultural and organisational differences of each business. Over time, naturally and gradually, an ALTRAD culture and an ALTRAD community has emerged which we translate into our shared values.

The ambition of Altrd is to continue to build on our incredible journey, in a sustainable way. In the past 10 years we have more than quadrupled in size, become a major global brand, and diversified our business to best protect us from cyclical or geographical downturns. With this growth come a number of challenges. We always question ourselves to overcome the challenges and continue to develop. Sometimes, we make mistakes, but always we have the best intentions towards our people, our customers and our communities.

Certainly, we face some uncertainties, ranging from war to inflation, perhaps even to recession and deflation. But we also see opportunity. Opportunity in the LNG industry, in nuclear, in renewables, and many more industries. We are optimistic and have the courage to drive the business forward.

Today, more than ever before, we reflect on our identity and our mission, or our 'Raison d'Etre'. We have a responsibility to build a better tomorrow, for our children and future generations. We have a responsibility to promote inclusivity and diversity. This is not only the right thing to do; it is great for business!

The New Zealand All Blacks – in fact, all the 'Teams in Black' – have a deep-held belief. A belief that they are only custodians of the black jersey and their job is to leave the jersey in a better place than when they received it. This, they call their Legacy: to leave the jersey in a better place. We too are inspired by this – our legacy is to leave ALTRAD in a better place: to provide employment, to develop our communities, to reduce the damage being done to our environment and to create an equitable society. Together, to building a sustainable future.





Jan
VANDERSTRAETEN



Ran
OREN

It is the rich learning and values from the world of rugby which is the reason for which we invest in our rugby partnerships and which translate into our own values: respect, solidarity, courage, humility and conviviality.

To conclude, we remind you of some of the concepts which were formulated by colleagues from across the group during our April seminar:

- Teamwork, commitment and ambition are key to ALTRAD's heritage.
- Never be too big to do the small things that need to be done.
- Big changes come from small actions.
- Be ambitious, make the impossible possible.
- Do not forget to make the world better around you; make a mark, make a change.
- Be kind, be compassionate, be consistent.
- Do your best every day. Contribute to the common success and achievement of the ALTRAD group's ambition: to build a sustainable world by being a world leader in equipment and industrial services.
- Let's write our legacy, together.

With these few words, we wish to greet you and wish you an enjoyable read of ALTRAD Inside.

Ran Oren & Jan Vanderstraeten



COURCHEVEL

ALTRAD 2022 BUSINESS DEVELOPMENT SEMINAR: A GREAT & SHARED SUCCESS!



It is important to underline that despite the last event being held in 2019, this BD seminar's purpose remained unchanged: capitalise on experiences and nurture Business Development approaches through best practices sharing and cross-selling. And during these three days, participants kept on encouraging cooperation and organic growth, discovered the newly acquired companies and their know-how, and made the most of the proposed teambuilding activities.

More specifically, during the ALTRAD Trades Fair, those present had the chance to visit 14 stands - from both equipment and services businesses. They talked about new ALTRAD products and services, recent acquisitions, and innovation such as digitalisation initiatives implemented within the group. A scaffolding showroom and an outside structure decorated with a massive All Blacks jersey had also been installed to help us convey the ALTRAD spirit, built up through our 5 fundamental values.

During the plenary sessions, guests had the opportunity to participate in a workshop animated by Andy Hurst and Sean Fitzpatrick. They also attended a conference by Julien Pelabere on high level negotiation, followed by an interview with Philippe Saint-André and Sean Fitzpatrick who shared their very similar views on a specific topic: "high level performance".

The ALTRAD 2022 Business Development seminar took place in Courchevel at the end of August. This internal event is always an opportunity for ALTRAD businesses around the globe to represent their country and showcase their business capabilities, especially since we have created and strongly established the ALTRAD Trades Fair...

The last morning was filled with two amazing interventions:

- The inimitable Mike Horn (whose speech will remain engraved in the memories of many): he spent a whole morning with us and told us about his last great expedition to the Arctic where he almost lost his life. His speech ended with an incredible standing ovation.
- And the management session with Mohed ALTRAD, Ran Oren and Jan Vanderstraeten who concluded this week of exchanges by conveying key messages for a good start to the year.

We wanted to thank each of the participants for their investment during this seminar, especially during the ALTRAD Trades Fair preparation and organisation: each booth was truly unique and creative. All the ALTRAD colleagues (nearly 300!) came and helped us by hosting our internal events and by actively participating in all the meetings, workshops and activities that were prepared.



We have also received some very positive feedback on the seminar and we wanted to share this with you:

"Just a brief note on our recent seminar in Courchevel. The entire event over the 4 days was exceptional. The networking space, linked with high impact speakers and structure, really made this particular experience stand out. I have no doubt everyone has taken something away that will add value to their own personal lives, as well as the business. I would like to thank you and the extended holding team for your efforts arranging this important get together - very well done! Looking forward to building on the foundations already established with the wider team".

Martin



"Fantastic week! Team ALTRAD, what a family!"

John

"Awesome moment! Thank you for the invitation, our debates on negotiation and especially the quality of the exchanges!"

Julien Pelabere



"Many thanks for the seminar, with a very 'friendship' spirit".

Tomasz

"A fantastic work week".

Stewart

"Sean and I really enjoyed working with the entire team this week".

Andy Hurst



"Fantastic few days!"

Sean Fitzpatrick

"Well done to all the organisers and good to meet up with some old colleagues and new ones".

Frankie





"Well done on organising the event last week - excellent week!"

Neil

"Congratulations on the broadcasting, I think it went very well. I enjoyed following you guys! And congratulations on the seminar as a whole as well of course!"

Karen

"Regarding the live broadcasting: really clear picture and audio. Regarding translation: English female translator: very good; she put emotion into her voice too".

Louise

"Clever promo of the giant jersey! Bravo!"

Felicia

"That was a great event: inspiring and refreshing Business Development Seminar 2022. I would like to thank everyone involved in the organisation. It was a pleasure to meet you all. The performance workshop was particularly good. I went home with very positive impressions and the memory of great conversations".

Wolfgang





"I just wanted to pass on my sincere thanks for organising such a wonderful event in Courchevel last week. I personally found the week very informative and enjoyable and all aspects of the event were very well organised. Well done and thank you again".

Colin

"Thanks for an amazing morning filled with energy and passion. No better way to make the world a better place".

Mike Horn

"I just wanted to say thank you very much for all of the hard work you have put in for the last few months in order to arrange the recent Courchevel event. I thought it was a fantastic event which created a wonderful work hard / play hard environment enabling the meeting and learning about what the business (in its many forms) is doing as a whole, and the building and solidifying of relationships. There is certainly no doubt in my mind that an exceptional amount of imagination, effort and dedication has gone into the arrangement of this event".

Sami

"Thanks for the efforts. It was a nice learning experience [...] The location of the Ineos house was spectacular and the interactive workshop was a good idea, very interesting [...] The outdoor activity was of course tiring... but very useful and pleasant. I would also add that the networking was the most important part".

Isabelle





BUSINESS - PROJECTS - TEAMWORK

AUSTRALIA

TWO NEW CONTRACTS AWARDED



APA is developing the East Coast Grid Expansion Project (ECG), which will involve the installation of additional compression equipment on the existing Moomba to Wilton Pipeline (MWP) and the South West Queensland Pipeline (SWQP), allowing for a 12% increase in gas transport capacity in order to supply more gas to the territories of New South Wales and Victoria. This is in anticipation of winter supply difficulties in the southern part of the country.



For this project, Valmec was responsible for the civil, structural, mechanical, and piping works, as well as electricity and instrumentation. Our subsidiary is also involved in the construction of new compressor stations in Condobolin and Eromanga.

