



ALTRAD INSIDE | N° 08

JULY 2024

CONTENT

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



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EDITORIAL

WELCOME, COLLEAGUES, TO ISSUE #8 OF ALTRAD INSIDE.



Ran
OREN

As we continue our journey through 2024, I want to revisit the theme from our April seminar: surpassing oneself.

We had the privilege of seeing many of the Group's leadership teams in Montpellier and, as always, we dug deep into what it means to surpass oneself and how we can enable our teams to do the same. This principle reminds us that we truly grow and develop when we push beyond our comfort zone and spend more time at the edge of ourselves. Over time, this zone becomes our comfort zone, opening up new development zones to work towards. Thus, enabling us to grow through small incremental steps to achievements we never thought possible.

This is not just a **goal**, but a **guiding principle** that can transform our personal and professional lives.



In our daily roles, surpassing oneself means continually seeking ways to improve and innovate. Whether through additional training, embracing new technologies, or simply refining our existing processes, we can all find areas for growth. Setting specific, challenging goals can help us push our boundaries and achieve higher levels of performance. Each small improvement contributes to our collective success. Drawing inspiration from ALTRAD Inside or AI: How can you embrace Artificial Intelligence in your daily routines to simplify your work or improve processes?

We must always remember that our clients are central to our mission. Surpassing oneself in this area means not only meeting, but exceeding client expectations. By actively listening, understanding their needs, and delivering exceptional service, we can build lasting, trust-based relationships. Our commitment to going the extra mile makes a significant difference in client satisfaction and loyalty. Deeper client relationships allow us to sustain and grow our business, seek new opportunities and fuel further innovation and client intimacy, creating a virtuous circle.

However, high performance is not limited to the workplace. Balancing work and personal life is crucial for sustained success. >

In order to perform at our best, we also need to take care of our health, nurture relationships, and pursue personal passions. Small, consistent steps towards better health and well-being can lead to significant improvements over time.

Reducing distractions, whether in our personal or work environment, leads to greater performance, as is clearly illustrated below from New Zealand's High-Performance Labs.



Cultivate strong, supportive relationships with family, friends, and our communities. Be present, attentive, and communicative. Not only will this deepen your connections, but it will also create a positive, supportive environment for those around you, especially those in need. As many of you know, whether through personal or work experience, mental health issues and suicide rates are very worrying, especially in our industry. Take the time to listen attentively to those around you and show that you are there for them.

Each one of you contributes to a culture of excellence at ALTRAD. Recognise and celebrate successes and share best practices. This way, we create a culture which inspires and motivates one another. Don't forget that leading by example and showing your commitment to surpassing yourself sets a powerful precedent for others to follow.

Surpassing oneself is a powerful principle with the possibility of elevating every aspect of our lives. Embrace your potential and the potential of those around you. Keep pushing beyond your comfort zones. Through your dedication and hard work, together, we will continue to achieve remarkable things.

Warm regards

Ran
Co-CEO | ALTRAD Group ■



CORPORATE

ALTRAD

BEYOND BOUNDARIES

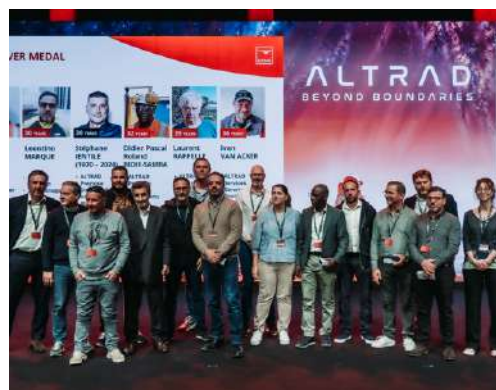
GROUP ANNUAL SEMINAR GREAT SUCCESS ON THE THEME OF “SURPASSING ONESELF”

The ALTRAD Group’s annual seminar on the theme of surpassing oneself took place from 24 to 26 April. And, as always, the event was rich in content and exchanges.



Here is a look back at three intense and instructive days:

The highlight during the first day was undoubtedly the two-speaker conference given by François Hollande and Matteo Renzi, who shared their vision of Europe and discussed subjects such as the war in Ukraine, the conflict in the Middle East, the rise of populism, and the #MeToo movement.





Throughout the seminar, we also had several sessions led by Group employees on the main theme of surpassing oneself, with original and humorous approaches.

We also enjoyed three “President’s Awards” ceremonies dedicated to innovation; health, safety and the environment; and Corporate Social Responsibility. It was an opportunity to celebrate the many fine initiatives undertaken by our teams in the field.

Rugby also played an important role:

- One of the many highlights of this annual event was the session by Simon Curran (All Blacks Performance Labs Executive Coach), looking at the link between “high performance” mentalities and top-level sportsmen and women.
- Players from the Montpellier Hérault Rugby Club joined us for a moment of conviviality.
- We also enjoyed the feedback from two of our ambassadors, Philippe Saint-André and Louis Picamoles.

Our “Diversity” PU (Progress Unit) presented the scope and quality of the work being carried out in the field of inclusion, featuring a round-table discussion with several of the Group’s subsidiaries and regions.



Our endowment fund, ALTRAD Solidarity, also presented its mission statement.

The traditional celebration and recognition ceremony of several deserving employees who have been with the Group for many years, also took place.

We ended with the Group’s annual results, which have shown constant growth for almost 40 years.

A big thank you to everyone involved in preparing this flagship event which has become a trademark of the ALTRAD Group. ■



DOCTOR HONORIS CAUSA DISTINCTION AWARDED TO MOHED ALTRAD

On March 20, 2024, Mohed ALTRAD was awarded the Doctor Honoris Causa distinction during a ceremony organised by the Lyon Business School. This honorary diploma awarded to President ALTRAD for his exceptional, unique, and inspiring journey, is especially significant seeing that the event was attended by a predominantly young audience of students in search of role models and guidance.

Several speeches in honour of Mohed ALTRAD resonated with the audience, notably one by Thierry Braillard (former French Minister of Sports), who highlighted four important points regarding the life journey of the honoree, as "he represents not only values, but also messages":

- Human will must prevail over the inevitability of circumstances
- We must not limit ourselves
- We should lead a rich life in all its aspects (in the image of Mohed ALTRAD, who is a business leader, writer, president of a Top 14 rugby club, a family man, and a sports enthusiast).
- Transmission, which should guide each and every one of us to convey ideas, support, and inspire others...

