

# ALTRAD INSIDE | N° 06

APRIL 2023



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



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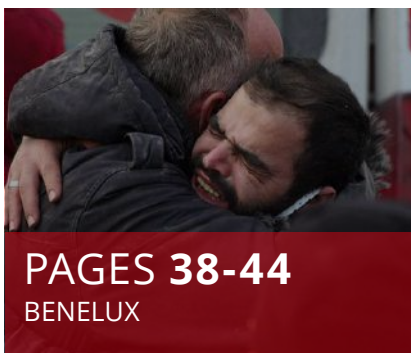
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Ran  
OREN

WELCOME, COLLEAGUES, TO ISSUE #6 OF ALTRAD INSIDE.

I am delighted to write to you in this issue, which is filled with a lot of updates from the Group.

#### Montpellier Annual Seminar

This issue coincides with our annual seminar being held in Montpellier, with around 340 staff from across the world. The whole team in Montpellier is looking forward to greeting our colleagues in person again. The seminar will once more be filled with moments of reflection, development, change... and perhaps most importantly allowing the attendees to spend time together. It is vital to ensure our colleagues share moments of friendship, networking and conviviality. For the many of you who will not join us, we will of course send out information about the seminar to you after the event.

#### Safety

Whilst our half year safety statistics are below our set ceiling, every incident is unacceptable and avoidable, and every near miss is an opportunity to learn. Unfortunately, our year has begun with a number of serious safety incidents which have led to long term changes to colleagues' lives. With 56,000 people working at height, using machines, handling tools, driving vehicles, etc., we are surrounded by dangers and must not become complacent. Every incident has the potential for life-changing effects. Every time you step out to work, remember the risks you and your team face and take an extra moment to plan for the tasks and reduce risks. Please, look after yourselves and your team-mates and think of loved ones who will be affected by injuries. Remember, you are authorised at all times to use your Stop Work Authority to prevent unsafe acts.

#### Half year review

The first half of 2023 has been a very different year to 2022. If you cast yourselves back to April 2022, we were in the middle of a transformative year in which we nearly doubled Altrad's turnover and added over 16,000 new colleagues to the Group. This year, the focus has very much been on developing a better understanding of the businesses we have acquired, working with new colleagues and ensuring successful integrations. There is more work to do here, with some companies further advanced than others. Our key objective is to ensure we leverage all the opportunities for growth and profitability which the 2022 acquisitions present to us. >

# EDITORIAL

Our financial performance for the first half year is significantly ahead of budgeted turnover, and marginally ahead of budget in EBITDA. Free cashflow is also ahead of budget. These are good indicators – we remain strong and have the ability to invest, grow, and retain the confidence of our stakeholders. There remain, however, many headwinds and uncertainties – as well as opportunities – so we must remain conservative and keep a relentless focus on our margins, profitability and cash generation. The half year results will be announced to you all in the next week so please look at them and take a moment to pat yourselves on the back – these results are the outcome of your work!

## Compliance

Our globally recognised market leading position and reputation is founded on Altrad's ability to conduct itself with the highest level of integrity. Regrettably there have been instances recently in which people or companies have fallen short of our expectation. Let there be no mistake, Altrad operates a zero tolerance approach to unethical behaviour, especially bribery, corruption and antitrust. We have a whistleblowing system in place to ensure that unethical behaviours can be reported safely and confidentially; this is our best line of defence so use it if you witness illegal activity. We cannot allow your daily hard work to be ruined by the treacherous acts of a small minority.

## Sustainability

We should not under-estimate the impact which our actions have on our environment and communities. From school-building to tree planting, educational support to beach-cleaning, Altrad is proud to see so many initiatives all year round.

Our carbon footprint remains an area of focus as we strive to become carbon neutral by 2050. The first carbon audit for 2021 is complete and results will shortly be sent to each business unit. Then we will quickly move onto our 2022 carbon audit. These audits allow us to benchmark ourselves and measure our improvements over

time. Every person in the Group has a role to play – small changes every day make big differences over time.

I encourage you to participate in our sustainability initiatives; 56,000 people can be an incredible force for positive outcomes!

## Inclusion

The annual seminar will see the launch of a very important inclusion initiative and I urge you to look for more information after the seminar. When we truly harness the diversity of our workforce, create an environment where people are free to be themselves and respected for who they are, there are no boundaries.

## Finally...

Let me close this by thanking you for your work, your innovation, your friendships, your passion and your courage. Every person reading this, and those that came before us, are part of the incredible journey of a small, humble, scaffolding manufacturer turned into one of the greatest global success stories of our industry.

**Sincerely,  
Ran**

**Co-CEO**





# CORPORATE

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## 2023: **ALTRAD SOLIDARITY EMERGES**

ALTRAD Solidarity was born out of the ALTRAD Group's desire to strengthen the impact and consistency of its philanthropic actions and sponsorship operations. The purpose of this endowment fund is to finance and support the implementation of social and charitable endeavours by the ALTRAD Group, which is already very involved in all the territories where it develops its know-how. Based on the values of mutual aid and solidarity which are at the heart of the Group's values, and by always placing people at the centre of its approach, ALTRAD Solidarity aims to develop concrete projects which will contribute to a fairer and more sustainable world.

ALTRAD Solidarity's four major areas of intervention:

1. **Education & Culture:** We believe that every human being, all individuals, must have access to education and culture in order to reduce "class inequalities". These fundamental rights not only allow each person to take care of themselves but also to rise in society.
2. **Health & Welfare:** We want every human being, man, woman and child, to have enough to eat, to receive medical care, to have access to drinking water and to all the infrastructures that allow them to live a dignified life.
3. **Insertion & Inclusion:** We believe that every human being, regardless of sex, gender or nationality, should have access to everything without suffering discrimination.
4. **Preservation of our planet:** We consider our planet to be the most precious asset of every human being. Therefore, we wish to work for its preservation for future generations by preserving existing resources and by enabling the implementation of a sustainable development policy.

Chaired by Jean-Pierre Denis, and with the support of the three other members of its Board of Directors (Jessica Casanova, Jean Delrieu and Ran Oren), ALTRAD Solidarity will set up calls for projects, essentially in-house, so that employees from all over the world can propose causes that are close to their hearts. The date of the first call for projects will be communicated in the coming weeks through ALTRAD Solidarity's General Management. Stay tuned! ■





# 5 JUNE 2023: WORLD ENVIRONMENT DAY ... A DAY TO CHANGE THINGS



World Environment Day will therefore be an opportunity for ALTRAD to come together and act to protect our environment. We only have one planet, and we must play an active and responsible role in its preservation. The theme of our 2023 World Environment Day initiative will be **#BeatPlasticPollution**.

In line with our commitment to **protect our environment** and celebrate World Environment Day, we invite all ALTRAD Group teams to plan and organise an **ALTRAD ALL IN** clean-up action day. This day will also raise awareness of the extent of pollution and more specifically of plastic pollution.

We want to involve all stakeholders in this action, as it is a common commitment where together we will have a greater impact on building a sustainable environment. We truly want to have a positive and lasting impact in all regions of the world where we operate.

On this occasion, in addition to the various initiatives that you will launch, we will ask you to conduct interviews and reports that will help us to produce portraits of the heart of each region where the ALTRAD Group is present. The protocol will be sent to you soon.

Our collective commitment and our values will guide us and allow us to be there on 5 June to take up the **#BeatPlasticPollution** challenge and to communicate our various initiatives.

On June 5th, **ALTRAD ALL IN** is joining the global effort to **#BeatPlasticPollution**. ■

**#BeatPlasticPollution**  
If you can't reuse it, refuse it



MARCH 2023:  
**PARTICIPATION IN THE  
NEW ZEALAND RUGBY  
INTERNATIONAL  
PARTNER FORUM**



As a major sponsor of New Zealand Rugby, we were fortunate enough to attend the New Zealand Rugby International Partner Forum in London in March. It was a fantastic and almost unique opportunity to interact with all the sponsors involved with the 'Teams in Black', since the sponsors in question come from multiple geographical areas.

Working together, in the same time zone, is an almost high-level achievement. By way of introduction and welcome, we were treated to two traditional Māori songs and two hakas, which were received with the necessary respect. Thanks to the Ngāti Rānana London Māori Club for making this a special occasion, both in terms of discovery and exchange. ■

APRIL 2023  
**EN ROUTE TO A NEW  
ANNUAL GROUP SEMINAR**



ALRAD Group's annual seminar is a very special event. Whether as a member of the Group or an external observer, anyone who has had the chance to participate realises that there is a very unique spirit and a very special atmosphere during this event. This is likely due to two accompanying factors:

- The first is the theme, which is selected by top-management, and around which the seminar develops. This year, optimism will be the presiding topic in all the exchanges.
- The second comes, beyond any doubt, from the fact that it is the employees themselves who lead the seminar, with approximately forty managers working for nearly six months preparing it.

Then there will be special guests, the unmissable conferences (this year the subject of gender equality in the workplace will be on the agenda) and the many moments of exchange that will give you an opportunity to network and create links.

In 2023, the ALTRAD seminar will once again be held at the Corum in Montpellier, from April 19 to 21. We will try on this occasion to "gain some height" in our outlook. ■







## WHEN THE STARS ARE ALIGNED, THE BALLOONS CAN TAKE TO THE AIR - A. MARTINEZ

When we were preparing the 2023 annual seminar, the question soon arose about the visuals to accompany the theme of optimism. Our service provider, France Images Production, and more specifically Kevin Pardo, quickly suggested the idea of the hot-air balloon, an image that evokes optimism, looking to the future and the notion of gaining height for a wider perspective – necessary for any large-scale project. The whole project team immediately agreed.

Then, quite spontaneously, I innocently told my colleagues that my hometown, Annonay, located in northern Ardèche (a rather remote but nonetheless dynamic rural area), was the birthplace of hot-air ballooning. It was actually the Montgolfier brothers, Joseph and Etienne, French entrepreneurs and industrialists, who invented the hot-air balloon, and the first human flight took place in 1783, 240 years ago.

The idea quickly emerged that we could present ourselves and our rugby teams via that visual medium, as an original communication tool, invested with the appeal of goodwill and adventure. No sooner said than done! Having privileged contacts with Annonay Berceau de l'Aérostation (a non-profit organisation made up exclusively of passionate volunteers, approved by the French civil aviation authority), we looked into the possibility of mounting two balloons to carry our colours and those of our partners (with custom-made dimensions: 35 metres high and 15 metres wide). So, we came up with the idea of:

- A white balloon, with the ALTRAD / FFR composite logo on one side, and the ALTRAD / Western Force composite logo on the other side.