Valmec has also recently been awarded the Greenbushes lithium mine project by our

client Lycopodium. Our team will be carrying out the earthworks for the new mine service area, which includes placing 300,000 tonnes of backfill, constructing the drainage and storm water management infrastructure, two additional large ponds and a number of large open drains, as well as a new access junction linking all internal roads and tracks. ■

FRANCE,
REUNION ISLAND

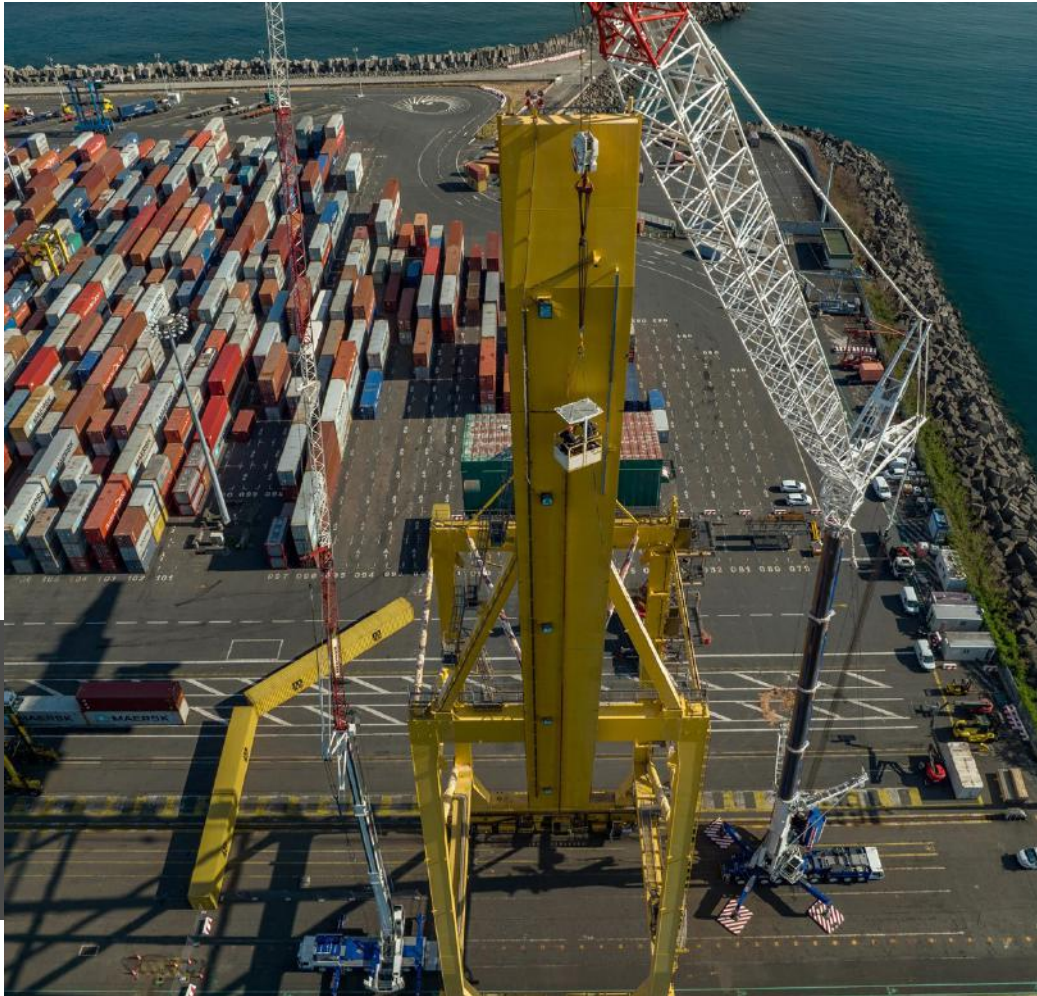
ENDEL TEAMS IN A BASKET ...

MORE THAN 80
METRES ABOVE
GROUND



To carry out the dismantling of two gantry cranes (85 metres, with the boom raised) at the Grand Port Maritime de la Réunion, a specific prevention procedure was put in place, in conjunction with the social security and labour inspection bodies.

"This is an atypical site with work at great heights, requiring unconventional safety equipment that requires a dispensation and a safety framework," warned Céline Guinebaud, ALTRAD Endel prevention expert. In France, you are not supposed to work at height with a basket attached to a crane... However, this was the only technically feasible solution for dismantling the two oldest unloading gantries at the Grand Port Maritime de la Réunion (GPMLR), with their impressive dimensions: 50 metres high, 85 metres with the boom raised... A cherry picker could not be used in this case, as the highest cherry picker on Reunion Island only goes up to 50 metres. In addition, the client's specifications did not allow the use of other means (such as explosives). ➤



A DISPENSATORY PROCEDURE

It was therefore necessary to prove our credentials to the social security authorities (in its mission to prevent accidents at work). "ALTRAD Endel Réunion's teams looked for suitable 'safety' means and had to demonstrate to the social security fund that the intervention was well organised and carried out safely, despite the use of atypical means," explained Yann Mounichy, prevention officer at ALTRAD Endel Réunion. After a few adjustments and requests for clarification of the procedure envisaged, and specifying that this request was quite exceptional, the dispensation was granted, with the emphasis on an emergency evacuation procedure. The Labour Directorate was also informed. "We contacted the GRIMP (the fire brigade's reconnaissance and intervention group in dangerous environments). They came to the site and gave us some advice, especially on how to identify evacuation procedures," he continued.

ROPE ACCESS IN THE SKY

A gantry is dismantled starting with the boom. It was therefore impossible for the rope access technicians to suspend themselves from above to make the cuts with a blowtorch... The basket was therefore held above the equipment to be dismantled by a mobile crane, while the rope access technicians had to remain permanently attached to anchor points. "Everyone who enters the basket must know the procedure. Everyone – rope access technicians, crane operators, etc. – is trained in the use of the basket before taking up their post," noted Yann Mounichy, who is in charge of safety supervision. The dismantling of the two gantries was completed before the arrival of the replacement port infrastructures at the beginning of June. All this while the port continued its normal activity, and the hurricane season could have significantly disrupted the construction schedule. ■

ENGLAND

ALTRAD COMPLETES THE ACQUISITION OF DOOSAN BABCOCK LIMITED



Concluding the agreement to acquire Doosan Babcock Limited on Sunday 25th September 2022, marks another exciting milestone in ALTRAD's development, whereby it invests in businesses that share its excitement, vision and values – and a desire to add enhanced value to its clients.

Ran Oren, ALTRAD Group Co-CEO, said, "We have admired the Doosan Babcock business from a distance for many years and I am pleased we have been able to finalise this latest acquisition, which will add a wide range of value-adding engineering skills to the ALTRAD Group. We are committed to investing in the business to support its continued growth, so together, we can play our part in supporting the transition towards a more sustainable future."

To reflect the new ownership structure, the business will now be renamed ALTRAD Babcock Limited, thereby preserving the rich heritage of the Babcock brand, which is synonymous with delivering engineering excellence for its clients, across a broad international footprint.

ALTRAD's CEO for the UK, Ireland & Nordics, Padraig Somers, added, "We are delighted to welcome Doosan Babcock into the ALTRAD family. The acquisition represents an exciting opportunity to extend our portfolio of services and enter new markets, whilst enhancing the outcomes we deliver for our clients."

Pleasingly, this arrangement will encompass approximately 4,000 talented people joining ALTRAD, where they will be valued and encouraged to develop fulfilling careers, to become the best they can be. ■

DENMARK

ALTRAD, AND ITS STRATEGIC PARTNER SUBC, AWARDED A LONG-TERM FABRIC MAINTENANCE CONTRACT (FMC) FOR TOTALENERGIES



ALTRAD recently announced it had secured a multi-million pound, five year (with an option of two additional, two-year extensions) contract to support the fabric maintenance of TotalEnergies' offshore assets in the North Sea, Denmark.

ALTRAD will deliver a range of fabric maintenance services, including project management, planning and co-ordination, scaffolding, rope access, protective coatings, and insulation services, whilst SubC will deliver best in class mechanical, piping, structures, and gratings services.

The contract, which became operational on 1st October 2022, adds to ALTRAD's success earlier this year, when it also secured the Integrity Recovery Project (IRP) for TotalEnergies in Denmark.