And, as Mohed ALTRAD concluded: *"You have to adapt, persevere, never give up. Be yourself, don't limit yourself. You can do anything, anything is possible. My story is proof of that."* ■

#INSPIREINCLUSION

ALTRAD: AS COMMITTED AS EVER TO INTERNATIONAL WOMEN'S DAY

International Women's Day, officially recognised by the UN in 1977, celebrates advances in women's rights.

Every year, a specific theme is chosen, prompting numerous debates and actions. ALTRAD is fully committed to this approach, with each of its subsidiaries working and campaigning to increase the role of women and to enable the Group to generate growth through increasingly inclusive teams in which women are more and better represented.

The campaign theme for International Women's Day 2024 was #InspireInclusion

Our team members from around the world were keen to take part in the campaign as a symbol of our commitment to this crucial issue which is part of our everyday lives. They produced a joint film that made quite an impact on social media!

Well done to all! ■





WORLD ENVIRONMENT DAY: THOUSANDS OF EMPLOYEES INVOLVED, MORE THAN 100 TONS OF WASTE COLLECTED

As part of the Group's commitment to protecting the environment and celebrating World Environment Day in true spirit, all ALTRAD teams were invited to plan and organise a "ONE ALTRAD ONE WORLD CLEAN-UP DAY" on 14 June. The aim was to raise employees' awareness of plastic pollution and the need to collect and sort waste.

The campaign has sparked enthusiasm, involvement, and a real desire to make a long-term commitment. It strengthened team spirit and promoted synergies while highlighting the Group's values, which include solidarity, respect and courage.

This year, our clean-up operations succeeded in collecting over 100 tons of waste, involving more than 5,300 people. In addition, more than 9,500 employees were made more aware of plastic pollution specifically.

Congratulations to all our teams for their commitment and for the success of this collective effort. ■



ALTRAD SOLIDARITY:
**TOGETHER, LET'S
BUILD THE PATH
OF POSSIBILITIES**



Created in March 2023, ALTRAD Solidarity continues to develop day by day, both strategically and operationally. A mission statement has been drafted, enabling ALTRAD Solidarity to give those who are hindered by social determinism the power to act.



This endowment fund has 2 main missions:

- **To contribute** to a fairer world for future generations by supporting projects that give a new lease of life to people who have been left behind.
- **To mobilise** ALTRAD Group employees in favour of solidarity and empowering the most vulnerable.

The focus areas are education and health, two subjects that are particularly important to ALTRAD Group employees. At the last seminar, 77% said they wanted to support causes linked to education and 54% those linked to health.

To date, ALTRAD Solidarity has supported around twenty associations, including:

- **The Children's Cancer Center of Lebanon**, a paediatric hospital in Beirut. The hospital treats 50% of the country's paediatric cancer cases and has an 80% cure rate. Our contribution covers one child's yearly treatment.
- **HumaniTerra**, which deploys teams of volunteer surgeons who operate free of charge and train local professionals during their missions. The project we support will take them to southern Lebanon to operate on and treat injured burn victims.

ALTRAD Solidarity will shortly be launching its first call for projects, enabling all Group employees to submit projects that are close to their hearts. This step also reflects a real desire on the part of employees to get involved with the fund, as 89% of them voiced at the last seminar.

ALTRAD Solidarity continues to roll out its strategy and will soon be communicating on its various projects to demonstrate the ALTRAD Group's commitment and further its positive transformation.

The power to act is key to all successes. So together, let's give everyone the chance to dream and to succeed. ■

ALTRAD GROUP HEADQUARTERS IN MONTPELLIER AWARDED BREEAM CERTIFICATION

Located in Montpellier, the ALTRAD Group's "holding building" houses the head office of this giant in services to industry and construction equipment. But in 2021, the old Provençal building, known as "La Bergerie" was deemed too small for the Group and was demolished to make way for an 800 square metre, two-storey building, uniquely structured with its cloverleaf shape and oriental architecture. The project was intended to be representative of a major international group.

Serge Guiseppin, assistant to the contracting authority for the Group's head office development project, worked tirelessly to ensure that the building obtained the BREEAM (Building Research Establishment Environmental Assessment Method) certification, used in the construction sector.

The ALTRAD holding obtained a "Very Good" ranking, underlining its commitment to sustainability, energy efficiency and the well-being of occupants. It also offers long-term economic benefits, while respecting the Group's sustainable development policy.

This emblematic site is a source of pride for all ALTRAD employees, as it demonstrates our desire to build intelligently and innovatively, while reducing our ecological footprint. ■



THE MHR JOINING HANDS WITH LES RESTOS DU CŒUR

Monday, March 25th, marked the end of the winter mobilisation period with Les Restos du Cœur, a well-known charity organisation fighting against food insecurity. Members of Team MHR took turns over three months to prepare meals and distribute them to the most vulnerable people in the Plan Cabannes neighbourhood of Montpellier.

In total, more than 1,200 meals were prepared and distributed by plus-minus thirty players, male and female, as well as the administrative staff, supported by the dedicated teams from Les Restos du Cœur, who were always welcoming and cheerful.

To conclude this joint effort, MHR Solidaire invited the beneficiaries and volunteers of Les Restos du Cœur to support our "Cistes" in a match against USAP in April. This ongoing partnership between MHR Solidaire and Les Restos du Cœur continues to serve those in need. ■



IN FLORENSAC
**COMPLETION AND
 INAUGURATION OF
 “MA RÉSIDENCE”**
 A LIVING SPACE
 DEDICATED TO WORKERS
 WITH DISABILITIES



The “Ma Résidence” (My Residence) development consists of “Ma Résidence”, a non-medical care residential home for people with disabilities (EANM), and the “Voisins de Ma Résidence” (Neighbours of my Residence) – 10 inclusive housing units for ageing people with disabilities. The project is the culmination of an active collaboration between the ALTRAD Group, the town of Florensac, and the Vallée de l’Hérault Association (AVH).