- A black balloon, with the ALTRAD / New Zealand Rugby composite logo on one side, and the ALTRAD / Western Force composite logo on the other side.



We then proposed the project to our four partners, who were also taken with the idea and immediately agreed. Designing the four panels then commenced: checking the files of the four logos, designing and formatting, checking the final proofs for printing, manufacturing and preparing the panels according to the chosen hot-air balloon models, sewing the Velcro systems on the envelope of the two hot-air balloons, and inflation tests.

The two hot-air balloons will be inflated for the first time on April 20th in front of an audience at the 2023 annual seminar, in the heart of the Montpellier Hérault Rugby stadium. The balloons will be tethered and won't take off. Even so, the inflation operation itself is

always a spectacular event: As the balloon comes to life, it inflates to the rhythm of steady breathing ...

This will be a first step as we plan to use the two hot-air balloons for the next Rugby World Cup to be held this year in France, highlighting our two national teams, France and New Zealand. But there is more. Now that we have the elements and visual tools, the subsidiaries can use this promotional tool in the coming months.

I would like to thank Mr Altrad and our co-CEOs, Ran Oren and Jan Vanderstraeten, for their willingness to go ahead with the project and for their immediate optimism about the idea. And thanks also to the members of the Annonay Berceau de l'Aérostation team for their positive input, especially the president, Bruno Vincent, and the secretary, Stéphane Brunet, not forgetting the incomparable Mercedes Taravillo who made and put up all the banners. ■



## ED SHEERAN WEARING THE ALTRAD LOGO

Did you spot Ed Sheeran proudly sporting the All-Blacks jersey during the New Zealand leg of his "Mathematics World Tour"? He performed in three concerts: the first at the Sky Stadium in Wellington in front of 34,500 people, and the other two at the Eden Park Stadium in Auckland with both nights totalling a whopping 100,000 audience members! It's moments like these where we are reminded of the prestige of the New Zealand Rugby jerseys beyond the world of rugby, reinforcing our decision to partner with New Zealand Rugby and explore the powerful potential of our two brands working together. ■

## LOUIS PICAMOLES, AN OUTSTANDING AMBASSADOR



In Dublin, we were lucky enough to have French rugby legend Louis Picamoles with us as an ALTRAD Ambassador. He hung up his boots last season after a successful career spanning 18 years, having played for Montpellier, Stade Toulousain, Northampton Saints, Bordeaux and of course, the French national team. We will see him again soon at future ALTRAD events. Thank you, Louis! ■

## #IWD2023



**ALTRAD WISHES A BEAUTIFUL DAY TO ALL WOMEN**

The theme of International 2023 Women's Day [8 March] was #EmbraceEquity. With this statement, ALTRAD made the commitment to promote inclusivity, diversity and equality. Our group wishes to speak out against stereotypes, prejudice and discrimination, towards a world in which differences are celebrated and valued. At ALTRAD, we all support this approach. This year, five women in our organisation

have decided to express themselves on this issue which appears to be more topical than ever. For five weeks, we have posted their testimonies on our social networks. Thank you to Elaine Sarmardin, Betty Hart, Luba Hibbert, Aswathy Vijayan and Alia Saddique for getting involved and sharing your thoughts, your experience within the group and their vision on gender equality. ■





BUSINESS  
AND PROJECTS

AFRICA



AFRICA

# ALTRAD SERVICES ALGERIA DEPLOYS ITS STAFF FOR SONATRACH ON A MAJOR GAS PROJECT



**SONATRACH, the Algerian leader in the Oil & Gas sector and one of the leading hydrocarbon groups on the African continent, has signed a major contract to carry out a large gas field development project in south-west Algeria.**

The project requires building three major new gas processing and compression facilities, the production of which will be injected into the future "GR7" pipeline of the TRC network.

Within the framework of this project, ALTRAD Services Algeria has signed an agreement with the company LARSEN & TOUBRO, in charge of the construction (EPC) of the installations, with the aim of carrying out fireproofing works (Passive Fire Protection – PPI) on the two sites of Hassi Tidjerane and Tinerkouk, with an option for the site of Hassi Ba Hamou & Reg Mouaded.

ALTRAD Services Algeria also succeeded in seizing other, unaltered opportunities, its initial scope having been expanded from 620,000 to more than 4.5 million euros today. This figure is likely to increase during commissioning in the final phase of the project.

ALTRAD's Algerian subsidiary currently employs 400 people on this project, all of whom are local workers. The work involves passive fire protection, as well as welding, electricity and instrumentation (E&I), insulation and coatings. ■





AFRICA

# THE MOZAMBIQUE ADVENTURE CONTINUES!



**Congratulations to ALTRAD Prezioso Mozambique on being awarded the painting & insulation contract and the scaffolding & rope access contract by TECHNIP Energies for the hook-up of ENI CORAL FLNG offshore Mozambique. It is excellent news that TECHNIP decided to continue the partnership with ALTRAD Prezioso Mozambique, even after the completion of the hook-up phase.**

It goes without saying that ALTRAD Prezioso Mozambique's team is still on board doing cryogenic insulation, Passive Fire Protection (PFP), scaffolding, and blasting/painting a year after setting the first foot on the FLNG. The fact that ALTRAD Prezioso Mozambique has a great team of Mozambican scaffolders, painters, and insulators capable of working on their own on an Oil & Gas (O&G) asset is commendable. Their training to the O&G HSE standards is an essential aspect of ensuring safety on the worksite.

Finding experienced and capable technicians to perform the work on a new O&G asset in Mozambique was indeed a challenge. However, ALTRAD Prezioso Mozambique's flexibility and the Group presence in other African countries allowed us to send experienced manpower from countries such as Nigeria and to recruit local technicians, closely followed by the experienced Nigeria crews.

ALTRAD Prezioso Mozambique has overcome the challenges and has been able to build a strong team of Mozambicans with the necessary skills and knowledge. It is also positive to hear that our teams will be working on this FLNG until mid-2023, which is a testament to their excellent work and partnership with TECHNIP Energies. ■



AFRICA

## ALTRAD NIGERIA AWARDED COMPLEX REFURBISHMENT PROJECT FOR FSO UNITY

Congratulations to ALTRAD Nigeria on being awarded the complete refurbishment of one water ballast tank (20,000 sqm) on FSO UNITY for TOTAL Energies, as well as repair work on the hull of the FSO, offshore Nigeria. It is excellent news that TOTAL Energies has renewed its trust in ALTRAD Nigeria following the successful accomplishment of the same work with zero lost time incidents in 2018/2019 on two water ballast tanks.

The complexity of the works, especially the risks associated with hot works (blasting & painting) in confined spaces and rope access blasting and painting works on the hull, is commendable. It is impressive that ALTRAD Nigeria implemented two new technologies in the country, V deck access platforms and a blasting recovery machine, which saved logistics costs, reduced waste with recycled steel abrasive, and brought cost savings.

It is great to hear that ALTRAD Nigeria has onboarded 120 people on day and night shifts and that the teams are working hard to achieve progress on time as per QHSE standards and in respect of ALTRAD Life-Saving Actions.

The fact that ALTRAD Nigeria has just been awarded another water ballast tank 2S is a clear indication of the trust that the client has placed in our entity. ALTRAD Nigeria can be proud of its operations team for their dedication to the project and the next projects to come. ■





# ESG

AFRICA

## ALTRAD SENEGAL (SNKP) INVESTS LOCALLY FOR THE CONSTRUCTION OF A NEW ELEMENTARY SCHOOL



In Senegal, ALTRAD, through its subsidiary SNKP, has constructed a school building in the village of Sindia, in the south of Dakar that meets all the necessary standards.

The fact that the school is closer to the students' homes and not several kilometers away, means that they will no longer have to walk long distances to get to school, which is a relief to them and their parents. This will improve attendance rates, giving more children access to education, which is essential for breaking the cycle of poverty and achieving sustainable development.

It is also commendable to note that the building meets all the standard norms of school construction and is equipped with 25 desk-benches and one desk for the teacher. This initiative will help provide students with an environment conducive for learning, which is crucial for their personal development and future success.

Overall, ALTRAD has set an inspiring example for other companies to follow by demonstrating their commitment to corporate social responsibility and making a positive impact on the local community





BUSINESS  
AND PROJECTS

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FRANCE



FRANCE

## LAUNCH OF ALTRAD PLETTAC MEFRAN'S NEW WEBSITE

Although being around for quite some time, the ALTRAD Plettac Mefran Scaffolding website has been completely redesigned to give greater prominence to the company's catalogue products and business contacts.

In addition to the technical aspects, the entire graphic charter has been updated. In order to improve the user experience, the site has been redesigned to optimise navigation in terms of content and form:

- New interface that adapts to different devices, PC / MAC, tablets and smartphones
- Complete menu for searches by trade or by product range
- News and achievements
- Access to the documentation library
- Easier access to the sales network

Other developments are already underway:  
Watch this space! ■

## ALTRAD COMI SERVICE AT THE TOP OF ITS CRAFT

ALTRAD Comi Service, a company specialising in work at height, recently completed a work of art on Saint-Louis church, located in Héry, in the department of Yonne, France. This historical monument required complete restoration, except for the roof and the most recent structural works (dating from the 18th century).

58 tons of scaffolding were carefully assembled to protect and facilitate the renovation work. The bell tower, with its re-gilded weathervane, new slates and restored or replaced roof timbers, was the focus of attention for the ALTRAD Comi Service teams. Resin inclusions were prescribed by the architect in charge, Thierry Leynet. As a specialist in old materials and techniques, he considers modern processes are only used to avoid extra costs or the need to change major parts.

The roofing was done by the company Cadet, which did not encounter any particular difficulties. At a height of 30 meters, two young craftsmen from ALTRAD Comi Service, familiar with the harmonious forms of cathedrals and castles, meticulously cut and drilled the slates to dress the bell tower.