ALTRAD's Director of Business Development & Strategy for UK, Ireland and the North Sea, Peter Hughes, said, "We are delighted to have secured both contracts with TotalEnergies, which builds upon our successful strategic relationship that spans back over several decades. We look forward to working collaboratively with TotalEnergies, whilst using our industry-leading skills and capabilities to enhance the performance of these contracts to be the best they can be." ■

UNITED ARAB EMIRATES

BARAKAH POWER PLANT: ALTRAD ENDEL SRA AND CERAP PREVENTION RAMP UP FOR 1ST UNIT SHUTDOWN



Barakah, the first nuclear power plant in the entire Middle East / North Africa region. ALTRAD Endel and its subsidiaries are set to contribute their know-how in nuclear maintenance and share the "French Touch" with professionals from all over the world!

In their drive to diversify their energy mix, the United Arab Emirates are developing a civil nuclear programme, of which the Barakah plant is the first step. Located in Abu Dhabi, the plant will eventually comprise four APR 1400 pressurised water reactors with a total capacity of 5,600 MW. It will supply about a quarter of the UAE's electricity needs. The first reactor was connected to the grid in August 2020, the second in 2021.

Last year, with the support of ALTRAD Endel, CERAP Prévention set up a subsidiary in the Emirates, Nüsam, headed by Anes Chaouachi. Intense commercial efforts with Nawah Energy Corp, operator of the Barakah power plant, have borne fruit since the first unit shutdown, which began on 8 April 2022. Three contracts were secured by CERAP Prévention and ALTRAD Endel SRA. By this summer, more than 120 people wearing the ALTRAD Endel colours will be present in Barakah. As the plant is of Korean design, each technical operation represents a challenge for ALTRAD Endel and its subsidiaries, however experienced they may be in the nuclear field. ■

A FIRST SIGNIFICANT MAINTENANCE CONTRACT

CERAP Prévention secured the first significant outsourced maintenance contract (aside from the Korean manufacturer). Our main asset was undoubtedly our location and our commitment to supporting the emergence of local skills. ■

A STRATEGIC COORDINATION CONTRACT

Subsequently, CERAP Prévention won a second contract, making us a key player in the smooth running of the unit outage. And playing a strong coordinating role in this respect is essential in this environment. "The coordinators are the linchpins of unit outages. CERAP Prévention has been working on EDF power plants in France for a long time! This will give us visibility and enable us to adapt our offers to Barakah's needs," emphasises Anes Chaouachi. ■

TECHNICAL CHALLENGE FOR THE SG LAUNCH CONTRACT

ALTRAD Endel SRA won the contract for the steam generator jetting service, an operation that consists of spraying high-pressure water through a lance onto the sludge that accumulates on the steam generator (SG) tube sheet. To prepare for this first unit outage, a major challenge was to design and qualify tooling that meets the specific requirements of the Korean reactor.

Today, 15 people are assigned to this first unit shutdown on the ALTRAD Endel SRA side.

It is a great opportunity for the group to position itself in this market: We have obtained a major reference in the heart of the Middle East, which is a promising market for the development of civil nuclear power in the coming decades. ■



AUSTRALIA

VALMEC'S INTEGRATION INTO ALTRAD CONTINUES

On 11 April 2022, the first steps in the integration between ALTRAD and Valmec were taken. Employees from the Human Resources and Recruitment departments, as well as those in charge of QHSE, were brought together in a single team now based at the London House site in Perth. The idea is to promote collaboration and increase efficiency.

The consolidated teams have been built around key people from both organisations – ALTRAD and Valmec – providing a solid foundation for future business growth.

To mark the occasion, morning tea was organised to welcome the new team members. And since then, the teams have been working together to great effect, developing a unique approach to in-house service delivery. ■



FRANCE

ALTRAD PRESENT AT BATIMAT

As was the case 3 years ago (before Covid), the ALTRAD Group once again took part in BATIMAT, the international trade fair for construction, building and architecture. This year, our teams were more motivated than ever, relaying each other from 3 to 6 October in Paris Porte de Versailles.

The teams of the three companies, ALTRAD Saint Denis, ALTRAD Plettac Mefran and ALTRAD Formwork and Shoring, took turns to promote our various ranges of materials and equipment. What's more, visitors to our fantastic stand were also able to enjoy the presence of Philippe Saint-André on 5 October, who spared a moment to talk with our customers and visitors. ■



AUSTRALIA

VALMEC COMPLETES REGIONAL WATER SUPPLY PROJECT IN **WARREN BLACKWOOD**

Our infrastructure team recently completed a pipeline upgrade for our local client, Water Corporation, connecting Mullalyup and Kirup to the Warren Blackwood regional water supply system.

Clean, reliable drinking water is now available in the Mullalyup and Kirup areas with the completion of this 17km pipeline linking the two towns to the main water supply in the region. Valmec is especially proud to have been supported by local companies in the construction of the pipeline, with work carefully planned to reduce the impact of construction on the environment, as well as on nearby residents and businesses. ■



FRANCE

ALTRAD DELIVERS AN INCREDIBLE **HEAT-SHRINKABLE TARPAULIN AIRLOCK** TO EDF AT THE TRICASTIN SITE

The ALTRAD Prezioso Linjebygg teams at the Tricastin nuclear power plant (south-east quarter of France) delivered an impressive ultimate control airlock made of heat-shrinkable sheeting to our client EDF. Our teams demonstrated their responsiveness by offering a competitive "ready-to-use" solution within a very short timeframe: supply of the material and counterweights, assembly of the structure and the tarpaulin, weekly inspection visits, occasional retrofitting when necessary, then dismantling. This activity required 2,600 m3 of scaffolding and 1,100 m2 of containment for a floor area of 288 m2, all installed by a team of five people in barely two weeks, demonstrating perfect control of the risk of falling from height. **Congratulations to Romain Bonnaud and his teams for their collective success!** ■





BELGIUM/ANTWERP

LARGE-SCALE MAINTENANCE PROJECT CARRIED OUT BY ALTRAD AT THE HEART OF THE TOTALENERGIES OLEFINS ANTWERP SITE

The third largest petrochemical site in Europe called on ALTRAD to install scaffolding and carry out insulation work. Our employees have been working hard over the last few months to finish all the preparatory work for the launch and completion of this maintenance project at the TotalEnergies Olefins Antwerp (TEOA) site.

WHAT EXACTLY DID THE PROJECT ENTAIL?

In industries with large production facilities, scheduled shutdowns are organised at regular intervals. During these shutdowns, several parts of the installation are decommissioned to carry out the most important maintenance tasks; this is known as the 'turnaround'.

This maintenance is necessary for the preservation of installations and to ensure their long-term survival.

The turnaround process includes a complete cycle of preparatory work in which many people are involved (including external parties). They usually carry out an enormous amount of work, but they are also under great pressure in terms of timing and project planning. This is why it is imperative that preparation is carried out as quickly and efficiently as possible. After all, every day that an installation is out of service means downtime in terms of production, and this quickly becomes very expensive for the operator.

HOW DID THE ALTRAD TEAMS WORK?

To revamp the target unit, engineering work began last year, erecting 7 scaffolding towers around the client's existing facilities. And in November, construction began of the 90,000 m³ of scaffolding. ➤



WHAT WAS THE MAIN CHALLENGE?

Not only did our teams build a lot of scaffolding on often very compact surfaces, with tricky installation areas, but also at heights (60 to 70 metres!) while the plant was in operation. With a group of an average of 70 operators, the feat was completed on time.

And throughout the project, ALTRAD staff focused on safety and quality (in addition to business deployment) to successfully complete the various stages. TotalEnergies congratulated us for our involvement and professionalism.