Mohed ALTRAD, Chairman of the group of the same name, Vincent Gaudy, Mayor of Florensac, and Jean-François Chatel, Chairman of AVH, inaugurated the culmination of almost 10 years’ work on an innovative project, seeing it through from design to completion.



The originality of this project is to offer retiring workers with disabilities the chance to continue their lives in a comforting environment, without being forced to leave their hometown of Florensac or move prematurely into an establishment for the elderly.

This is how the 10 inclusive housing units were created, opposite the new “Ma Résidence” EANM, in the heart of the town of Florensac. It has made it possible for these young retirees to rent an apartment under specific conditions adapted to their situation.

As a sponsor, ALTRAD’s financial participation has contributed to offering an alternative to retirement homes for ageing disabled people.



The project is part of the national inclusive policy and was made possible through the combined efforts and funding of several bodies: the French government, the Occitanie Pyrénées/Méditerranée region, the Hérault département, the Communauté d’Agglomération, the town of Florensac, the Fondation Abbé Pierre, the ALTRAD Group, and the Association de la Vallée de l’Hérault. ■



TOGETHER WITH ALTRAD ARNHOLDT THESE FOUR STUDENTS ARE BUILDING THE ENSAM PAVILION FOR THE OLYMPIC GAMES

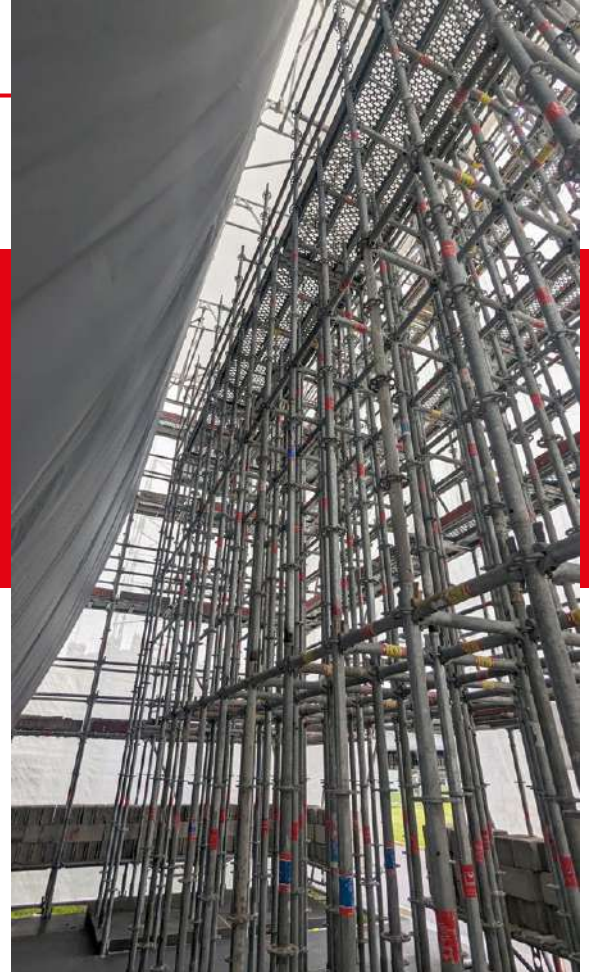
Pénélope Puech, Ornella Kerrels, Éloïse Ferro and Anaïs Correard, all students in their fifth (and final) year at the Montpellier National School of Architecture (ENSAM), have been selected to design the future pavilion for the French skateboarding and rollerblading federation as part of the forthcoming Olympic Games. Like eighteen other schools of architecture, their project is part of the "Archi-Folies" programme.

The Archi-Folies programme has been assigned to several architecture schools to design the pavilions for the various sporting disciplines at the upcoming 2024 Olympic Games. The pavilions will be installed in the Parc de La Villette for the duration of the Games (Olympic and Paralympic, of course).

Commissioned by the French Ministry of Culture, the local foursome decided to design the pavilions using sustainable, reusable materials. *"It was an obvious choice,"* says Pénélope Puech. The result is a structure based on traditional scaffolding, combined with netting for the screen on which videos of athletes in action will be projected.

The work was carried out in conjunction with engineers and technicians from the ALTRAD Group and more specifically, Fabrice Queneudec's ALTRAD Arnholdt subsidiary, including Michel Puga and Yavuz Sisik.

The collaboration has allowed the four women behind the project to combine the technical and artistic aspects. They have been working on their project for over a year now. *"It's a cube measuring ten metres by ten metres,"* they explain. *"It's designed to be reused or recycled. But that's something we'll have to figure out after the games ..."* ■





FRENCH UNDER-20S

Triple world champions, the Bleuets went through the competition like a roller coaster. With over 50 selected players, the French coaching staff could take full advantage of the French talent pool.

- France – Ireland: 31-37
- Scotland – France: 14-29
- France – Italy: 20-23
- Wales – France: 12-45
- France – England: 31-45

RECAP OF THE 2024 SIX NATIONS:

IRELAND WINS THE TOURNAMENT, FRANCE SECOND

Following their victory over Scotland, Ireland won the 2024 Six Nations Tournament. France managed to secure second place against England in Lyon (33-31). And Italy, with two wins and a draw, had their best tournament ever.

FRENCH MEN'S XV

The under-20s finished on the third step of the podium while the French XV secured the second place with two consecutive victories.

- France – Ireland: 17-38
- Scotland – France: 16-20
- France – Italy: 13-13
- Wales – France: 24-45
- France – England: 33-31



The Six Nations is always a highly anticipated event for our customers, employees, and partners. Again this year, we had the privilege of supporting the Bleuets in France, Scotland, and Wales. In addition to showing our pride in being associated with the French teams, these matches were opportunities for meetings and networking during the ALTRAD Rugby events.



Thanks to all who joined us to celebrate rugby and our partnerships. Also, thanks to our two ambassadors, Louis Picamoles and Philippe Saint-André, who accompanied us throughout these highlights, generating enthusiasm among our guests. ■



CONGRATULATIONS TO THE FRENCH XV AND THE U20S WITH THEIR JOURNEY.



NOW IT'S TIME FOR THE WOMEN'S SIX NATIONS, WHERE WE WILL BE DELIGHTED TO SUPPORT THE BLEUETS!