This painstaking work took longer than expected but the result is impeccable. ALTRAD Comi Service has once again demonstrated its ability to work with precision and respect for historical heritage. ■





## ALTRAD FORMWORK AND SHORING'S ALTRALIGHT AWARDED A MAT D'OR

The ALTRALIGHT shoring tower was recently awarded the Mat D'or 2023 label (a label that rewards innovations in the construction industry), in the "recommended" category. On this occasion, Jean Le Pennec, CEO of ACE, attended the award ceremony on 21 March. He thanked all the stakeholders and expressed his satisfaction with this performance and recognition of the profession, ALTRALIGHT having been awarded the excellent score of 4.5/5. ■



## DYNAMIC EVOLUTION OF ALTRAD PREZIOSO, RESOLUTELY LOOKING TO THE FUTURE WITH A STRATEGIC CHANGE ACCOMPANIED BY A CHANGE OF NAME



We are pleased to announce that the headquarters of PREZIOSO Linjebygg has moved to Chasse-sur-Rhône after 12 years in Vienne (France). This change of headquarters is accompanied by a change of name for the company, which will now be called ALTRAD Prezioso.

These changes are in line with the company's desire to move towards enhancing the unity and efficiency of the subsidiary within the ALTRAD group and its "Services" division. While optimising its real estate expenses, the characteristics of this new site allow for a better distribution of the company's activities, with better allocated offices. While remaining in the same employment area, it is now located in an industrial sector corresponding to its service-related activity.

The new headquarters consists of 1,387 m<sup>2</sup> of office space on two levels, as well as 326 m<sup>2</sup> of industrial space that can eventually be used as an in-house training area. Employees have access to open-plan and/or closed offices, connected and equipped with modern means of communication (TV/Visio), a gym, a rest room and a restaurant area. >



This change management led by Benoît Campion, Managing Director of ALTRAD Prezioso, illustrates the dynamic adaptation of the company, acquired by the Group in 2016. This much needed evolution is being pursued through the following objectives: to appropriate the Group's codes at company level in order to preserve historical customer relations; to pursue its commercial development and the attractiveness of its employer brand, while perpetuating the achievements of solid business expertise.

We are convinced that these changes will strengthen the company's position in the market and add to its future growth. We would like to thank all our employees for their contribution to the success of this evolution and for their involvement in this project.

Benoît Campion recently said, "This new identity should enable us to better communicate the drive of our brand and our position in our markets (industry & nuclear) and in our specialties (coatings, scaffolding, insulation, PFP). Through our strong and leading position, the integration of new employees is a constant priority for us, as well as their daily well-being. The reorganisation of working hours and the implementation of a telecommuting agreement are proof of this today."



New address: ALTRAD Prezioso, Zone industrielle de Charnevaux, 105 chemin de Garenne, 38670 Chasse-sur-Rhône - France. ■

FRANCE

# RENEWAL OF COATING CONTRACTS AT THE BELLEVILLE, GRAVELINES AND PALUEL NUCLEAR SITES

ALTRAD Prezioso has recently obtained the renewal of the industrial painting contracts for the Belleville, Gravelines, and Paluel Nuclear Power Plants (CNPE).

These contracts cover routine maintenance operations or Maintenance in Exemplary Condition (MEEI) operations, renovation activities, and new works activities. The contracts are established for the period 2023-2030, for a total budget of approximately 20 million euros. Approximately 60 people will be mobilized on a yearly basis, covering the 3 sites.

These contracts illustrate the renewed confidence of our client EDF, thanks to the quality of the services already provided on these sites by our teams! ■



FRANCE

# ALTRAD HELPS PRESERVE UNESCO'S WORLD HERITAGE

ALTRAD Prezioso and its "Industrie Rhône-Alpes" agency have just won a significant contract with the town of Vichy, in France, whose thermal heritage has since July 2021 been listed as a UNESCO World Heritage Site as one of Europe's great spa towns. And it is precisely in the heart of the spa town, in the Parc des Sources, that our teams will be working. ALTRAD Prezioso has been awarded a contract for the coating of more than 10,000 m<sup>2</sup> of varied surfaces, and in particular the restoration of the walkways by means of anti-corrosion treatment. Our operators will be working in the heart of this haven of peace very soon. Congratulations to them! ■

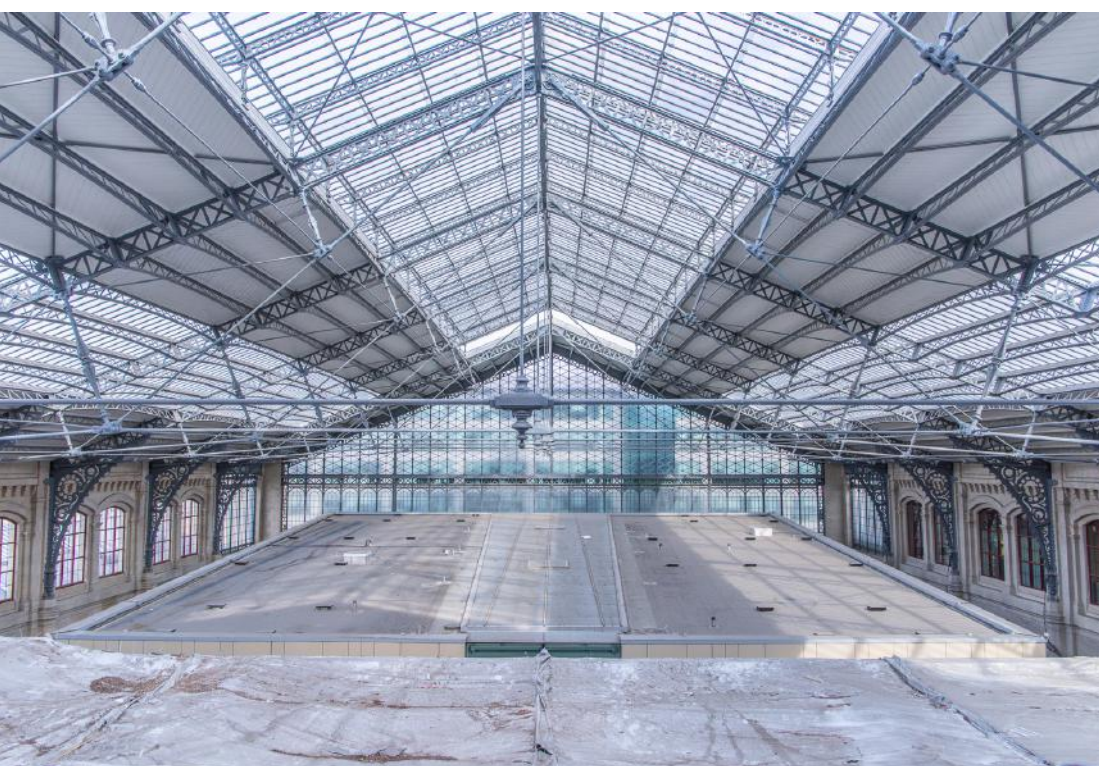






## ALTRAD PREZIOSO AND ALTRAD ENDEL TEAM UP FOR THE BENEFIT OF THEIR JOINT CUSTOMER NAVAL GROUP

ALTRAD Prezioso, in partnership with ALTRAD ENDEL, was just awarded a contract by NAVAL GROUP in Brest for work on Ile Longue. The work will involve handling equipment for nuclear maintenance of submarines. The work is scheduled for the second half of 2023.



FRANCE

## THE GARE D'AUSTERLITZ IS BEING RESTORED TO ITS FORMER GLORY WITH A SPECTACULAR FACELIFT

The Gare d'Austerlitz, the least used of the six major Parisian train stations, is undergoing a spectacular transformation as part of the Paris Rive Gauche redevelopment and real estate project. The aim is to reintegrate the station into the city and make its "Grande Halle Voyageurs" concourse a place for meetings and exchanges by deploying a new sales area under its immense restored glass roof.

The Grande Halle Voyageurs at Gare d'Austerlitz, listed as a historical monument in 1997, is the second largest concourse in France, after Bordeaux Saint-Jean station. It is getting a major facelift

with a complete overhaul of the stone facades, the restoration or replacement of all the woodwork, the rehabilitation of the metal structure and the opaque and glazed roofing, the side windows and the spandrels, as well as ensuring compliance of the maintenance accesses and upgrading of the rainwater drains.

This riveted Polonceau structure, which remains unequalled as the largest span built in the Polonceau system, had been disfigured by the construction of a parking lot in the 1970s and when the overhead metro line that crosses plunged into the station. Today, the first part of the restored hall is already brimming with light. The 32 wooden frames on the facades have been replaced, and >



the stones restored to bring the station as close as possible to its historical authenticity.

The restoration was conducted in several stages to ensure the continued operation of the building. A first phase was carried out from February 2015 to June 2016 on a section between the hall of the Valhubert tympanum and the metro station on line 5.

The Gare d'Austerlitz, which receives more than 21 million passengers each year, has to really sparkle for the 2024 Summer Olympics. The restoration involved the implementation of monitoring measures to control pollution and noise, as it was conducted above the platforms and tracks.

Thus, the Gare d'Austerlitz has been restored to its former glory and is now a meeting place for Parisians and travellers alike. The restoration of this historic monument is a real asset for the Paris Left Bank project and for the city of Paris.

THE SITE AT A GLANCE:

- PLACE: Gare d'Austerlitz, Paris
- PROJECT MANAGER: MOAU Gares & Connexions - Development Department on behalf of SNCF Réseau and SNCF Mobilités in Paris
- CONTRACTOR: Atelier d'architecture Gares & Connexions AREP in Paris
- LEAD REMOVAL, ASBESTOS REMOVAL, INDUSTRIAL PAINTING LOT: ALTRAD Prezioso. ■



# ACE CONTRIBUTES TO THE JOIA MERIDIA PROJECT ON THE FRENCH RIVIERA

ACE recently participated in the Joia Meridia project on the French Riviera. The project includes quality housing, local shops, public spaces and cultural and artistic facilities. Joia Meridia will eventually offer 51,300 m<sup>2</sup> of housing and 1,220 private and public parking spaces.