THE ALTRAD TEAM IN CHARGE OF THE PROJECT DESERVES TO BE CONGRATULATED, ESPECIALLY THOMAS VAN DEN HEUVEL, KEVIN ROOVERS, JOHN GOETHEER, MOHAMMED ISLAM, ABZIK ABDESLAM, AND KENNETH DE BLOCK, NOT FORGETTING THE ENGINEERING TEAMS WHO WERE INVOLVED FROM THE START. ■

Australia

THALES RECOGNISES THE QUALITY OF ALTRAD TEAMS' WORK ON THE NATIONAL MILITARY FLEET



Thales recently sent us a letter of congratulations for the work done on the HMAS CHILDERS in 2022. Our teams have indeed been providing multi-service support for the Armidale and Cape class patrol vessels since 2017 during their maintenance periods in Darwin. These interventions typically include hull restoration activity and associated scaffolding. ■

France

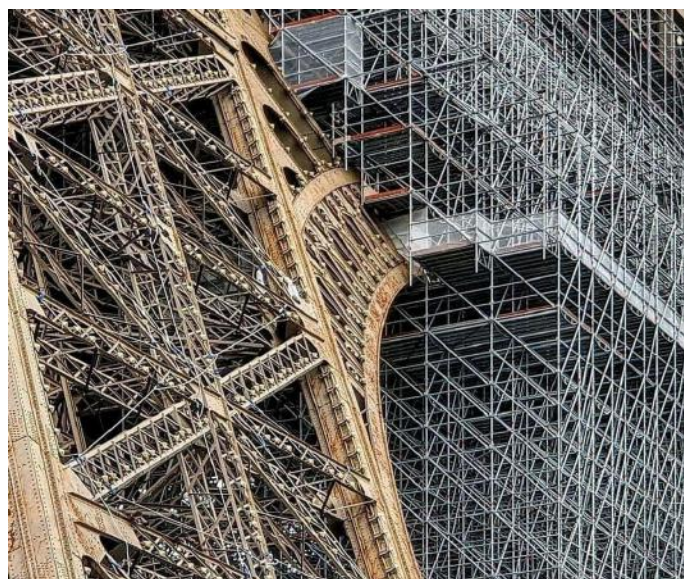
ALTRAD TEAMS SUCCESSFULLY COMPLETE LARGE-SCALE STRIPPING OPERATION ON THE EIFFEL TOWER

For the first time in its history, the Eiffel Tower has been stripped of all its layers of paint. The layers of paint from the nineteen previous painting campaigns were completely stripped from the south-eastern decorative arch of the monument.

This total stripping of the old coatings was carried out over a surface area of 4,800 m², on the most exposed and deteriorated area, by shot blasting and in containment caissons to prevent any release of dust.

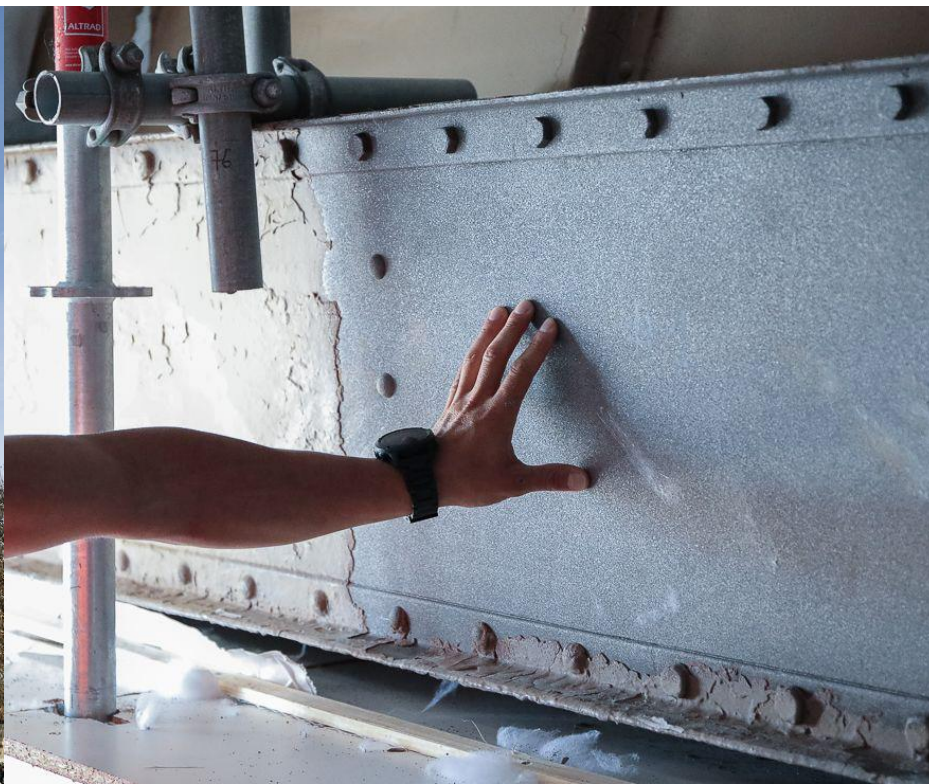
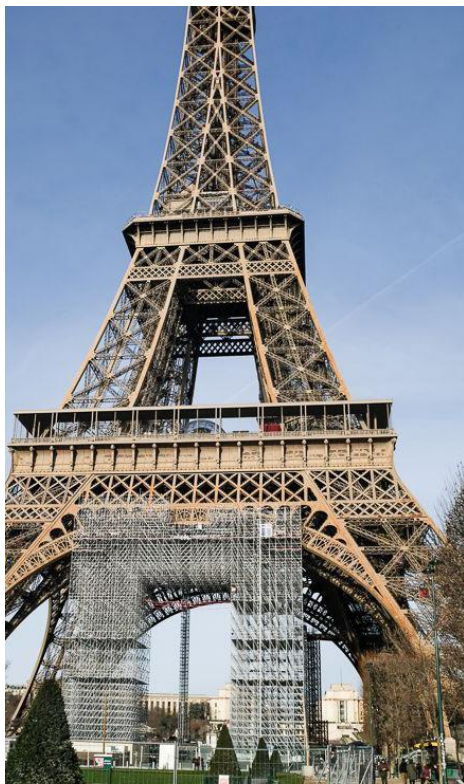
For this work, the ALTRAD Prezioso Linjebygg teams were involved in shot blasting and repainting. The ALTRAD Arnholdt subsidiary was involved in erecting the scaffolding and containment caissons, while MANANG was responsible for removal and installation of the structural elements.

The project management was entrusted by SETE – Société d'Exploitation de la Tour Eiffel – to the Pierre-Antoine Gatier



agency. The work (excluding access facilities) began in November 2021 and was completed in June 2022.

Before the scaffolding was dismantled, a visit was made in the presence of the SETE management and the Pierre-Antoine Gatier agency, who unanimously praised the quality of the work carried out by the teams. And indeed, through this work, we can guarantee the best possible protection of the structure for the coming years.. ■



France

CODE 4.0 : A WELL THOUGHT- OUT INNOVATION MORNING RUN BY ALTRAD ENDEL

Last April, innovation was in the spotlight in Bagnols-sur-Cèze (France), where ALTRAD Endel and its "Fuel Cycle" entity organised its first morning session entitled Code 4.0. Quite a programme!

For their first event dedicated to innovation, Fabrice Quenemer, ALTRAD Endel regional director, and Louis Wedrychowski, Code 4.0 event project manager, played the technology card and had a few surprises in store for visitors. The initiative was a great success, as more than a hundred people attended. The guests were on board right from the start, as by flashing a QR code, they could access the interactive programme (descriptive sheets, contacts for each stand, etc.). "An immersive introduction allowing them to discover the content of the morning beyond the broad outlines set out in the invitation," explains Louis Wedrychowski.

SURPRISES AND HIGHLIGHTS

The various highlights had been meticulously prepared. Mohamed ALTRAD, whose speech was given in the form of a hologram, reminded the audience that the Group's history is one of "constant innovation", and that it is "a matter of mindset". Madany Lias completed this introduction by reminding the audience that "an innovation must be useful – and to do so, it must come from the field", specifying that "an innovation is an invention that creates value".