THE ALTRAD GROUP BECOMES A PREMIUM PARTNER OF THE FFR

In January, the ALTRAD Group and the FFR were pleased to announce the signing of a new partnership that binds them even closer together. This contract, lasting two and a half years, positions ALTRAD as a premium partner, proudly displaying its presence on the front of the jerseys of the French national rugby teams.

The agreement aims to propel the French teams and French rugby to even higher levels of performance. At the same time, together with the FFR, we are firmly committed to supporting amateur rugby and promoting young talents, thus strengthening the foundations of this sport. ■



WESTERN FORCE & NZR: OUR TEAMS ENGAGED WITH US FOR WORLD ENVIRONMENTAL DAY

At ALTRAD, we firmly believe that every little action counts, whether it's picking up a single piece of litter or tackling a mountain of trash. That's why Reesjan Pasitoo, a player from the Western Force, along with his pals from the Fortescue Academy, Wilton Rebolo and Ryan McGloin, took part in Australia's Clean Up Day!

Armed with gloves and bags for sorting waste, they descended upon Subiaco for a clean-up operation. Together, they roamed the streets, from markets to parks, collecting approximately 35 kg of waste. We're incredibly proud to have been a part of this fantastic initiative that gives our environment a much-needed spruce-up!

As part of ALTRAD's campaign for International Environment Day, the All Blacks, the Black Ferns, and Team ALTRAD RMDK also participated in a beach clean-up day in New Zealand ... Here, too, are some great initiatives with a long-term, recurring impact. ■





BUSINESS AND PROJECTS

FRANCE



ALTRAD ENDEL WINS A MAJOR CONTRACT FROM THE FRENCH NAVY, ARMY AND DGA

ALTRAD Endel has been selected by the French Fleet Support Service to provide Maintenance in Operational Conditions (MCO) for the nautical resources and equipment of the French Navy, Army and DGA – Direction Générale de l'Armement – in Brittany. This 6-year contract confirms ALTRAD Endel's position as a preferred partner for MCO contract management.

Maintenance in Operational Conditions of maritime resources

Under this contract, the dedicated teams at the ALTRAD Endel Brittany agency, in collaboration with their partners, are committed to guaranteeing the best possible availability rate for vital resources for the armed forces' port services. With a contract covering more than 90 units to be maintained (including tugs, pusher boats, floating cranes, coastal patrol boats, launches, and pilot boats), ALTRAD Endel is a key player in the sector.

The contract mainly concerns Brest and Lorient and will be spread over 6 years, including a 3-year tranche of firm work and a 3-year tranche of optional work. ALTRAD Endel's contractual commitments include upgrades, availability monitoring (equivalent to on-call duty with a performance obligation), technical management of the vessels, technical shutdowns, dry-docking, and supply of spare parts. Ultimately, around twenty ALTRAD Endel employees will be working on this project.

Synergy between ALTRAD Group entities

To ensure the success of the project, ALTRAD Prezioso has contributed to the costing of the anti-corrosion surface treatment perimeter, while synergies with ALTRAD Endel Navibord are being considered for the installation part. ALTRAD Endel's Brittany branch will also be able to call in mobile teams for certain technical shutdowns. ■

PASSIVE FIRE AND REFRIGERATION PROTECTION FOR A MEGA-TANK AT THE SAINT-MAURICE-L'EXIL INDUSTRIAL COATINGS SITE

At the heart of the industrial painting area at Saint Maurice l'Exil (Isère, France), the ALTRAD Prezioso teams carried out the Passive Fire Protection and injected refrigeration of a 66-tonne tank, measuring 136m³, on behalf of the customer SYENSQO TAVAUUX. An ambitious challenge, successfully completed in a record 4 months. A project that required more than 7,000 hours of work!

In addition to the operations carried out in the workshop to prepare the surface and apply the technical coatings, we also had to manage the logistics. Delivery to the customer was carefully orchestrated, requiring an exceptional 43-metre-long convoy escorted by two opening vehicles over a three-day journey. Well done for this fine performance! ■



ALTRAD ARNHOLDT

WATCHES OVER THE "UPPER HOUSE"



ALTRAD Arnholdt is a long-standing partner of the French National Assembly. As such, the company was asked to provide a temporary roof covering to enable the roofs to be repaired; more specifically, those in the Colbert area, between the Cour d'Honneur main courtyard and the Allée de la Présidence. The project involved 8,000 m² of scaffolding and 4,000 m² of temporary roof covering, calling for 500 tons of equipment: Metrix Plettac for the scaffolding and ALTRAD Dessa for the roof covering. The roof structure and scaffolding were then fitted with 10,000 m² of white tarpaulin (650 grams/m², fire-rated M1).

The installations were completed in the record time of 3 months, with a workforce of 30 people. The partner companies in charge of refurbishing the old roofing will now be able to work in complete safety.

Having already successfully installed temporary roof covering in the Cour d'Honneur, the Cour Montesquieu, the Hemicycle, and several chambers (Perrier and Pujol), ALTRAD Arnholdt confirms its leadership in this highly specialised service at the heart of a prestigious venue. ■



MAJOR WORK CARRIED OUT BY ALTRAD PREZIOSO AT THE MONTOIR-DE-BRETAGNE LNG TERMINAL

The Montoir-de-Bretagne LNG terminal, located in the port of Nantes - Saint-Nazaire, has been in service since 1980. Covering an area of 73 hectares, it is one of the largest terminals in Europe, with a gas send-out capacity of 10 billion cubic metres on the French national transmission network, equivalent to a quarter of France's annual gas consumption.

ALTRAD Prezioso has had a maintenance contract at the site since 1995. This year, after six months of joint consultation

between the sales team and the design office, the ADF / ALTRAD Prezioso consortium was awarded lot #2 of the Apollon Project, as part of the terminal's redevelopment work, which involves restoring the site's racks. The work involves replacing structural steelwork and/or surface treatment, asbestos removal, lead removal, and the replacement and/or restoration of cryogenic insulation. ALTRAD Prezioso was also in charge of installing all the scaffolding. **Well done for your fighting spirit and this undeniable success!** ■



ALTRAD ENDEL CRAFTSMANSHIP IN REPLACING THE GSS BEAM ON UNIT 3 OF THE CRUAS NUCLEAR POWER PLANT

Each ‘unit’ within a nuclear power plant has a reactor and a large number of other key peripheral installations. These include heat exchangers (or GSS). Each GSS contains a bundle that needs to be changed periodically as part of scheduled maintenance.