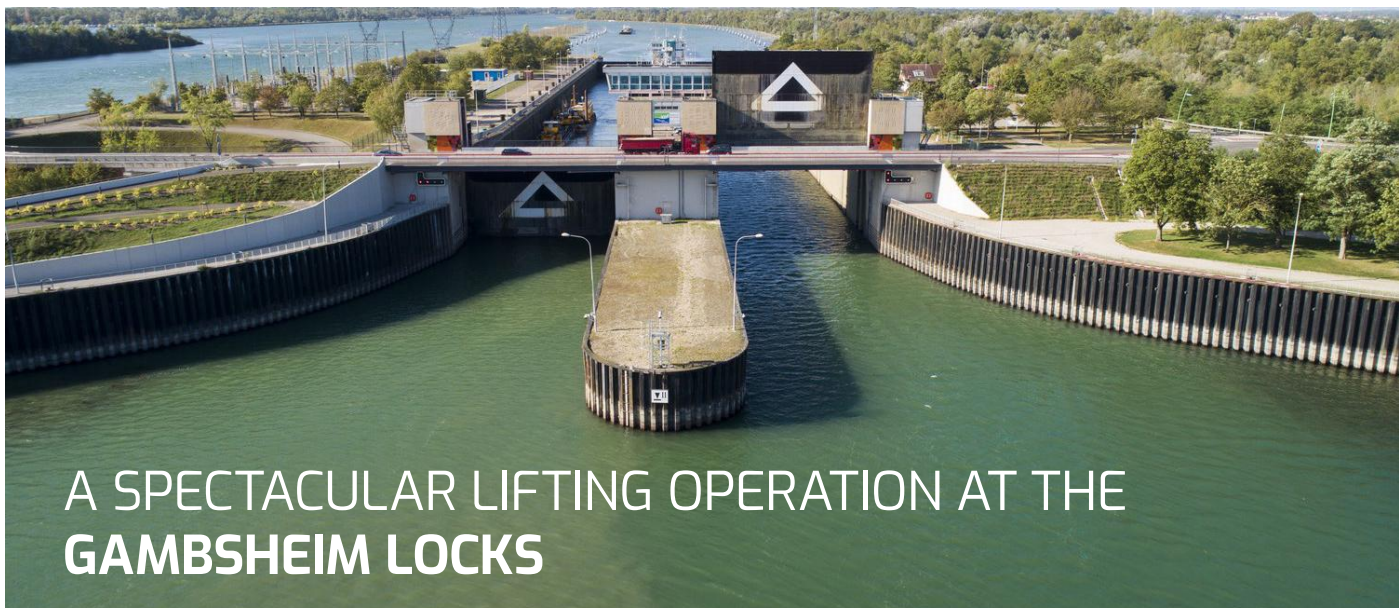
**OUR TEAMS WORKED ON TWO ZONES:**

1. The North zone, with 18,628 m<sup>2</sup> of flooring and 3,015 linear metres of beams. For this site, 2,100 m<sup>2</sup> of ALTRADAL were required, as well as 90 formwork tables (i.e., 180 linear metres of elements measuring 2 metres by 2 metres). Not forgetting the 150 linear metres of edge formwork.
2. The South zone, with 8,818 m<sup>2</sup> of flooring and 1,634 linear metres of beams. Here we deployed 1,400 m<sup>2</sup> of ALTRADAL and 60 formwork tables (i.e., 120 linear metres of modules also measuring 2 metres by 2 metres).  
The safety of the structures was ensured by the use of safety mesh barriers or "safetyplast barriers".  
Over a period of ten months, some twenty of our workers were employed on the project.

**INNOVATION AND SAFETY**

On this site, an edge formwork solution was installed on SECUTABLE EVO formwork tables. The difficulty of the operation lies in the beam length to be built (4.7 kilometres). Guillaume Duvillers, works manager on the operation, explained the approach: "We thought about and optimised the approach by using equipment that was more ergonomic and quicker to set up than traditional equipment: specific tables prefabricated in

the workshop. Handling on the site was done with stackers. We then designed and created a tool (edge formwork) that enabled a simpler and quicker rotation than conventional formwork; therefore no through-rods and only simple fixing, with lateral assembly."  
It is also through product and process innovation that projects can be completed more quickly and safely. ■



## A SPECTACULAR LIFTING OPERATION AT THE GAMBSHEIM LOCKS



*The Gamsheim locks, northwest of Strasbourg, are the most important lock infrastructure in France. Now that the Gamsheim locks are 50 years old, Voie Navigables de France (VNF) is going to give it a facelift lasting about 18 months. ALTRAD Endel has begun this major work.*

The operation that marks the start of this work is impressive: lifting a heavy lock gate weighing almost 80 tonnes. Four cranes, including a gigantic one with a capacity of 750 tonnes, were deployed to remove the gate from the west chamber. "Working on a structure that was commissioned in 1974, designed according to plans that may be obsolete, with technologies that are no longer necessarily familiar, is a real challenge," recalls Julie Wolf, project manager. The cold and snow didn't make the task any easier. "The day we installed the cranes was terrible, with a temperature of -14° C."

The two airlock gates and the mechanisms will be stripped of asbestos, then completely renovated and repainted. "It will then be reinstalled, hopefully lasting for another 50 years!" Once this first structure has been refurbished, it will be the East lock's turn. ALTRAD Endel has been awarded the mechanical work package, including the lifting part, and the living quarters for these two phases of work.

This spectacular project aims to improve the efficiency of this major structure on the Rhine, which has around sixty crossings per day. The work, which began at the beginning of winter 2022, is expected to take about four years. ■





## THE (RE)CONQUEST OF **ARIANE**

*Since 2022, ALTRAD Endel has been relaunched at ArianeGroup. Several deals have already been completed and current orders or quotations point to a strong upward trend at the European leader in space launchers.*

Since the 1950s, Vernon Forest in Normandy has been home to a laboratory (top secret at the time) that helped make France a space power and is now at the heart of European civil space activity. It is here that European rocket engines are designed, including the latest generation for Ariane 6.

The return to this client "*gradually and without skipping any of the steps necessary to re-establish the level of trust and satisfaction expected by our contacts*", as

Jérôme Legrix, Business Manager for New Works and Special Machines at ALTRAD Endel's Normandy branch, points out, is a great victory.

To win back and retain this former client, the sales teams spared no effort.

Firstly, by re-establishing a dialogue with the site, then by settling the past.

"*We had kept an ageing base, in the hope of maintaining activity on the site. In order to start again on a sound footing, ArianeGroup required us to remove all traces of the past. This we did, while taking advantage of the opportunity to demonstrate our commitment by a clean and exemplary achievement in terms of safety and the seriousness of our teams.*" With this action, the collaboration could resume.

### **MULTI-TECHNICAL MAINTENANCE AND NEW WORKS**

Requests can range from small repair jobs to highly technical projects. The aim is to maintain a permanent team of three people (a mechanic, an electro-mechanic and a pipe-fitter/welder) to cover most of the daily needs. An agreement has also just been signed, authorising the reinstallation of an ALTRAD Endel base on the site. For larger or more complex projects, this team will be supplemented by specialist staff, all under the supervision of a Business Manager.

On this site, which is regaining momentum, ALTRAD Endel's Norman teams are gradually regaining the customer's confidence thanks to their rigorous execution and follow-up. Several orders have been registered and around ten quotes are in progress. ■



# ESG



## PINK OCTOBER HEADWEAR COLLECTION BY ACE: A TRIUMPH OF EMPOWERMENT!

We are pleased to announce that the headwear collection organised by ACE during Pink October was a real success. We were able to collect around 150 headwear accessories, which were delivered by hand to the Institute Sainte Catherine in Avignon on Monday 14 November.

We would like to sincerely thank all the employees who took part in this solidarity initiative by donating their headwear accessories. Thanks to their generosity, many women with cancer will benefit from these accessories and regain their confidence after experiencing the side-effects of chemotherapy.

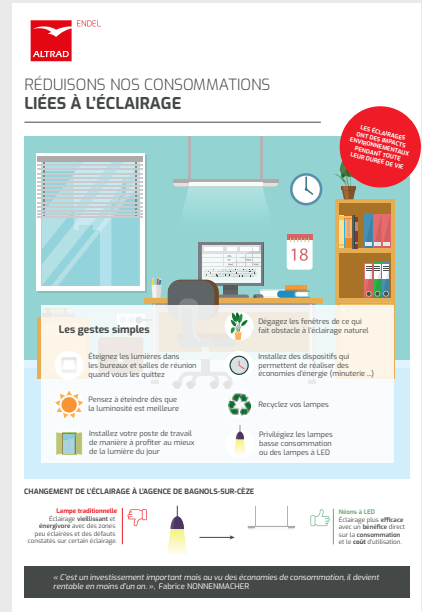
We are also very grateful to the Sainte Catherine Institute for their warm welcome and commitment to this noble cause. With the help of the Institute's beautician, Muriel Pascual, these accessories will be offered to women with cancer during beauty and image counselling workshops.

At ALTRAD, we take pride in supporting solidarity initiatives that have a positive impact on people's lives. We believe that every gesture matters and we look forward to keep working together to help those in need. ■



# ALTRAD ENDEL RAISES AWARENESS ON ENERGY SAVING

Since December 2022, ALTRAD EnDEL has been issuing communications on the daily implementation of good practices to reduce energy consumption. The company creates infographics with a monthly theme which is broadcast on screens at all sites, on internal social networks and through posters, in order to raise awareness among employees. Here are two recently published posters dealing with lighting and heating. ■



# A PODCAST ON DISABILITY TO SUPPORT EMPLOYEES AND IMPROVE THEIR DAILY LIVES

On the occasion of the 26th edition of the European Week for the Employment of People with Disabilities, ALTRAD EnDEL wanted to highlight this important subject in the world of work by addressing several questions on a podcast: What is disability? How do they get recognised? How can employers support their disabled employees? What actions are put in place to improve their daily lives?