The tone was set for the visit to the nine workshops run by operational staff from ALTRAD Endel and its subsidiaries, as well as some external partners. This was an opportunity to show the latest innovations brought by the company to the nuclear industry in the fields of digital continuity, maintenance 4.0, robotics in hostile environments, and new processes. Some examples: ArreX, the autonomous contamination monitoring robot developed by CERAP Prévention, the new process for cutting

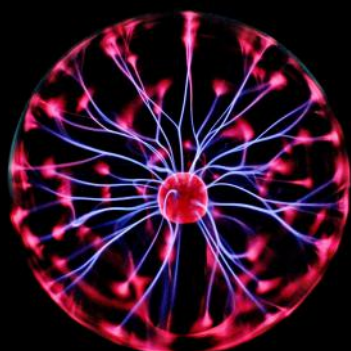


pipes in a contaminated environment designed by ALTRAD Endel for the CEA Valduc site, or the device combining a camera and software to check the clogging rate of steam generators in power plants, developed by ALTRAD Endel SEA and A2I.

The organisers had the idea of calling on Lalou Roucayrol, skipper and founder of Lalou Multi, and Sébastien Lemanceau, expert in the ergonomics of man/machine systems and director of the company Ersya, to share their vision of technological innovation in their respective fields. "The choice of this duo was designed to provide the guests with an approach and perspectives that go beyond the established patterns in our sector," Fabrice Quenemer emphasises.

TAKING A STEP BACK FROM INNOVATION

"All these moments were designed to be complementary to each other," insists Louis. One of the challenges for the organisers was to promote ALTRAD Endel's technologies and projects without gimmicking innovation. "The aim is to help our customers understand the way we approach innovation, through a range of different applications and integrations on different timescales. To convey our commitment to innovation by inviting them to think about uses that match their needs," confirms Fabrice Quenemer. In short, we wanted to avoid the pure demonstration of technological prowess and respond to the real needs of the nuclear industry. ■



France

ALTRAD SUCCESSFULLY COMPLETES ITS TASKS FOR TOTALENERGIES AS PART OF THE GRAND ARRÊT 2022 SHUTDOWN AT THE FEYZIN REFINERY (NEAR LYON)

Major work was carried out by our teams as part of the TOTALENERGIES FEYZIN 2022 shutdown on two of the refinery's seven batches, namely lot 1 (Furnaces) and lot 6 (Aromatics), for a budget of €2.2M. On lot 1, 600 operations were planned, targeting nine furnaces with the installation of internal scaffolding. For lot 6, 520 operations were planned, including the installation of 14 columns of external scaffolding (the tallest measuring 42 metres).

60 employees were mobilised at peak times for this major stoppage, with more than 40,000 hours of work, 700 tonnes of scaffolding being erected and 6,000 m² of hot insulation to be carried out (removal/reinstallation and change of insulation). Painters were also mobilised at the beginning of the project for a fortnight.

We are proud to be the only multi-expertise company on this platform, offering shot blasting and painting in the workshop, the installation of a prefabrication workshop for thermal insulation close to the site, internal and external coating services, means of access, hot and sometimes cold insulation, as well as Passive Fire Protection services in light cement and epoxy.

Our constantly evolving integrated safety culture and the significant experience gained during the last shutdowns at the refinery add to the strengths of our teams on this project. **Well done to them!** ■



France

CONSTRUCTION OF THE SECOND BRIDGE AT MOULINS

ALTRAD Formwork & Shoring is participating in the construction of the Moulins Bridge in the Allier region of France. This is the second bridge, awaited for some twenty years in the town, to reduce the burden on the Régemortes bridge, the only one crossing the river Allier within a radius of 25 kilometres.

With a total length of 465 metres, the bridge, made of metal and concrete, will consist of a 300 metre span over the river. Construction of the second bridge over the Allier in Moulins began in early 2021 and will be completed by the end of 2023. We are pleased to have taken part in this major project alongside Bouygues Travaux Publics Régions France. In total, we supplied 250 tonnes of shoring, consisting of Staflex and HD 320 shoring towers.

A team of five ALTRAD employees is also available on site to manage, assemble and dismantle our equipment. ■

France

FRANCE RELANCE SUPPORTS THE DEVELOPMENT OF ALTRAD ENDEL'S ECOLE DES MÉTIERS TRAINING CENTRE TO PROMOTE THE FRENCH NUCLEAR INDUSTRY



The latest presidential announcements have confirmed the strategic importance of nuclear development in France. The objective of the ALTRAD Endel Ecole des Métiers is to prepare the nuclear industry for the technical challenges that lie ahead while preserving the transfer of skills between generations.

For more than 30 years, the Ecole des Métiers has been providing training in 'trade skills' for essential trades such as piping, boiler making, valves and fittings and welding. In the autumn of 2022, it is about to launch a vast expansion and modernisation project at its site in Avoine (Indre-et-Loire) in order to accommodate employees from all the parties involved in the nuclear industry. To carry out this ambitious project, this unique school has just received a major grant from France Relance. .

STATE-OF-THE-ART TRAINING IN PROFESSIONAL SKILLS TO OPERATE IN COMPLEX ENVIRONNEMENTS

Since the 1990s, the Ecole des Métiers has been providing external staff or employees with initial or ongoing training in the development of skills or the preparation of the Joint Qualification Certificate in Metallurgy by combining theoretical and practical content.

At the ALTRAD Endel training centre, trainers are required to maintain a link with the field for at least 3 months a year. Their role is to lead the trainees to a perfect mastery of the interventions in complex environments, so that they can be immediately operational once they are at the heart of nuclear or industrial plants and installations.

Taught both at the Avoine site near the town of Chinon, and in all regions of France thanks to mobile modules, the training courses are designed to adapt to developing markets in the sector concerned. Indeed, this training centre constantly responds to needs by offering tailor-made courses. The École des Métiers also aims to support its international partners, particularly in the context of implementing new nuclear and industrial infrastructures. ➤



A CRUCIAL GRANT FOR THE FUTURE OF THE FRENCH NUCLEAR INDUSTRY

To help meet the significant recruitment needs of the present and future, the ALTRAD Endel Ecole des Métiers intends to embark on a vast project to expand its premises and broaden its programmes and teaching resources, while at the same time opening its doors to employees of all the companies in the nuclear industry. The grant of two million euros awarded by France Relance to ALTRAD Endel's Ecole des Métiers recognises the quality of this unique training centre in France. The financial aid from the State will allow it to complete the engineering work on new training courses, to carry out a large-scale analysis of skills, and to purchase leading-edge equipment to adapt the training courses to the new needs of the nuclear and industrial sectors.

KEY FIGURES FOR THE ECOLE DES MÉTIERS IN 2021

- 60,000 hours of training per year
- 600 trainees trained each year
- 50% of the training is carried out in the region
- 45 trade-oriented courses
- 4 virtual or augmented reality modules ■





COMMUNITY - SAFETY - ESG

France

ALTRAD EQUIPEMENT AND "PROJECT RESCUE OCEAN": WORKING TOGETHER TO SAVE THE WORLD'S OCEANS AND SEAS

As part of the CSR policy and actions developed by the Altrad Group, Altrad Equipement wanted to work in collaboration with the "Project Rescue Ocean" association, whose primary objective is to "modernise and universalise eco-citizen awareness". Its actions aim to raise awareness of the need to protect the marine environment, and to impact young people and citizens through concrete actions throughout the world. Present through 43 branches, and accredited as a club member for UNESCO, the association has in 2021 carried out more than 200 eco-citizen actions, awarded more than 11,000 "ocean rescuer" diplomas in schools and collected nearly 100 tonnes of litter, solely through citizen commitment.



Altrad Equipement, which also puts people at the centre of environmental issues in the face of the climate emergency, has donated to Project Rescue Ocean and also plans to strengthen this CSR collaboration through teambuilding actions or employee awareness-raising actions, in particular via the application set up by the association, which would enable Altrad entities/subsidiaries to be challenged on the tonnes of waste collected over a given period.

A PRAGMATIC, RELIABLE PARTNERSHIP, WITH CONCRETE FOLLOW-UP AND REAL TRACEABILITY! ■

France

PARTICIPATION IN WORLD ENVIRONMENT DAY FOR AIA (GROUP HOLDING)

CONTINUING ON FROM THE CSR ACTIONS SET UP BY THE ALTRAD GROUP HOLDING COMPANY UNDER THE IMPETUS OF PASCAL GAÜZÈRE, AND ON THE OCCASION OF WORLD ENVIRONMENT DAY ON 5 JUNE, A CLEAN-UP OF THE AREA AROUND THE HEAD OFFICE WAS CARRIED OUT.