In this case, the work period for unit 3 of the EDF Cruas nuclear power plant was spread over 18 months. The project began in July 2023 with the signing of the contract and continued until August 2024, covering various crucial stages: preliminary studies, procurement of materials, prefabrication, preparation of the elements required for on-site intervention, preparatory work, and site work.

ALTRAD Endel, as holder of the overall order, was responsible for the entire project, from design to completion on site. A whole series of tasks had to be carried out: dismantling the GSS movable floor, removal of the old beam and installation of the new one, not forgetting machining, pipe cutting, welding, heat treatment of welds, and mechanical adaptations, all in compliance with a particularly demanding regulatory framework.

60 employees were mobilised, mainly welders, pipefitters and fitters, to complete this complex project, which was managed by the ALTRAD Endel DIP teams, with particular involvement of the DIP branch based in Tours.

Congratulations on the deployment of this “Made by ALTRAD” expertise. ■

ALTRAD ENDEL AT THE LEADING EVENT IN THE HYDROGEN MARKET

Standing at a political and economic crossroads, Hyvolution Paris supports the operational deployment of hydrogen and its future challenges at the highest level. The show, which took place on 30 & 31 January and 1 February 2024, at Paris - Porte de Versailles, covered the entire value chain of the three main target markets: mobility, energy, and industry. This is a major advantage when it comes to developing new partnerships, identifying suppliers, and pooling uses. This year, there were no fewer than 600 exhibitors, and ALTRAD Endel, which aims to be at the cutting edge of technology and foresight, hosted a stand that attracted a lot of attention. ■



PARIS 2024 OLYMPIC GAMES

OPPOSITE THE EIFFEL TOWER, THE STATUES ON THE PONT D'ÉNA GET A FACELIFT BEFORE THE FESTIVITIES... PROTECTED BY ALTRAD ARNHOLDT INSTALLATIONS

The four imposing horsemen immortalised on the Pont d'Éna bridge, inaugurated in 1814, have just been given a facelift. And from summer 2024, they will be sparkling under the spotlight of cameras from all over the world.

From October 2023 until May 2024, tourists looking for the best angle for their souvenir photo in front of the Eiffel Tower had to make some cunning moves with their smartphones. The four imposing statues on the Pont d'Éna, which links the 7th and 16th arrondissements of Paris, have been clad in scaffolding and draped in tarpaulins. And from inside these little "iron cathedrals" rigged up by the company ALTRAD Arnholdt, the noise of cleaning and polishing tools used to restore the four horsemen (which have guarded the corners of the bridge since 1853 and are the work of four different sculptors), continued relentlessly for more than six months.

The restoration work was commissioned for a number of reasons: In the first place, it was time to restore a heritage that has been badly damaged: One of the horsemen, for example, has regained part of a hand that broke off decades ago (it has been identically restored). Secondly, and maybe most importantly: During the opening ceremony of the Olympic Games, the events hosted on the Champ-de-Mars, and the events at the Trocadéro, these riders – representing a Gaul, a Roman, an Arab, and a Greek – will be captured from every camera angle throughout the Games and seen by approximately 4 billion viewers. ■



APM LAUNCHES SEVERAL NEW PRODUCTS

COVERIX, A MODULAR SCAFFOLDING STRUCTURE THAT'S EASY AND ECONOMICAL TO USE

COVERIX is an economical roof covering made from a scaffolding structure topped with aluminium rails and canopies. With a span of up to 10 metres, this assembly is largely based on standard METRIX parts, ensuring a robust, cost-effective solution. The supporting structure includes posts, rails, and diagonals.

With its innovative design, COVERIX provides a less expensive option compared to traditional temporary roof covering.

ALUMAX, MDS aluminium rolling tower

ALUMAX is a new category 2 MDS aluminium rolling tower. It is an effective and safe solution for work at height (with a maximum working height of 10 metres, an advanced ergonomic MDS guardrail, and 20 cm diameter castors – with brake – making it easier to move around on uneven ground). With its robust yet ultra-light structure, ALUMAX is highly manoeuvrable. These technical features help prevent musculoskeletal disorders. ■



ACE “SAVES” THE ECREVISSSES BRIDGE IN GUADELOUPE

ACE, a formwork and shoring specialist, helped to “save” the Ecrevisses Bridge in Guadeloupe. Built in the 1950s, the structure was weakened by Hurricane Fiona in 2022. The company Grands Travaux Antillais therefore called on the only player in the sector able to lend a helping hand: ALTRAD.

Grands Travaux Antillais (GTA), in collaboration with Routes de Guadeloupe (road manager and project manager), was commissioned by the Région Guadeloupe, the contracting authority, to carry out reinforcement work to secure the bridge as quickly as possible.

To achieve this, GTA called on ALTRAD Formwork & Shoring, which, in partnership with RMD Kwikform, was able to install two 12-metre-high Megashor and Slimshor shoring piers, bearing all the deck’s dead weight and operating loads (around 750 tons).

More than 60 tons of equipment were delivered from England.

One of the special features of this project was the installation of a connected tool enabling continuous web monitoring of the shoring via the local 3G network as well as autonomous operation using solar energy.

Following conclusive load tests in January 2024, the traffic restrictions were lifted and the structure is once again fully operational. Eventually, however, the Écrevisses bridge will have to be rebuilt. We would like to thank our client for their confidence in us for this major project. ■



CERAP PRÉVENTION CONSOLIDATES ITS POSITION AS A SUPPLIER OF SPECTROMETRY CHAINS

After successfully developing a pool waste characterisation chain for ELECTRABEL and then for EDF, CERAP Prévention, an ALTRAD Endel subsidiary, has just delivered state-of-the-art equipment to LABORELEC (an ENGIE subsidiary). Following this success, the company has received a second order from EDF, which has expressed great satisfaction with the performance of the tool, first proposed in 2021.