Cécile Ballestero, Head of Disability and Diversity at ALTRAD EnDEL, led the discussions and presented the various issues. On this occasion, Sophie Desforges, Administrative Assistant, also gave her testimony as a person with a disability within the Group. The podcast can be accessed at any time. ■



# ALTRAD GETS INTO INTELLIGENT (SPEED) DATING

As part of the job dating event organised by the "MHR solidaire", in collaboration with "Ovale Citoyen", ALTRAD (and in particular the subsidiary ALTRAD Prezioso) actively participated by providing job offers to the young talent who came to the Montpellier rugby stadium in large numbers. The successful candidates will be able to join our group and we will be happy to support them and help them grow within our teams. ALTRAD Prezioso, a subsidiary of the ALTRAD Group, is fully committed to the search for full employment, promotes integration and is willing to offer a future to each and every one. ■



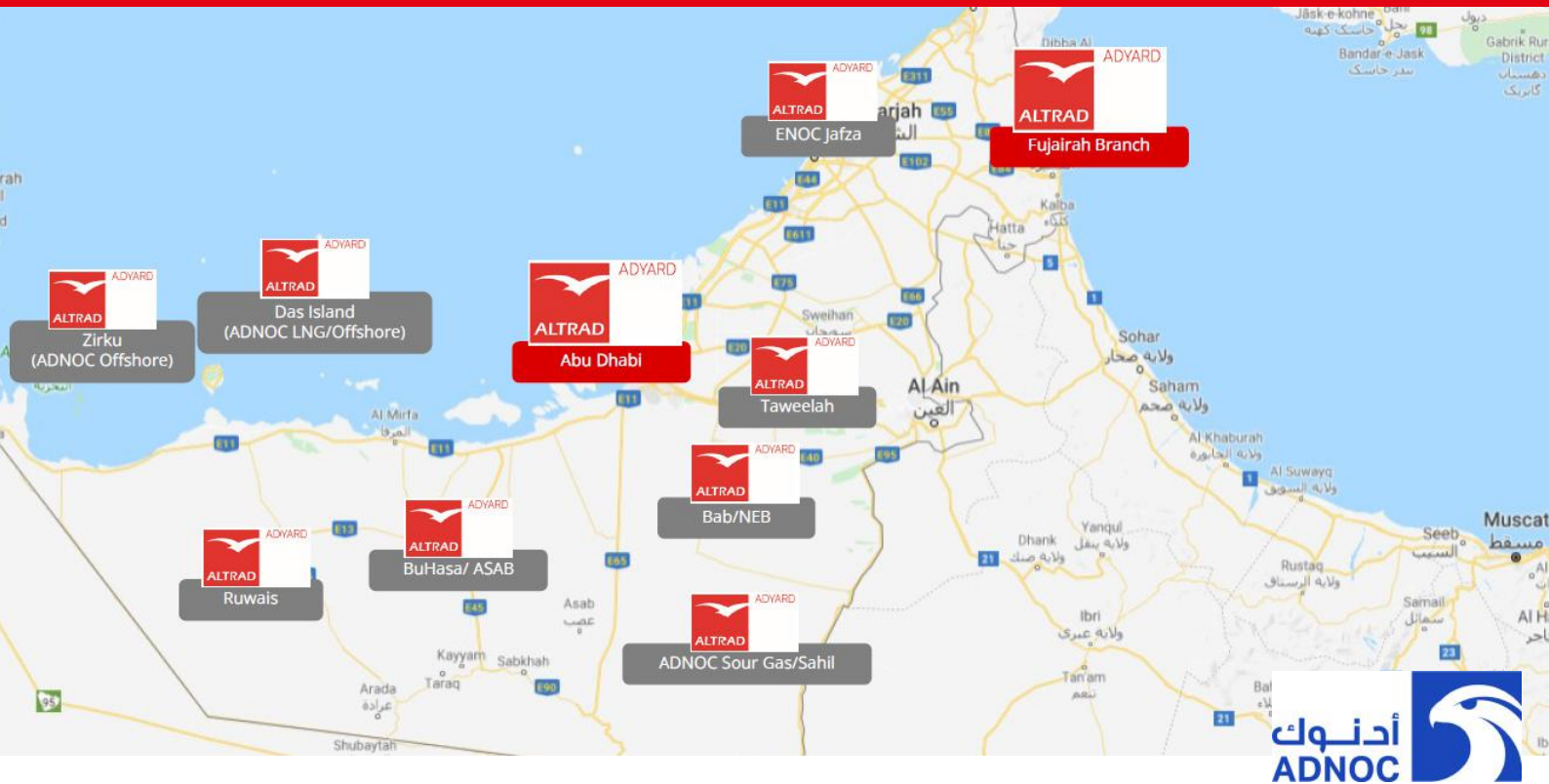
# BUSINESS AND PROJECTS

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## MIDDLE EAST



# ADYARD ABU DHABI, PART OF ALTRAD, IS AWARDED MULTIPLE PROJECTS FROM ADNOC GROUP



**ALTRAD Adyard Abu Dhabi LLC, a subsidiary of ALTRAD since 2020, has been awarded multiple projects from the Abu Dhabi National Oil Company (ADNOC Group of companies).**

One of these projects is from ADNOC Offshore for EPC works to upgrade the Rim Seal Fire (RSF) and Full Surface Fire (FSF) Fighting System for COS Tanks at Zirku. This project involves engineering, procurement and supply of materials, installation of new facilities, modification of existing facilities, and associated works for civil, structural, piping, mechanical, electrical, instrumentation, HSE and quality assurance.

The other project is from ADNOC Logistics & Services (ADNOC L&S) and also involves EPC works to upgrade the LNG jetty on DAS Island.

ALTRAD Adyard has been supporting the region's energy transformation for the past 26 years, and these projects further strengthen our presence in the UAE. This is a strategic win for ALTRAD Adyard with the ADNOC Group. We anticipate more project opportunities in the near future.

We are proud of our team's expertise and hard work in securing these projects, and we are committed to delivering them to the highest standards of quality, safety and environmental performance. Congratulations to everyone involved in making this happen.

Together, let's continue to make a positive impact on the energy sector and support the sustainable development of the UAE. ■



NUCLEAR

## ALTRAD ENDEL ORGANISES AD HOC WASTE MANAGEMENT TRAINING FOR A DELEGATION FROM THE UNITED ARAB EMIRATES



Following an initiative by ALTRAD Endel, INSTN (a school specialising in low-carbon energy and health technologies, providing specialist courses and continuous professional training for operators, technicians, engineers and researchers in France and internationally) recently organised a training course titled: "Management of solid, liquid and gaseous radioactive waste in the European nuclear power plant" for a delegation from Nawah (operator of the Barakah plant in the United Arab Emirates). Despite very short deadlines and an atypical format, a high-quality tailor-made training course was successfully organised and deserves to be highlighted here.

Indeed, since 2019, the French nuclear industry has been structured around an approach called "E-FUSION" to position itself to meet the challenges linked to the start-up and operation of the Barakah plant. This approach is widely supported at a high level, in particular by the Franco-Emirati strategic dialogue and the French Ministries.

Several players in the sector, notably ANDRA, Framatome and of course ALTRAD Endel, have recently signed contracts with Nawah and are helping to promote the French sector in the Emirates. This training course, recently organised by INSTN and ALTRAD Endel, is therefore fully in line with the spirit of the "E-FUSION" approach and has enabled many players in the sector to be put forward. The initiative also allowed for closer ties with Nawah and actively contributed to the sector's actions on site.

**WE REALLY HOPE THAT NEW SESSIONS OR ADDITIONAL TRAINING COURSES CAN BE SCHEDULED FOR NAWAH IN THE NEAR FUTURE. ■**

## A FIRST IN KUWAIT, WITH APPROVAL FOR SPARROWS TO CARRY OUT MAINTENANCE WORK ON DRILLING EQUIPMENT FOR KOC

Sparrows has taken a significant step for business in Kuwait by being recognised as an approved non-OEM ("non-Original Equipment Manufacturer") maintenance provider by Kuwait Oil Company (KOC), becoming the first and currently the only non-OEM service company to hold this approval.

The number of drilling rigs coming into service in Kuwait is increasing rapidly, both new and older equipment requiring overhauls, and the volume of work is putting significant pressure on the OEMs.

To alleviate this burden and pressure, KOC has stipulated in tenders that approved non-OEM contractors can be used.

Sparrows has recently commenced operations in Kuwait where teams perform maintenance work and provide certificates of conformance, allowing drillers to carry out work for KOC. At present, the approval applies to newly issued contracts, but it is expected to be extended to future new tenders. ■



# TALENT IN MOTION

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TALENT IN MOTION

# CYNTHIA BAAKLINI

Marketing and Communications Officer at ALTRAD Hub

I am Cynthia Baaklini, and I have been the Marketing and Communications Officer at ALTRAD Hub in Dubai for almost two months now.



- 1. Who inspires you and why?**  
The unwavering determination and love of my parents have been a profound inspiration in my life, driving me to pursue my aspirations with zeal and fervour.
- 2. Where's your favourite place in the world and why?**  
The beach is my absolute favourite place in the world. I find it to be a very peaceful and grounding environment that allows me to relax and recharge. There's something about the combination of the sand, sun, and ocean that has a truly calming effect on me. Whenever I'm feeling stressed or overwhelmed, a visit to the beach is always my go-to!
- 3. What's the last book you read?**  
"Girl on Paper" by Guillaume Musso
- 4. What's your favourite movie and why?**  
"White Chick" is my favourite movie of all time! I probably know the lines by heart. It's a film that is widely acclaimed for its amusing plot and unforgettable characters. The actors' chemistry is exceptional, which adds to the movie's appeal.
- 5. What's the craziest thing you've ever done?**  
I consider the most daring choice I've ever made in my life was to completely change everything in just three weeks, by moving to Dubai last May without ever having visited the city or knowing anyone there.
- 6. What are your hobbies?**  
Here is my foodie moment! I thoroughly enjoy exploring new restaurants and diverse culinary styles.
- 7. What's the coolest thing you're working on right now?**  
The coolest thing I'm doing right now is probably working on a campaign for the upcoming Rugby World Cup.



- 8. What's the best meal you've ever had?**  
While I don't have a particular meal in mind, I can confidently say that Lebanese mezza is my absolute favourite.
- 9. If you could visit anywhere in the world you've never been, where would you go?**  
If I had to choose my dream destination, it would be Brazil.
- 10. What are some of your pet peeves?**  
One of the things that really bothers me is when people eat with their mouth open.
- 11. What is your favourite family tradition?**  
My favourite family tradition is when my cousins and relatives gather in Lebanon during the summer to spend quality time together, and it's always filled with music, laughter and delicious food. ■



## BUSINESS AND PROJECTS

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## UK, IRELAND AND NORDICS



## PRAX LINDSEY OIL REFINERY MARKS INCIDENT FREE SHUTDOWN SUCCESS



**We are excited to share with you some great news from Prax Lindsey Oil Refinery, a member of the Prax Group located in Northern Lincolnshire. The refinery has successfully completed a shutdown event without any accidents, which is an outstanding achievement!**

To celebrate this accomplishment, the Prax Group and contractors ALTRAD Babcock, ALTRAD, and Jemsar have donated over £20,000 to three charities chosen by the workforce. The “We Are One” foundation has received £10,125, while The Big Hearts Group and the Lighthouse Club have both been gifted £5,063. These donations are a result of the hard work and dedication of all personnel involved in the recent shutdown at the refinery.