Many of the holding's employees took part with the same will to clean up the area where they work every day. There was also a fun side to the initiative, as the teams had to solve three riddles during the waste collection.

The ALTRAD Group is campaigning for environmental awareness through various actions, in order to limit its carbon footprint and ensure an increasingly sustainable future for the next generation. This event was an opportunity to raise awareness of nature protection among employees of other companies in the area, thanks to the will and commitment of ALTRAD employees. ■



HOLDING TEAMS PARTICIPATE IN THE SALAGOU WASTE RELAY

The group's holding company has been actively participating in CSR actions for several months now. In addition to the ecological and environmental aspects highlighted, there is also a spirit of cohesion expressed through the organised activities and sporting challenges. So, in the same spirit as the Montpellier marathon in March, Fabien Litot repeated the experience by inviting his colleagues to the "Salagou tri-relais" during the summer. "It all began with a personal objective, then I decided to talk to my colleagues about it and make it a joint project," he said. The initiative quickly gained momentum and a team of six people joined the ranks; the main aim was to nurture a team spirit in a totally different setting from the professional environment and to share, through the practice of sport, the values of the group (solidarity, courage and conviviality).

CONGRATULATIONS TO OUR RUNNERS FOR THEIR COMMITMENT AND TENACITY, WHICH EARNED THEM FIRST PLACE IN THIS RACE! ■



ALTRAD AND MHR EMPLOYEES GET INVOLVED IN CLEANING UP THE LEZ (MONTPELLIER, FRANCE)

On September 21st, during the operation to clean up the Lez (the river that runs through the city of Montpellier in France), our teams, the employees of ALTRAD (including those from the holding company and others from several subsidiaries such as ALTRAD Equipement, ALTRAD International, ALTRAD Plettac Mefran, Samia Devianne, and Vedif Collectivités) and the "MHR Team" – including the male and female players and staff, of course – filled entire bags with waste: plastic, cigarette packets, cans... This is the third consecutive year that this operation was set up in partnership with the environmental protection association, Project Rescue Ocean.

Benoît Schumann, founder of the association (who was also present), recalled the stakes of this initiative: "Beyond the 'punch' operation, the involvement of the MHR players and ALTRAD employees made it possible, above all, to make young people aware of civic-mindedness, good deeds and eco-citizenship. More than 400 kg of waste (including 5 000 cigarette butts) were collected in just a few hours, which shows, as Fulgence Ouedraogo reminded us, 'how careless we are'."

SO THANK YOU TO ALL THOSE WHO, ON BEHALF OF THE ALTRAD GROUP, MOBILISED TO MAKE THE LEZ CLEANER AND TO PASS ON THE RIGHT MESSAGES. IT IS INDEED THE "LITTLE HUMMINGBIRD" THAT WILL ULTIMATELY MAKE A DIFFERENCE FOR OUR FUTURE GENERATIONS. ■

Singapore

TRAINING TO HELP MIGRANT WORKERS IN PSYCHOLOGICAL DISTRESS



ALTRAD Singapore's initiative to build what is known as mental resilience, and thereby improve the well-being of its employees, began at the onset of the COVID-19 pandemic in 2020. In June 2021, a partnership with MyBrotherSG was established to communicate self-care and best practice awareness initiatives specifically to our migrant employees ("migrants").

Collaboration has recently been set up with HealthServe Singapore to provide PSL (Peer Support Leaders) training for our migrant employees. Pandiyan Selvamurugan was the first ALTRAD Singapore employee to enrol in this scheme and complete his PSL training in the last quarter of 2021. Subsequently, 21 more of our migrant employees participated in the same training and passed in April 2022.

The stated aim is to strengthen the support framework for our migrant employees, to provide a caring environment and create a culture of mutual support through peer support.

For example, during the training, our employees are taught ways to identify colleagues who may be in need, by offering help or a listening ear. Scenario-based discussions are also held during the session to strengthen everyone's skills in identifying and managing difficult situations. One of the most important points is to take care of yourself first, and then to ask for help from your colleagues, the so-called "leaders", but also from your immediate superiors, especially in times of crisis when you tend to feel overwhelmed.

During the training, our employees also learned the basics of physiological first aid, including the triple concept: "Look, listen and connect". ■

France

ALTRAD CONSTANTLY EMPHASISES SAFETY AT THE HEART OF THE FLAMANVILLE EPR



Focussing on the Cotentin region (Normandy, France) and the Flamanville site, we have a local presence on the EPR as well as units 1 and 2 (older units) through our Passive Fire Protection (PFP), cladding and scaffolding businesses.

Customer meetings and field visits were on the programme for three days in early August. The ALTRAD Prezioso Linjebygg operational teams responded to requests from the new QHSE Manager for the nuclear entity, Allison Bayzelon, and of the PFP Business Manager, Frédéric ARINO, during managerial field visits. We would also like to thank the two EDF representatives from the site management, Eric Besnard and Christophe Cugnart, who warmly welcomed this approach and with whom we were able to discuss the issues of safety, appropriation of activities, and the need to take feedback into account in general. This visit concluded with a positive safety report for the area concerned: 0 accidents over the last 12 months! ■

Australia

SHELL PRELUDE FLNG: 500 DAYS OFFSHORE WITHOUT AN ACCIDENT

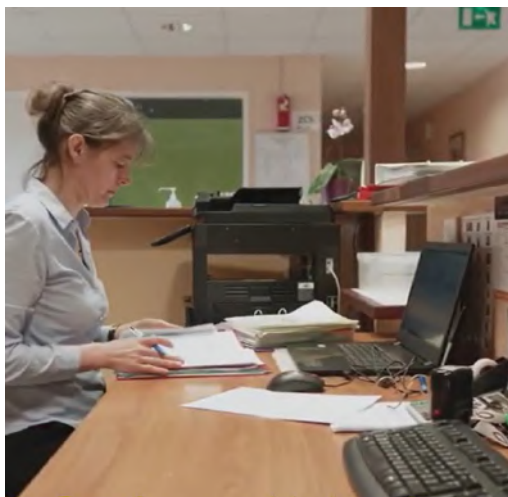


The ALTRAD team on the Prelude FLNG (Floating Liquefied Natural Gas) platform recently reached the milestone of 500 days offshore without an accident. This is a remarkable achievement that deserves to be celebrated.

The project coordinator, Ali Bahrami, congratulated his team and acknowledged their achievement with the following words: "Without

you, this would probably not have been possible. And I would like to thank each and every one of you for your work and efforts."

ALTRAD's client Technip Energies also emphasised "the team's active commitment to a culture of which we are very proud... It is their focus that has made this milestone possible". ■



France, Normandy region

ALTRAD IMPLEMENTS THE "ONE TRAINING / ONE JOB" SCHEME

By participating in the "One training / One job" scheme, Altrad is facilitating access to and return to employment for job seekers in the Normandy region.

Currently, ten positions (for both men and women) are open for industrial anti-corrosion painters. The main tasks of this job are the preparation of surfaces to be painted, the application of paint with a brush, roller or spray gun, and controlling the activity. In May and June, group information meetings were held to provide information about the training.

Registration was very simple: All you had to do was register on the Pôle Emploi Job Centre website. The only prerequisites were to be unemployed (and outside the initial training system for more than 9 months), to be able to

read, write and count, and to have a clean criminal record.

Once engaged, jobseekers were given trainee status and paid training. At the end of the course, they were awarded a Certificate of Professional Qualification as an anti-corrosion painter, ACQPA certification (level 1), the regulatory authorisations required to work in a nuclear environment, and of course, a job. ■

Thailand

ALTRAD PROMOTES THE EMPLOYMENT OF PEOPLE WITH DISABILITIES

On September 8th, Kittiya Jannoom, our Senior Manager in charge of Human Resources for ALTRAD Thailand, received a certificate of appreciation from the local Governor of the "Ministry of Social Development and Human Security" for our company's support to the employment of disabled people. The governor described our local entity as "an excellent model for society" and emphasised that "this action is worthy of recognition". Indeed, in Thailand, ALTRAD employs a number of people with disabilities well above its legal obligations. This is a fact and at the same time an achievement that deserve to be underlined. ■



England

ALTRAD RECOGNISED FOR ITS HSEQ PERFORMANCE BY ASTRAZENECA



ALTRAD's team at the AstraZeneca pharmaceutical manufacturing site in Macclesfield, North West England, have been awarded a Gold HSEQ award in recognition of their ongoing work to improve the HSEQ performance on the site.