CERAP Prévention has confirmed its role in spectrometry chain preparation, thanks to its ability to transform mass-produced equipment (for generic use) into made-to-measure systems. CERAP Prévention’s design engineers are actively working on several current orders (designing mechanical systems, sizing shielding, adapting detectors and electronic components, developing interface software, etc.) to meet specific customer needs. These customised characterisation chains are optimised for very specific uses, such as operating 20 metres underwater in highly irradiating environments, or for particular types of waste.

Thanks to its growing expertise, CERAP Prévention is establishing itself as a major player in the field, offering solutions that meet the nuclear industry’s most stringent standards. ■



MEET THE LADIES

INTERVIEW WITH TWO ALTRAD COMI SERVICE SCAFFOLDERS SECONDED TO VARIOUS "EDF HYDRAULICS" PROJECTS

In this issue, we wanted to highlight two female employees of the ALTRAD Group: Aurélia Dupas and Rebecca Vasseur, both scaffolders with ALTRAD Comi Service.

Women are still under-represented in the scaffolding profession. Nevertheless, we found two high-quality, competent and committed representatives who are more than just standard-bearers. Aurélia and Rebecca (both from Saint-Nazaire) have come on board to assist at a number of hydroelectric power station sites on the Rhine. They are the only women working on these sites in a job vital to the industry. Here's a joint interview to help us get to know them better ...

Aurélia has been working as a scaffolder since 2016. Before that, she worked mainly in the building trades (including a stint on a barge). She has always preferred activities that involve "moving around" and "climbing". She admits that this is what immediately attracted her to the job: "I've found my place. Scaffolding allows me to combine manual and physical work while working on spectacular sites, like the day I worked under the bridge in Saint-Nazaire. And thanks to the range of projects, I learn something new every day!"

Rebecca's first job was in the hotel and catering industry. She was manager of an establishment with 18 rooms and dining

facilities for 150 people. Later, as a keen sportswoman (with several regional titles to her name in kayaking and cross-country running), she became an aerobics teacher, but also worked as a home help.

Before becoming a scaffolding erector, Rebecca worked as a scaffolding inspector, ensuring that the scaffolding was in order. Later, she was able to progress to the position of scaffolding team leader. But it wasn't easy. She confides: "My work as an inspector made me want to go out into the field. But I had to fight to become a scaffolder. Initially, my management wasn't in favour of transferring a woman to this type of position. However, my aim was to be at the end of the process so that I could respond as effectively as possible to customer needs. What I like best about this job is providing a quality service to our customers."

Our two colleagues conclude by explaining that it's not always easy to fit into mainly (or even exclusively) male teams, but they can see that things are changing.

Rebecca is convinced that "we're all capable of doing this job, both men and women". But as a woman, she has had to confront the ego of certain colleagues: "In this job, you have to make your mark by proving your know-how. The support of the hierarchy is invaluable." Aurélia concludes: "It's a pretty macho world! You have to prove yourself every day, but luckily attitudes are changing for the better!" ■

THE EXOSKELETON FOR PROFESSIONAL INCLUSION

At ALTRAD Endel, innovation isn't just about technology, it's also about people. With this spirit in mind, Thierry Dufrenoy, a welder in the workshop and on site, has set a new milestone in the company's history by returning to work using an exoskeleton after a period of prolonged sick leave.

In April 2023, the occupational health doctor approved Thierry Dufrenoy's return to work, following a long period of sick leave, but with medical restrictions. He was advised to use an exoskeleton. This recommendation is part of an overall approach to maintaining employment, involving Mission Handicap ALTRAD Endel and CAPEMPOI, with joint funding from Agefiph, Mission Handicap and the region.

At the same time, a workstation study was carried out to assess the exoskeleton's effectiveness in different working environments. It demonstrated the exoskeleton's reliability, with tests carried out in confined spaces and in various working positions, particularly during welding activities. Thierry himself can attest to the positive impact of this innovation: "It helps me a lot on a daily basis to carry out certain movements, particularly lifting my arms. Without this device, I wouldn't have been able to continue working because of the pain it caused."



Thierry Dufrenoy has been back at work as a welder since February 2024. His story highlights the way innovation can overcome physical limitations, paving the way for a more inclusive and sustainable vision of the world of work. ■



HIGH AWARENESS, MOBILISATION AND TRAINING FOR WORLD SAFETY DAY IN DUNKIRK

Last April, ALTRAD Prezioso's Northern branch in Dunkirk held a special event to mark World Safety Day, with the aim of further promoting health and safety at work. The day included a session to raise awareness of the risks associated with drug and alcohol consumption.

The participants were then assigned to various workshops covering topics such as:

- Falls from a height
- Eco-driving on a simulator (focusing on anticipation, fuel consumption, and speed management for more responsible driving)
- Handling fire extinguishers (including learning how to recognise the different types of fire).

All in all, a valuable day that helped to boost safety culture and promote safe and responsible practices. ■

SEVERAL ALTRAD GROUP SUBSIDIARIES ARE MAKING THEIR CSR COMMITMENT TANGIBLE THROUGH THE

ECOVADIS PLATFORM

An increasing number of ALTRAD Group subsidiaries are committed to Corporate Social Responsibility and are keen to offer real transparency on their practices in this area.

Several subsidiaries have turned to the independent EcoVadis platform to be assessed on the quality of their CSR management system. EcoVadis provides an opportunity to improve CSR practices through a rigorous evaluation platform. Each year, companies undergo an assessment by answering a detailed questionnaire and providing tangible evidence of their commitment. Performance is assessed in four main areas: Ethics, Environment, Social (including quality of life at work, health and safety), and Responsible Purchasing.

IN CONCRETE TERMS:

- **ALTRAD Saint Denis**, thanks to teamwork on the many questions in the four areas and all the documents collected around policies,

actions and results, had the satisfaction of obtaining a score of 58/100 for the year 2023, as well as a bronze medal certification.

- **ALTRAD Endel** was awarded a score of 59/100 by EcoVadis, an improvement of 6 points on the previous year, with notable progress in the areas of Responsible Purchasing and Social Responsibility.
- The same evaluation process was carried out for **Advance Engineering**, which was awarded an overall score of 73/100 and a gold medal certification.

These scores give us a major competitive advantage while enhancing the ALTRAD Group's brand image.