Luc Smets, General Manager at Prax Lindsey Oil Refinery, said: *“Safety will always be the first priority for the refinery – this is even more paramount during periods of shutdown and maintenance when we have hundreds of additional contractors attending the site and supporting the event. To complete a shutdown without a recordable accident is an achievement we are all extremely proud of and we are delighted to recognise the efforts of all involved. At the Prax Group we have a non-negotiable commitment to safety, a commitment we have once again demonstrated during this event alongside our contracting partners.”*

**LET'S ALL CELEBRATE THIS ACCOMPLISHMENT AND CONTINUE TO PRIORITISE SAFETY IN ALL OUR OPERATIONS. ■**



## TOTAL ENERGIES PARTNERS WITH ALTRAD FOR TYRA II HOOK-UP CAMPAIGN

ALTRAD has announced that it has been awarded a prestigious contract by Total Energies to support the hook-up campaign of the Tyra II gas production platform, located off the west coast of Denmark. This 2-year, multidiscipline services contract, representing over 600,000 manhours will put ALTRAD in capacity to deliver a range of safety critical support services, including project management, planning and coordination, scaffolding, rope access, protective coatings and insulation services.

The Tyra redevelopment has a dual purpose: to construct a cutting-edge facility that prioritises the safety and well-being

of its teams, and to rejuvenate its production and export capabilities while emitting fewer pollutants. As part of this contract, ALTRAD will significantly increase its team in Denmark, providing new opportunities for talented individuals who will be encouraged to develop fulfilling careers within the Group.

Jens Moerk, CEO of ALTRAD Services A/S concluded: *“We are extremely pleased to have been awarded this contract by Total Energies, which will be delivered in a value enhancing manner, using a combination of our local resources and facilities and the skills and experience of the wider ALTRAD Group”.* ■

# ESG



## LEADING THE WAY: ALTRAD DENMARK'S BOLD MOVE TO 100% RENEWABLE ENERGY

ALTRAD Denmark is committed to becoming a carbon net-zero business by 2040! The Danish teams understand the importance of creating a sustainable future and want to do their part in protecting our planet.

Starting from the 6th of October 2022, all electricity supplied to ALTRAD's offices and sites in Denmark were certified green and purchased from renewable sources. As a Group, this is a significant step in our journey towards sustainability.

As Pia Sønderby Jessen, Director of HSEQ for ALTRAD Denmark, said: *"Sustainability is a big part of our lives, and we create solutions for a brighter future. By purchasing electricity from renewable sources, we will contribute to the energy transition and the United Nations sustainable development goal #7: affordable and clean energy"*.

At ALTRAD, we believe that protecting the environment is not just a responsibility, but also a privilege. We are committed to limiting the environmental impact of our activities, and selecting sustainable electricity sources is just one way we contribute towards this objective.

Together, we can make a positive impact on our planet and create a better future for ourselves and generations to come. Let's continue to work towards a sustainable world, one step at a time. ■





## REDUCING CARBON EMISSIONS: ALTRAD ADOPTS BIOFUEL TO POWER ITS HEAVY-DUTY FLEET

We have some exciting news to share regarding our commitment to sustainability in the UK, where ALTRAD has introduced a new type of fuel, HVO (Hydrotreated Vegetable Oil), to power its HGV vehicles and large plant items as part of a 'green-fleet' strategy.

The first tanks have been delivered to the Deeside and Middlesbrough locations in North West and North East England respectively, and the local teams plan to introduce this new fuel to more locations later this year. By doing so, they aim to reduce their overall carbon emissions by 40% by 2026.

These tanks contain an advanced HVO fuel that replaces diesel and is made from renewable feedstocks. They are also supercharged with an engine-enhancing additive that turns highly polluting engines and generators into clean ones, reducing greenhouse gas emissions and other pollutants by up to 80-90%.

The subsidiary, which has a fleet of over 100 HGV vehicles, is proud to be taking steps towards a more sustainable future and hopes that other affiliates will join in. We are confident that transitioning to HVO fuel will lead to a significant reduction in the carbon footprint across all UK operating centers.

**LET'S ALL WORK TOGETHER TOWARDS CREATING A BETTER FUTURE FOR OURSELVES AND FUTURE GENERATIONS. ■**



**IT'S OKAY TO TALK:  
ALTRAD BABCOCK  
WELCOMES ANDY'S  
MAN CLUB AT  
RENFREW AND  
GRANGEMOUTH**

Year after year, mental health remains a significant focus area for ALTRAD's Occupational Health and Wellbeing strategy. In late 2022, ALTRAD was pleased to host the team from Andy's Man Club at its Renfrew and Grangemouth locations.

Andy's Man Club works tirelessly to eliminate the stigma surrounding mental health and create a judgment-free, confidential space where men can share their struggles. This is achieved through the power of conversation, and the club takes its name from Andrew Roberts, a young man who tragically took his own life in early 2016 at just 23 years old.

Following Andrew's death, his family delved deeper into male suicide and men's mental health, discovering that male suicide is the leading cause of death for men under 50 in the UK. Sadly, men's mental health is often surrounded by well-established cultural stigmas that prevent them from seeking help.

To provide opportunities for site-based teams who are often isolated from family and friends while working away, ALTRAD's Wellbeing team has been exploring new ways to support them. Andy's Man Club offers a network of groups across the UK that provide a safe and supportive space for men to talk about their week, share their stories or simply get out of the house for an hour an evening.

At ALTRAD, we recognise the importance of promoting mental health awareness and providing support to our employees. By partnering with Andy's Man Club, we are taking steps to create a more open and supportive culture around mental health.

**REMEMBER: IT'S OKAY TO TALK. ■**



# TALENT IN MOTION

## CELEBRATIONS FOR ABERDEEN GRADUATES



Another first has been achieved by our Graduate Apprentices (GAs) in Aberdeen with five students putting the books away for the final time as they reach their graduation.

Congratulations to **Kirsty Elrick**, operations coordinator, **Daniel Gossa**, contract support engineer, and **Fiona Shand**, payroll supervisor, who are all graduating with a BA (Hons) Management, and to **Stuart Fowler**, design engineer, and **Grzegorz Kaczor**, project engineer, who have achieved a BEng (Hons) Engineering: Design and Manufacture. **A special mention goes to Kirsty and Stuart who both received their degrees with first class honours.**

Graduate Apprenticeships were launched in Scotland in 2017 and follow a work-based learning approach where students study full-time while working. Our five graduates were among the first group in Scotland to take up the Engineering and Business Management courses when they became available in 2018.

In addition to the GA success, Becky Laing, inspection support engineer, is also graduating with a first-class honours in BA (Hons) Business Management, having studied for the degree part-time while working. And Reece Duncan, electrical services engineer, has received a BEng in Electronic and Electrical Engineering. Reece was a scholarship recipient and decided to join the company following the work experience he acquired as part of this.

Fiona Shand said of her experience: *"I found the work-based learning approach beneficial to my development, learning about other areas of the business and gaining real life experience by applying the theories from textbooks. The GA has also helped develop my relationships within the organisation and gave me exposure to projects I wouldn't have had the opportunity to be involved in".* ■



TALENT IN MOTION

ADAM WOOD\*

Sr. VP of Sparrows Americas Region

My name is Adam Crane Wood. Yes, my middle name is Crane and I'm in the crane industry – go figure ... I live in Slidell, Louisiana. I am the Sr. VP of Sparrows Americas Region. I have been in the business for 23 years and through an acquisition, I ended up working for Sparrows 15 years ago. I started out as a mechanic offshore and through the years I held several positions with the company (Mechanic, Project Manager, Account Manager, Business Manager, Regional General Manager, and VP). I have been with the ALTRAD Group going on a year after acquiring Sparrows.



1. **Who inspires you and why?**  
Kevin O'Leary (Mr. Wonderful from Shark Tank) – a very successful business man and investor – with no BS mentality. I like to listen to his Podcasts on business, outlook on investing, business opportunities.

2. **What was the best concert you ever attended?**  
Garth Brooks – LSU Tiger Stadium, Baton Rouge, Louisiana.

3. **Where's your favourite place in the world and why?**  
I really like the city of London. I am also getting to travel more to France and I enjoy the sites in Montpellier and Paris.

4. **What's the last book you read?**  
Coming Back Stronger by Drew Brees (Favorite quarterback for the New Orleans Saints Football team).

5. **What are you passionate about and why?**  
I'm really passionate about what I do. I like to hustle and grow new business opportunities in new areas. We have spent a lot of attention on diversifying our business after a few downturns in the O&G market, so it's a very exciting time. The fast pace of the service industry matches my personality well as I like to get things done.

6. **What's your favourite movie and why?**  
I don't have a specific favourite but I'm big on history and like movies on historical events. I've always loved movies such as Darkest Hour and Saving Private Ryan.

7. **What's the craziest thing you've ever done?**  
I catch alligators in the bayous that are getting too big to be around where we live on the water and relocate/release them in the open water of Lake Pontchartrain. Other than that, I have bungee jumped and went zip-lining through the Smokey mountains before.

8. **What are your hobbies?**  
I like to be on the water on a boat cruising around or fishing. I like duck, quail, deer hunting as well.

9. **What's the coolest thing you're working on right now?**  
I have some old sinker cypress wood slabs cut from submerged logs that I am making furniture of. I like working with my hands and I'm mechanically inclined, so I also like working on my jeep.

10. **What's the best meal you've ever had?**  
I like a good steak and good Italian food.

11. **If you could visit anywhere in the world you've never been, where would you go?**  
The next place I would like to visit is Rome, Italy, and surrounding areas. Again, I'm a big history guy and love the ancient world history in Europe.

12. **What are some of your pet peeves?**  
I'm a problem solver and like to figure out things. I don't like it when people give me every reason why we cannot do something opposed to figuring out how we can.



13. **What's your secret talent that no one knows about?**  
I used to draw a lot and was pretty good at it when I was younger.

14. **Which four individuals, living or dead, would you like to eat dinner with the most?**  
Jesus Christ, Leonardo Da Vinci, Albert Einstein, Winston Churchill, lots more than just four. Living would definitely be Kevin O'Leary and Drew Brees ...

15. **What is your favourite family tradition?**  
I have a wife and four children. We love to be at the beach in Destin, Florida, and go there as often as we can as a family during the summer months.

16. **Who is your least favourite superhero?**  
Kind of a hard question but I would say Batman. He is a fan favourite but without just being extremely rich, he's got nothing. ■

\* As a member of Sparrows, we have positioned Adam in the UK region, but Adam is based in the US and works for the American markets.