ALTRAD's success has derived from the site team's annual HSEQ improvement plan, which included a range of activities to enhance the health and safety performance on the contract.

DAVE HARTLEY, SITE MANAGER FOR ALTRAD, SAID : "OUR TEAM HAS ACHIEVED AN IMPRESSIVE HSEQ PERFORMANCE WHICH IS DRIVEN BY TEAMWORK, DEDICATION AND ENTHUSIASM. OUR ANNUAL HSEQ IMPROVEMENT PLAN HAS NOT ONLY HELPED US MAINTAIN AN EXCELLENT STANDARD BUT HAS ALSO CONTRIBUTED TO SHARING HSEQ COMMUNICATIONS ACROSS THE FACILITY FOR THE BENEFIT OF THE WIDER CONTRACTING COMMUNITY."

WELL DONE! ■

France

"T'AS TOUT?" (HAVE YOU GOT EVERYTHING?) SELF-CHECKING MIRROR FOR SCAFFOLDERS

The project "T'as Tout? for scaffolders" was set up by ALTRAD Prezioso Linjebygg. The aim is to make working at height easier and safer. The idea is to have life-size panels with "Have you got everything?" self-checking mirrors that remind you of all the PPE (personal protective equipment) and tools that you need to have before setting off on the site.

This idea was born at the WNE (World Nuclear Exhibition) in 2021, where a first project was proposed. The idea was to ensure the safety of the worker by checking all the accessories that must be present. These included the helmet and chinstrap, eye protection, visible badge and safety shoes.

Today, the checks can be classified by body part. On one side of the self-checking mirror, the items that need to be worn on the back: the screw-in

karabiner, the lanyard with absorber and the lanyard with retractor. On the other side, the items that need to be worn on the front: the helmet, safety glasses and chinstrap, the tool belt connected with the lanyard system. Items that need to be worn on the extremities: handling gloves and suitable safety shoes. For work at height, the operator must have a safety harness and wear a covering work suit.

EACH MODEL OF THE "T'AS TOUT?" STICKER IS DESIGNED ACCORDING TO THE REQUIREMENTS OF THE PROFESSION AND THE PRINCIPLES OF PREVENTION. A CUSTOMISABLE APPROACH THAT MEETS THE EXACT NEEDS AND ENSURES OPTIMUM SAFETY. ■



Tunisia

ALTRAD CEDRIA DONATES COMPUTERS TO BORJ CEDRIA HIGH SCHOOL

The ALTRAD Group and all its subsidiaries are resolutely focused on building a better future for everyone. As part of this sustainable development policy, ALTRAD Cedria recently donated several computers. The aim was to provide high school students in Borj Cedria (where our industrial site is located) with computer equipment for practical work.

ALTRAD Cedria's teams (notably Kalthoum Karray, Mohamed Ben Ayed, Noëlle Damergi, and Ahlem Zayani) got involved. They contacted the director of the establishment to offer their support and tangible assistance. This donation will help to develop practical skills in computer science for around 100 young people. ■



Australia

SUPPORTING THE ROLE AND INVOLVEMENT OF WOMEN IN ENGINEERING



As part of our commitment to promoting an inclusive and egalitarian future, we are proud to offer and sponsor the Valmec Women in Engineering Scholarship, in collaboration with the University of Queensland (UQ), Australia, for the second year running.

The aim of the scholarship, as it is, is to encourage and support deserving female students studying mechanical or civil engineering at UQ.

Our teams were also able to show their support for gender equality causes at the last Women in Engineering Breakfast, hosted by the University of Queensland: a great opportunity to discuss the gaps, shared experiences, and ideas for creating a more inclusive and supportive future for women in the workplace. ■

France

ACE MAKES **WORLD SAFETY DAY** A DYNAMIC MONTH-LONG EVENT



Throughout the month of April, in anticipation of the World Day for Safety and Health at Work (28 April), ACE set up various workshops and fun activities in several of its branches in France, carried out by Graphito Prévention. Three branches within the company were more specifically concerned with this event, setting up activities such as the "Safety Buzz" (with two teams competing on a series of questions) and the "Prevention Wheel" (mimes, true/false and other questions to be guessed by the team).

Three days were organised:

- 8 April (head office / Provence Alpes branch): 4 sessions with a total of 42 participants
- 22 April (Paris Region branch): 4 sessions with a total of 38 participants
- 29 April (Nord Normandie branch): sessions with a total of 20 participants

These events promoted cohesion and provided an opportunity to learn and exchange on these key subjects. ■

England

SHARON AND EMMA **CREATE A SHOCKWAVE!**

At our Norwich and Great Yarmouth (South East England) premises and offices, one of our ALTRAD employees, Emma Herbert-Okey, after attending a first aid course, highlighted the desirability and value of installing defibrillators outside buildings.

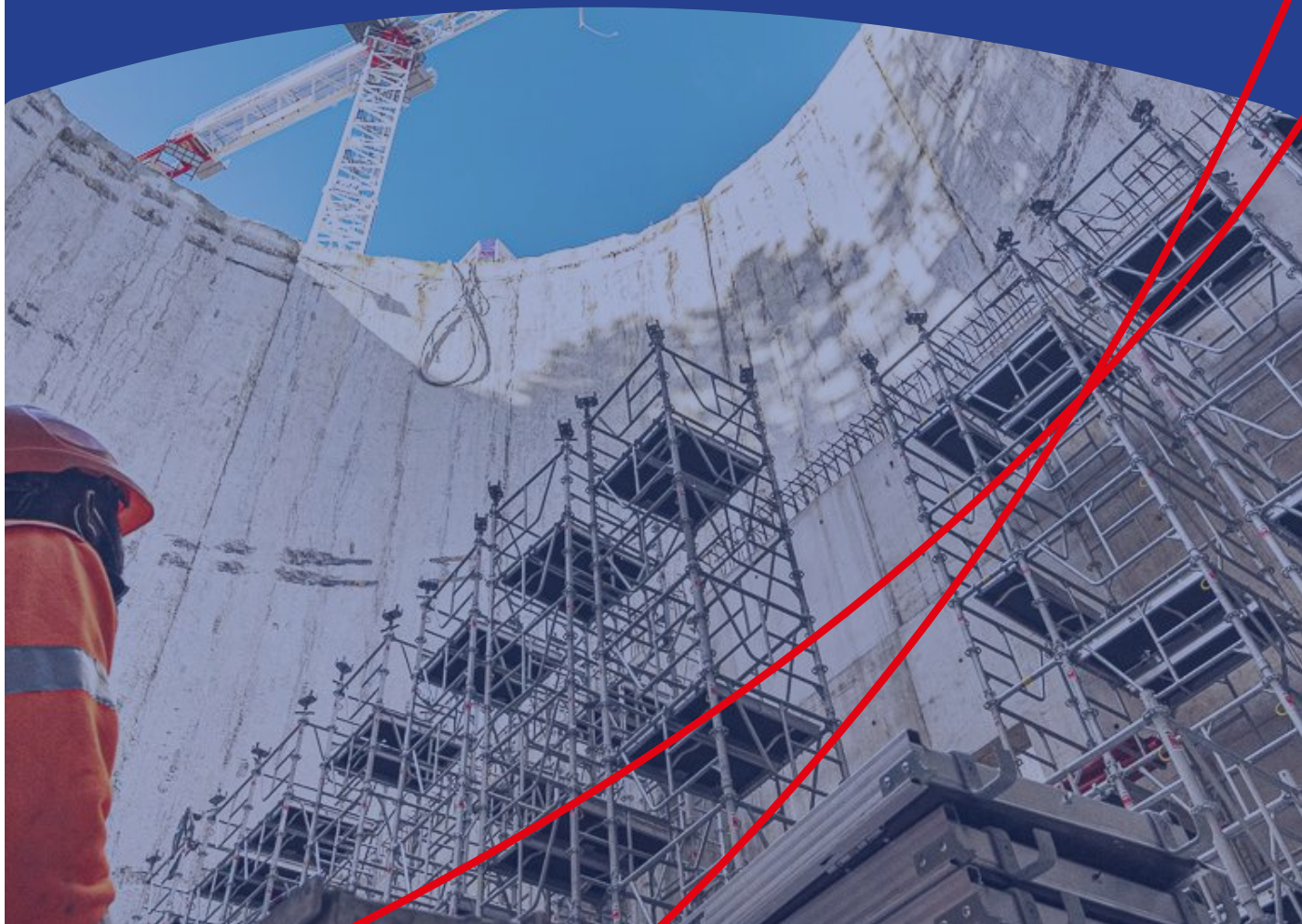
Sharon Fulton-Creed suggested that the defibrillators should be registered with the city's ambulance service to help local businesses and families in the unfortunate event they need one.