Today, it seems appropriate to take part in this kind of evaluation process. It is a real commitment that can be measured and, above all, it is a recognition of the efforts made and a better approach to the actions to be taken to continue to promote a more sustainable and responsible economy. ■



ecoVadis



ASD RELIES ON ALTRAD SOLIDARITY TO PROVIDE “TERRITORIAL SUPPORT”

ALTRAD Saint-Denis recently called on ALTRAD Solidarity to help finance a sports complex in the heart of the village of Saint-Denis-de-Cabanne (Loire, France) where the ASD sites are located.

The municipality had started renovating the sports complex to provide a proper football pitch and a multi-activity area, particularly for sports associations and schools. Congratulations on this initiative, intended to help foster a sense of community! ■



THE BEEHIVE AND THE COMPANY

– A GREAT PARALLEL!

In 2024, ALTRAD Plettac Mefran (APM) implemented an exciting CSR initiative by sponsoring beehives from “Apinae”, a beekeeper based in the Landes region of France.

This collaboration, formed in the first quarter of 2024, is a unique, responsible and committed concept. Apinae gives companies the opportunity to set up “turnkey” beehives to raise employee awareness of the importance of a CSR approach, team building and, of course, the protection of biodiversity.

Apinae is keen to share its unifying approach and values with companies and their employees: a commitment to the planet and the preservation of bees (a truly essential species), a shared passion, an ethical, local and responsible approach, and a contribution to the challenges of sustainable development.

By choosing Apinae, APM is actively involved in preserving the environment and creating a stimulating parallel between managing a beehive and running a business. It’s an educational approach that makes sense and provides a deeper understanding of the issues and challenges that we will have to face collectively in the years to come.

This genuine commitment is reflected in the jars of honey bearing the ALTRAD PLETTAC MEFRAN logo, which will be offered to employees and customers alike! ■

YANN EL KERBECHÉ

South-East Regional Manager for ALTRAD Prezioso



"I live in Saint-Maurice-de-Gourdans, in the Ain department, about 20 minutes from Lyon. I am the South-East Regional Manager for ALTRAD Prezioso, and I'm about to celebrate 30 years with the company. I joined in January 1994, first as a scaffolder and insulator, then joined the newly created Brittany branch. From there, I moved on to the Saint-Nazaire shipyards in 1996, first as site manager, then as works supervisor, and finally as project manager until the end of 2003. In 2004, I took over management of the Châteauneuf-les-Martigues scaffolding and insulation branch in the Bouches-du-Rhône region, followed by the Rhône-Alpes region.

In 2006, I widened my scope by taking over the scaffolding and insulation activities of Prezioso's nuclear business nationwide, until the end of 2016, when I moved into multi-trade sales (scaffolding, industrial insulation, paint and coatings, passive fire protection and containment), still in the nuclear sector.

Last year, I returned to my first love, industry, to take over as Regional Manager for the South-East of France, again in a multi-trade capacity."



01. Who inspires you most and why?

The people around me (my family, my friends, people I meet and look up to) inspire me a lot in their diversity, in the way they are and the way they think. Coming from all walks of life, they help me open my mind a little more every day.

02. What was the best concert you ever attended?

I loved the U2 concert at the Stade de France about seven or eight years ago, both because of the band's performances (I've been listening to them for a long time), and because of the friend who was there with me – and who was in remission (editor's note: from cancer) and who is also a big U2 fan.

03. Which is your favourite place in the world and why?

I don't really have a favourite place, although I prefer sunshine to the cold. I've had the chance to travel across France, which is a magnificent country, and I've travelled to European countries far and wide; I've also been as far as New Caledonia ... And I have found that each of these places has its own "magnificence", especially depending on the people we share them with and the encounters we have there.

04. What was the last book you read?

I'm not much of a reader ... and my last book was about 15 or 20 years ago. On the other hand, when a book is released as a film, I tend to be an appreciative viewer.

05. What are you passionate about and why?

I'm passionate about manual work like DIY, carpentry... A passion that requires a lot of equipment. I can just focus on what I'm doing and nothing else. Creating and transforming things gives me a certain satisfaction and even a sense of pride. Even if the last 18 months of completely redesigning my house haven't exactly been a breeze... I still loved seeing the happiness in the eyes of my wife and my family when they saw the result themselves.

06. What is your favourite film and why?

I'm a big MARVEL fan, with all those superheroes saving the world from a chaotic end. There's often a lot of humour and derision. But the film that made the biggest impression on me was "The Green Mile", which recounts the memoirs of a former warden of a penitentiary in Louisiana in the 1930s, who recalls the last days of John Coffey on death row.



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

About twenty years ago, I flew a two-seater aeroplane, even though I wasn't trained for it. Of course, I took over the controls in mid-air and handed them back to the real pilot after about fifteen minutes.

08. What are your hobbies?

My wife and I love watching TV series, even though I haven't had much time for that lately. I like motor sports too. I'm also very interested in the latest technology. Some of my friends call me a geek.

09. What's the coolest thing you're working on at the moment?

Personally, I'm renovating my house. And workwise, I am looking for new premises for some of my agencies in the south of France and devising a joint organisation to standardise everything a bit. That gives me a sense of satisfaction.

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

I like what I do, but maybe for a day I'd like to swap places with an astronaut to see what it's like from up there.

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

I have many memories of good meals, moments of sharing and exchange ... And I love special dishes, like my wife's good cassoulet or my mum's couscous.

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

I'd love to visit Peru and the Amazon. In fact, after some thought (and some savings put aside), I think I'll actually go there!

13. What are your pet peeves (or pet hates)?

I hate injustice and intolerance in general, but I can't stand violence; liars annoy me, but sometimes make me smile when I see the game they're playing ...

14. What is your secret talent, the one that nobody knows about?

I can't talk about it, otherwise everyone will know ...!



15. Which four people, living or dead, would you like to have dinner with?

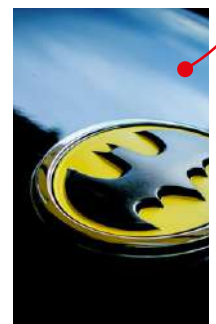
I'm going to look in the film world; I'd so much like to have a good meal with Jean-Paul Belmondo, Lino Ventura, Anthony Hopkins and Bourvil. Those are the first ones that come to mind, but there are many others.