# BUSINESS AND PROJECTS

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## BENELUX





## ALTRAD HELPS BUILD PLASTIC RECYCLING PLANT IN GELEEN (NL)

SABIC and Plastic Energy are collaborating to build a plastic recycling plant in Geleen, the Netherlands. Starting this year, the plant will convert hard-to-recycle plastic into oil, which can then be used to produce high-quality plastics again. As part of this project, ALTRAD Services Benelux, on behalf of Stork, has been managing scaffolding and insulation activities.

### CIRCULAR ECONOMY FOR PLASTICS: A PILOT PROJECT

SABIC is an international petrochemical company including a large site in Geleen, Limburg. There, the company produces raw materials for plastic production. These are processed into car parts, toys and packaging among other things. Instead of constantly using new fossil raw materials, SABIC is experimenting with recycling waste plastic. The new plant will soon process 20,000 tons of plastic waste per year.

### TRUST IS KEY IN THIS PROJECT

Henk Van der Heide, project manager at Stork explained: "For the realisation of the Chemical Recycle Project (CRP – formerly known as Karma), we engaged ALTRAD Services Benelux because ALTRAD repeatedly proved itself to be a reliable partner in the past. As project manager in the field, it is important for me to ensure that everything is carried out correctly and on time".

### ALTRAD DRIVE

With the scaffolding at the start and the insulation at the finish, ALTRAD has two deadline-setting jobs on its hands. The success of the project partly depends

on them. The scaffolding was set up quickly, which was quite a challenge. Because as with all companies in construction, staff scheduling is a challenge. It is precisely at those difficult moments that you see the drive, the enthusiasm of ALTRAD employees to still get everything done on time for the customer. Even if that means working evenings and weekends.

### PROFESSIONAL APPROACH

A challenge for ALTRAD when building this plant, was that our teams had to take into account the work in the existing plant, which is commonly referred to as a Brownfield. It was inevitable that at some point the new construction and the existing infrastructure came together, as pipelines and bridges run to the existing production site. ALTRAD always handled and solved this professionally.

### SMOOTH COMMUNICATION

The progress of the project has always been accompanied by close communication. For example, it happened that one part progressed more easily than another and the planning had to be adjusted. The teams always found the best possible balance. ■



## GRONINGEN GAS

# GASUNIE ZUIDBROEK VERY PLEASED WITH ALTRAD COOPERATION FOR **NEW NITROGEN PLANT**

The pressure to make a success of the gigantic nitrogen plant in the north of the Netherlands is increasing as the soil problem in the Groningen region is still a reality. ALTRAD has been appointed partner for scaffolding, insulation and fireproofing on this site since 2021. Herewith an update on how things are going:

### ONE EARTHQUAKE TOO MANY

By now everyone is familiar with the problem of the unstable underground in Groningen, due to years of gas exploitation. It led to major social and economic unrest in the Netherlands. Importing foreign high-calorific gas was one of the solutions, but this has to be mixed with nitrogen to be used in Dutch households. So the construction of three air separation plants (where nitrogen is removed from the air) was a necessary measure to reduce dependence on Groningen gas. >





... continued

**PLENTY OF CHALLENGES**

Johan Logtenberg, project manager now a team of 80 employees, explains: *“ALTRAD, in collaboration with Ballast Nedam, is involved in the construction of the three required distillation columns, the compressor hall, pipe bridges and the steel structure with civil, mechanical and E&I work. Here, we do the sound and cold insulation and build the scaffolding structures. Work on the site was previously delayed but ALTRAD has always met the agreed commitment. We now have 1400 tons of scaffolding material present here at the site. However, delays in the prior process also mean challenges for our materials and stock”.*

**QUALITY SERVICE**

*“Another challenge is the coordination of people and material. There are currently many different parties working simultaneously but some work cannot be carried out at the same time due to organisational or safety reasons. It is complicated to respond to the changing circumstances as well as possible, but our team succeeds and the customer is satisfied. And that’s what we do it for”.* ■

## ALTRAD WINS CONTRACTOR AWARD AT DOEL NUCLEAR POWER PLANT AGAIN

Since 2010, in the Doel Nuclear Power Plant, our teams have achieved top 3 nominations year after year, and - unprecedentedly - also 3 safety awards in a row! So, we are super proud to announce that we can take home this Contractor Award again this year.

**SAFETY**

In this environment, safety culture in the first place is nothing less than standard behaviour. There is a lot of communication and discussion about what the exact work entails. All the possible risks are explained in execution and when in doubt, the safety of the team, and by extension the entire population, comes first.



**CONGRATULATIONS AT THE AWARD CEREMONY**

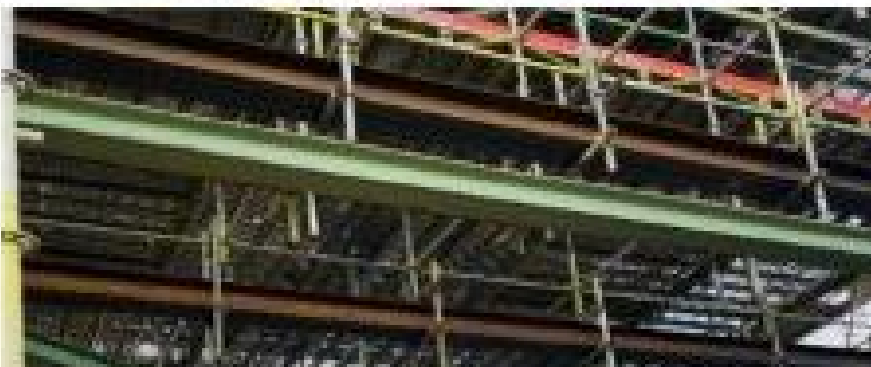
Wim Van Rompay (our client, Department Head Maintenance KCD) showed his enthusiasm during the award ceremony: *“The flexibility at ALTRAD is incredible, the person in charge is always available, day and night, and deadlines are met time and again. We found that ALTRAD brought good reports of ITFs (in the field - observations) at the weekly contractor meetings. There is a good stop reflex; the LMRA (last minute risk analysis) is well used in terms of content and not just on paper. All managers are strongly aware of nuclear and standard safety”.* ■



## IN THE PORT OF ANTWERP, HARBOUR CRANES IN THE SCAFFOLDS

At the EDR Antwerp Shipyard, our scaffold builders placed a scaffolding structure of about 50 meters high around 3 harbour cranes. EDR has the largest shipyard in the country and is a major player within the port of Antwerp. These hoisting cranes are used daily to load and unload ships in the port.

The three-phase scaffolding work was part of a large project that involved overhauling the cranes and checking several safety features. ■



# ESG

## ALTRAD SERVICES BENELUX DONATES IN AID OF SYRIA AND TURKEY

On Monday 6 February, parts of Turkey and Syria were hit by one of the worst earthquakes in 50 years. The material damage is enormous and the human toll already exceeds 45,000 deaths.

The ALTRAD Services Benelux teams wanted to commit themselves and make an effort for the affected populations. As a socially committed company, ALTRAD Services Benelux made a donation of €16,000 to the 12-12 Consortium, which provides humanitarian aid to the thousands of survivors. More than 85,000 people are injured and hundreds of thousands more are homeless during this winter period. Throughout this terrible tragedy, there are also concerns about new health problems due to poor sanitary conditions and the spread of infectious diseases. With this donation, ALTRAD Services Benelux wants to extend a helping hand to those in need. ■



## ALTRAD SUPPORTS MIXAR RUGBY SCHILDE

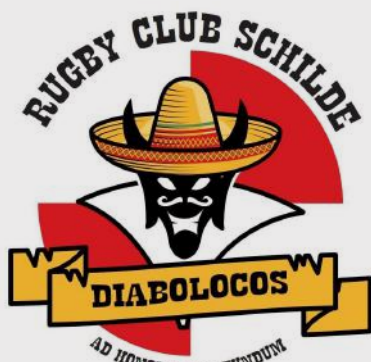
As part of its CSR commitment, ALTRAD Services Benelux has decided to support during at least one year the local rugby team which not only has a youth operation and a men's and women's team, but also a group of vulnerable players with disabilities. For the latter group, we wanted to make an extra effort.

### WHAT IS MIXAR RUGBY?

Mixed Ability recognises the right of everyone to participate in a social sporting experience without being segregated, classified or labelled. Athletes follow the same rules as in mainstream sports, with only minor adjustments. The ALTRAD Group is proud to support rugby at all levels, locally, nationally and internationally. The values underpinning rugby are shared by ALTRAD and form the foundation of our business. By supporting this Mixar team, ALTRAD Services Benelux is in line with its objectives of corporate and social responsibility.

### THE DIABOLOCOS SCHILDE

The Diabolocos is a mixed team of men and women, with or without rugby experience, with or without disabilities, so everyone can feel at home. They show passion and enjoyment of rugby on the pitch but also in "the third half" off the pitch. Already this year, we supported the club by actively participating in the match held on 17 December. ■





TALENT IN MOTION

MYRIAM DAENEN

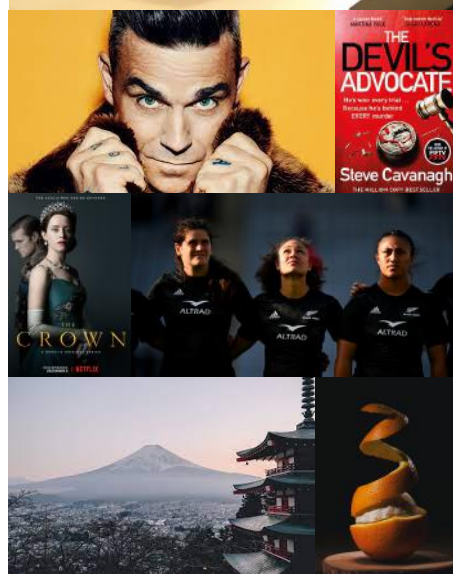
CFO ALTRAD Services Benelux

I live near Antwerp in Belgium and work as CFO for the ALTRAD Services Benelux region. I started working for the Belgium Hertel affiliate in 2012, so I have been with the group for more than 10 years.