SHARON JUSTIFIED THIS INITIATIVE BY SAYING "IN AN EMERGENCY IT IS ALWAYS COMFORTING TO KNOW THAT THIS SAFETY EQUIPMENT IS AVAILABLE TO EVERYONE – BECAUSE IN THIS CASE, IT CAN ALSO SERVE THE LOCAL COMMUNITY". SHARON IS NOW IN CHARGE OF THE EQUIPMENT AND REGULARLY CONFIRMS ITS AVAILABILITY TO THE AMBULANCE SERVICE. ■



BUILDING A SUSTAINABLE FUTURE.

TALENT IN MOTION



TALENT IN MOTION

CHIARA CITTON

Key Account and Area Sales Manager

I live in a small town in the North East of Italy not far from Venice, and I have worked in the Italian subsidiary of the ALTRAD Group, ALTRAD Italia, since 2015. I was first in charge of sales and logistics in the back office but I have had the chance to develop my career and increase my responsibilities since the beginning of my time at the company, becoming Key Account and Area Sales Manager in 2018. I love the environment where I work as well as the possibilities of personal growth that the ALTRAD Group gives.

1. What was the best concert you ever attended?

It's a tough choice, but one of my favourites remains Ed Sheeran in the San Siro Stadium, Milan, in 2018.

2. What are your hobbies?

I love dancing, doing yoga, reading and going to concerts or the theatre.

3. Who would you most like to swap places with for a day and why?

I would like to swap places with a star like Lady Gaga to see what her day looks like.

4. What's your favourite movie and why?

Titanic, it moves me every time I watch it.

5. What is your favourite place in the world and why?

In my opinion, nothing compares to my home and little garden, a place surrounded by nature with amazing views. It still leaves me breathless.

6. Which four individuals, living or dead, would you like to have dinner with the most?

There are many important people that I'd like to have dinner with, but I'm curious about Liam Gallagher – he seems weird! I've seen him performing live, too

7. What are you passionate about and why?

I'm passionate about music because of the way it carries me away and allows me to experience unique emotions. I listen to different types of music.

8. What is your favourite family tradition?

Spending Christmas day with family, eating, drinking, playing cards and laughing – it's one of the most special times of the year.

9. What's the last book you read?

"A Dangerous Fortune" by Ken Follet. I read it in the original English instead of Italian.



10. What's the craziest thing you've ever done?

I recently had the chance to do skydiving and I enjoyed it very much.

11. If you could visit any place in the world you've never been to, where would you go?

I'd love to visit Australia – I will definitely go at some point.

12. What's the best meal you've ever had?

I've had many, actually, but I recently had the best pizza of my life in Naples.

TALENT IN MOTION

PAULINE ROQUES SIMONDI

Communication & Marketing Manager

I am 27 years old and I live in Marseille in the south of France. I have been working for ALTRAD Coffrage et Etaisement (ALTRAD Formwork & Shoring) for almost four years as Communication & Marketing Manager. I manage all communication, both internal and external.

1. Where's your favourite place in the world and why?

La Grande Candelle, it's a route from the calanques to Marseille.

2. If you could visit anywhere in the world you've never been, where would you go?

Visit the home of Steve Jobs. No, I'm kidding. I would like to visit Japan and learn more about this culture.

3. Which four individuals, living or dead, would you like to have dinner with the most?

Francis Cabrel, Gérard Darmon, Camille Lellouche and Guillaume Canet. Best combination!

4. What's the best meal you've ever had?

My grandmother's famous roast chicken and mash. Classic but unbeatable!

5. What's your favourite movie and why?

"Remember the Titans", a beautiful film about the power of sport to bring people together.

6. What are you passionate about and why?

I am passionate about running and hiking. I like running because it allows me to escape.

7. Who would you most like to swap places with for a day and why?

Mike Horn, to be able to explore a faraway land in total autonomy!

8. What are some of your pet peeves?

Injustice and lies. My motto is "Never do to others what you would not like them to do to you".

9. Who inspires you and why?

Justine Hutteau founder of Respire. Justine Hutteau, fondatrice de Respire.

10. What was the best concert you ever attended?

Imagine Dragons at the Arena of Montpellier.

11. Who is your least favourite superhero?

Captain America or Superman, way too perfect... I prefer Daredevil.

12. What's the last book you read?

"My brilliant Friend" by Elena Ferrante.

13. What's the craziest thing you've ever done?

To go on a humanitarian trip to Thailand for a month with a friend without going through an organization at the end of my Master's degree. A simple backpack and I directly contacted a lady who was running an orphanage in the Kanchanaburi valley on the border with Burma. We helped to build small houses out of "eco-bricks" (bottles filled with waste that we assembled by 6 to form types of "cinder blocks" to build walls). It was a crazy and beautiful experience. We also went to a "camp" that protects abused elephants from tourism.



14. What's the coolest thing you're working on right now?

It's not really at the moment, but several times a year I'm lucky enough to be able to travel to work sites all over France (when it's in Corsica, on the island of beauty, it's really very, very cool!) Equipped with my PPE, I make videos on our sites and meet our employees and customers on site. I think this is really great and it's a privilege. Thanks to my job, I have the chance to see all the facets of our business. It's very stimulating!

TALENT IN MOTION

ARUL RAJA

Managing Director - RMD Kwikform India

Arul Raja was born in Chennai, India, working as Managing Director for RMD Kwikform India. He started his career in the company as sales engineer, 25 years ago. Then, he became part of ALTRAD group in October 2021.

1. Who inspires you and why?

My Ex Manager. He guided, mentored and motivated me to reach heights. He believed in me more than I did.

2. What are you passionate about and why?

Formwork and scaffolding. Because we bring structures to life.

3. What's the coolest thing you're working on right now?

Practising Yoga.

4. What's your secret talent that no one knows about?

Volleyball player at university.

5. What was the best concert you ever attended?

Local concert by AR Rahman (a music director from Chennai who won an Oscar for his composition in "Slumdog millionaire").

6. What's your favourite movie and why?

Castaway. Natural acting by Tom Hanks and the film isn't based on one particular event.

7. What's the best meal you've ever had?

Local delicacy in my village: Tapioca and Anchovy.

8. Which four individuals, living or dead, would you like to have dinner with the most?

MS Dhoni (Indian cricketer), Diego Maradona, Tom Hanks.

9. Where's your favourite place in the world and why?

My village where I was born. Childhood memories and friends.

10. What's the craziest thing you've ever done?

Jumped in to a wadi (channel) when I was on holiday in Oman without realising it was too deep.

11. If you could visit anywhere in the world you've never been to, where would you go?

Antarctica L'Antarctique.

12. What is your favourite family tradition?

All the family go to our village to spend time with our parents during Christmas.

13. What's the last book you read?

"India positive" by Chetan Bhagat.

14. What are your hobbies?

Watching documentaries. Playing cricket.



15. What are some of your pet peeves?

Loud chewing or drinking.

16. Who is your least favourite superhero?

Ghost (Marvel Comics)



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