- 1. Who inspires you and why?**  
My grandmother was a hardworking woman who raised 11 children, while at the same time managing my grandfather's medical practice. They were a loving couple until the very end, and she always had time for each of her 11 children and 32 grandchildren. She is an inspiration because of her strength as a young mother during the second world war, because of her relentless efforts to educate and raise her children with high moral standards and as a businesswoman managing my grandfather's practice.
- 2. What was the best concert you ever attended?**  
I don't go to concerts very often but I saw Robbie Williams this year. "Let me entertain you" was a genuine concert starter.
- 3. Where's your favourite place in the world and why?**  
I have travelled a lot and I really like travelling but my favourite place is home, surrounded by family and friends. Coming home to a warm place makes me realise what a lucky woman I am.
- 4. What's the last book you read?**  
"The Devil's Advocate" by Steve Cavanagh. This thriller is situated in the Midwest of the USA and describes a trial in which a death penalty is most likely to be the sentence. The book gives insight into thinking about the pros and cons of death penalties. Besides that, it is a real page-turner.

- 5. What's your favourite movie and why?**  
I really liked "The Crown" on Netflix. The mix of reality and fiction, played by the best actors, was the best relaxation ever after a hard day's work.
- 6. What's the craziest thing you've ever done?**  
Unfortunately, I seldom do crazy things. The best I can come up with is a camping trip with 25 friends in the South of France in the first summer after Corona. We partied like we were young again. It took me two weeks to fully recuperate from this trip.
- 7. What are your hobbies?**  
For the last seven years I've been running several kilometres weekly with friends in the village I live in. Running is therapy for the mind and soul and is a small step to a healthier life. Besides the weekly run, I love travelling around the world; I get inspired by other cultures. And last but not least, I read every night before I go to bed, a bit of me-time in a sometimes hectic life.
- 8. What's the coolest thing you're working on right now?**  
Absolutely fabulous is the Diversity Progress Unit. The aim is to increase the number of women in the ALTRAD group and to let people see that the more diverse a company, a society or even a couple is, the more win-win there is for both men and woman. The kick-off of this event took place in New Zealand where we had the chance to see the Black Ferns play in the Rugby World Cup for Women and where we had an in-depth performance lab from the All Blacks Rugby federation.



- 9. What's the best meal you've ever had?**  
Fancy restaurants are not my cup of tea. My favourite meal is steak and French fries in the local pub, with good friends and a cool draught beer.
- 10. If you could visit anywhere in the world you've never been, where would you go?**  
The mystery and culture of Japan fascinates me and is therefore on my bucket list.
- 11. What are some of your pet peeves?**  
If somebody drives too fast in an area with a lot of pedestrians, I start wildly gesturing at the driver to slow down. It makes me so mad.
- 12. What's your secret talent that no one knows about?**  
I've loved oranges since I was a little kid and I can peel them very, very fast.
- 13. What is your favourite family tradition?**  
In Belgium, we celebrate Mother's Day on August 15th. Moms often work hard both at home and at work and are not always rewarded for all of this invisible hard work. On this day we put all the ladies in the spotlight. ■

A photograph of a large, ornate building with a prominent clock tower, identified as 'TOWN HALL'. The building features a mix of stone and light-colored facade with arched windows. In the foreground, there is a paved plaza with several tall palm trees. A yellow bus is visible in the bottom right corner. The scene is captured during the day with soft lighting. The text 'BUSINESS AND PROJECTS' and 'ASIA PACIFIC' is overlaid on the image.

**BUSINESS  
AND PROJECTS**

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**ASIA PACIFIC**





# VALMEC DEPLOYS ITS ENGINEERING CAPACITY FOR FUTURE ENERGY EXPORTS CRC TO DEMOCRATISE HYDROGEN PRODUCTION

Valmec has recently worked for Future Energy Exports CRC (through its subsidiary Luth Eolas) to provide front-end engineering design for the creation of a low-risk live environment for testing new technologies and processes that will drive emissions reduction and decarbonisation of liquified natural gas (LNG) production, as well

as assist with the development at scale of the emerging hydrogen sector. The facility will include:

- A 2 MW PEM (polymer electrolyte membrane) hydrogen electrolyser, producing up to 800 kilograms of hydrogen per day
- A fully instrumented 10 tons per day small-scale LNG plant
- A broad range of testing facilities

We are proud to be involved in this project (in collaboration with Kent) and to contribute to future projects that will pave the way for commercial hydrogen production in Australia. ■



# CONGRATULATIONS TO VALMEC THAT HAS BEEN AWARDED SEVERAL CONTRACTS FOR OUR CLIENT WATER CORPORATION

## BROOME NON-POTABLE IRRIGATION

The scope of works includes installing and commissioning three new bore sites including the provision of water tanks, solar, generators, electrical and communication cubicles, as well as fulfilling

instrumentation and associated pipework. This project will supply water to the Broome township.

## INSTALLATION OF A NEW PIPELINE IN COCKBURN

The scope of works includes the installation of a new 1.6 km water pipeline to cater to residents of the City of Cockburn. This pipeline will improve the water supply to the growing community in the City of Cockburn and allow for future extension into Mandogalup.

## MT PLEASANT PRESSURE MAIN & PUMP STATION UPGRADE

Valmec has been contracted to install a wastewater pipeline of 3 km in Mt Pleasant. As part of our scope, we are also upgrading the existing Canning Beach Road Wastewater Pump Station. The upgrades of the pump station and new pipeline will allow Water Corporation to safely divert the wastewater to be treated. ■



## DEPLOYING A NETWORK OF HSEQ OFFICERS USING INTERNAL STRENGTHS

In Australia, human resources and personnel issues have been a real dilemma over the last few years and the HSEQ side has suffered as well. The existing HSEQ team realised that an appropriate solution for the placement of good and qualified staff was helping people already employed by the Group to change careers and take on a new role dedicated to the HSEQ side. This involved coaching, support and advice from the HSEQ team to help people with their studies.

Our first candidate was Malcolm Rhodes who has been with ALTRAD since January 2021, having spent 13 years with Tronox as a fitter and then a planner.

Malcolm started by completing a Certificate IV

in Occupational Health and Safety, with the support of the HSEQ team. After completing this course, he attended the INPEX project in Darwin several times to apply his new knowledge and see other ALTRAD operations. Malcolm then decided that it would be a good idea to join the HSEQ team permanently and the team immediately agreed.

Malcolm is now HSEQ advisor for the South West and supports Tronox, Alcoa, South 32, Wescef and other clients. ■

## ESG

### TWO ALTRAD EMPLOYEES FOLLOW THE MENTAL HEALTH CHAMPIONS PROGRAM

Two Valmec employees, Robert Chasland and Bishoy Rizk, have participated in the Mental Health Champions program, which is run by the Blooming Minds foundation through the Water Corporation. A significant part of this Champions program is mental health first-aid training, where Rob and Bishoy both gained skills in talking to people who may need assistance due to poor mental health. More specifically, training was provided regarding common mental health struggles around depression, anxiety, substance abuse and psychosis so that both employees were fully informed as to what services and assistance could be provided in these areas. If someone is suffering from mental health problems, Rob and Bishoy are ready to listen with empathy and provide information on possible forms of support (professional or informal), in strict confidence.

The Mental Health Champions program runs for a further year. Valmec remains committed to promoting mental wellbeing and fostering mental health across all areas of the business and encourages all staff to be open about their day-to-day struggles. ■







## FIGHT AGAINST CANCER

# ALTRAD EMPLOYEES PARTICIPATE IN THE MACA-200 RIDE FOR RESEARCH

Last October, three ALTRAD employees in Australia donned their best cycling gear to take part in the “MACA 200 Ride for Research”. The team (Kerwin Ludewick, Nick O’Leary and Chris McKenzie) was participating for the first time and managed to raise over \$10,000 for the Perkins Institute, a leading Australian cancer research and treatment organisation.

The weekend consisted of two 100 km bike rides from Perth to Mandurah and back. The start of the race was preceded by personal stories from people affected by cancer.

Our local teams hope that the number of ALTRAD participants will increase for the next edition of this race next year. ■

## TALENT IN MOTION

# KRISTY LLOYD

Contract Specialist - Valmec

I was born and raised in Bunbury, Washington. I joined the ALTRAD Group in February 2022 as a Contract Specialist for Valmec. I am in a caring environment where I have regained my confidence and ability to excel in my career, thanks to the trust, encouragement and support of the teams and my managers.

1. What are three career lessons you've learned thus far?

If you start to doubt your ability or lose confidence to do your job, first look at the environment and people around you: You will blossom in a healthy environment, and you will shrink in a toxic one.

You can teach skills but you can't teach culture.

If you are interested in a field/role, ask questions, show interest and talk to your employer about how you can gain exposure or progress in your career.

2. What is your proudest moment at ALTRAD?

My ability to handle the workload of the projects I have been given.

3. If you could do another job for just one day, what would it be?

Music Producer.

4. If you could interview one person (dead or alive) who would it be?

Kurt Cobain. His music and the lyrics in his music are real and raw and I think he would have some great stories and life lessons. He also had a different view on society and was known for his "anti-establishment" persona. I like people who think outside the box.

5. Top two life highlights?

- 17 years ago, I made a decision to turn my life around. So, I left the small town I grew up in and travelled around Australia for five years – it changed my life!

- Creating Friendher ([www.friendher.net](http://www.friendher.net)) in January 2022. What started as 15 girls going for a drink has now turned into 75 women attending events every month, 3,000 members of the Facebook group and on Instagram, and a structure to help women and children who have escaped from domestic violence to get into homes.

6. What is the first concert you attended?

Karnivool & Birds of Tokyo in Bunbury when I was 16.

7. What is your personal philosophy?

The ones who are crazy enough to think they can change the world are the ones who do.

8. What kinds of hobbies and interests do you have outside of work?

Crossfit, powerlifting, Friendher and hiking.

9. You're happiest when?

I am in nature or giving back to the community. ■







# ALTRAD

# Legacy & Values



RESPECT

Treat people with consideration, regardless of their position.

Keep high standards of transparency, integrity and honesty.



SOLIDARITY

Share ideas and opportunities, knowledge and resources.

Support each other and stand up for each other.

Put the common good before personal interests.



COURAGE

Reach out beyond new boundaries.

Take risks and challenge yourself permanently.

Achieve the best outcome despite the difficulties.



HUMILITY

Be open to different points of view.

Learn from mistakes.



CONVIVIALITY

Build on commitment and open-mindedness.

Share and collaborate in a convivial spirit.

*ALTRAD is building its legacy on these values:*

*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, target the impossible to make the possible happen.*

*Do not forget to make 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 become a world leader in equipment and industrial services.*

*Let's write OUR ALTRAD LEGACY together.*



[www.altrad.com](http://www.altrad.com)