16. What is your favourite family tradition?

I don't really have a tradition because I don't like things that are routine and repeated, but I really enjoy having my family and friends over for long aperitifs and good food.

17. Which superhero do you like the least?

Batman, because he's such a tortured character and, in the end, he doesn't have that much power! ■



BUSINESS AND PROJECTS

CONTINENTAL EUROPE



ALTRAD FORT:

EXTRAORDINARY WHEELBARROWS

FOR A LONG TIME...
AND FOR A LONG
TIME TO COME



FORT
WHEELBARROWS
CONCRETE MIXERS
CONSTRUCTION
EQUIPMENT



FORT: 100% reliable and recyclable!

After FORT wheelbarrows came into production in the 1950s, the FORT brand quickly became a household name in the Netherlands. Since 2005, this strong brand has belonged to the ALTRAD Group, and wheelbarrows are produced by ALTRAD Fort, keeping FORT as the main brand.

FORT exemplifies quality, reliability and sustainability, but usability and durability are also paramount. Every FORT wheelbarrow, whether for DIY, construction, agriculture, or horticulture, is manufactured according to these standards, and with all parts used in the production of a FORT wheelbarrow being fully recyclable, all FORT wheelbarrows are 100% green.

Add to this the fact that a large part of the production is powered by more than 2,800 solar panels on the roof of the factory in Tiel (the Netherlands), FORT products are perfectly in line with the green character of current times.

Equipped with the skills and expertise in manufacturing the FORT wheelbarrow, ALTRAD Fort has managed to produce sustainable and durable wheelbarrows since the 1950s. Ultimately the proof is in the pudding – and we frequently receive messages from satisfied end users of FORT wheelbarrows, letting us know they are still using the same wheelbarrows after 50 years.

All this adds up to making FORT a reliable and future-proof brand.

Diversity in FORT wheelbarrows

Making wheelbarrows sustainable and durable without downgrading the quality is a challenge we at ALTRAD Fort gladly take upon ourselves. Choosing the right materials for every segment in the market is key.

We develop wheelbarrows to withstand the strongest possible forces in the workspace where they will be used. This determines, for example, the plastics we use for the trays, rims and grips of a wheelbarrow, which are always produced with a high-quality UV stabiliser for durability.

Using HDPE plastic with the right thickness for our reinforced wheelbarrow for pavers and professional gardeners, for example, ensures they are strong enough to withstand heavy materials like bricks, stones and garden tiles. This significantly increases the longevity of the wheelbarrow, with the added bonus of reducing noise levels when used. Together with its reinforced and fully galvanised frame, the wheelbarrow is virtually indestructible and unrivalled in the market. Although users may not be looking to buy a new wheelbarrow, the product's reputation is enough to attract new buyers and users.





Another example is the use of PAH-free and REACH-certified tires for all wheels used on FORT wheelbarrows. Safety and regulations come first, and no concessions are made. Yet we are able to choose the proper materials for specific parts of our wheelbarrows, using the same type of wheels for every model. This creates flexibility without losing efficiency in our production process or diversity in our products.

Thinking out of the box when looking at improvements within the product range and production process allows us to focus on new possibilities to make our products more environment-friendly and sustainable. This promotes FORT as a brand, helping it to maintain a reliable, durable and sustainable reputation in every segment of the market.

Future-proof ALTRAD Fort

We at ALTRAD Fort are proud of the reputation and position FORT has as a typical Dutch brand. We are continually working on improving our brand position within the Dutch market as well as markets beyond our own borders. Sustainability and durability are a big part of our strategy to gain a larger market potential as well as more trust and reliability with the users of our products. Improving the products, the production process, and our footprint towards a greener future without having to compromise on the brand's core values of quality and durability, remains of great importance.

We always look for new ways to work greener. Currently we involve our customers in this process by, for example, looking at the reduction or elimination of packaging for shipping. We help build more awareness of sustainability with the end-users of our products by providing more information via our products in retail locations.

But we also seek to improve sustainability by monitoring our own production efficiency. Streamlining our range, for example, can make production more efficient, with multiple benefits. Not only does it allow us to cut costs where needed, but in many cases, it can also help to reduce the energy used for the production process.

With this mindset, every step in the process helps to improve the company as well as the product and brand, working towards a greener and sustainable future and making ALTRAD Fort a more future-proof production company and FORT an even more reliable, greener and therefore interesting brand. Being environment-friendly has become a critical issue in negotiations with customers where companies are bound by sustainability rules when choosing the companies or brands they want to collaborate with.

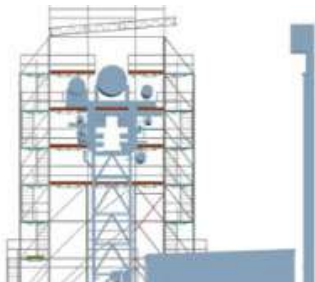
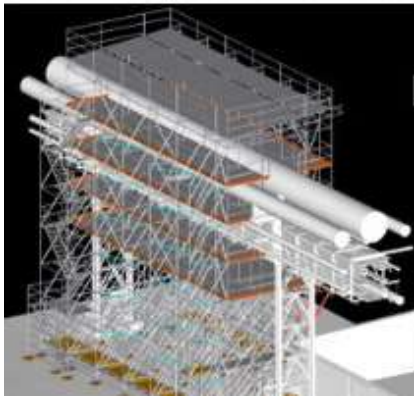
Being able to meet this demand is a big plus in market sustainability, establishing ALTRAD Fort and the FORT brand as a future-friendly choice. ■

ALTRAD PREZIOSO PORTUGAL RENEWS ITS ISO 45001 CERTIFICATION

ALTRAD Prezioso Portugal has just passed its ISO 45001 audit with zero non-conformities detected. What's more, the subsidiary was congratulated by the auditor for its exemplary commitment to safety. The ISO 45001 audit covered several sites, all demonstrating a strong commitment to safety across all activities. The sites audited included the subsidiary's head office in Fatima, as well as the SPRITZ Wood site in Tavaux, TMM Elengy for the Apollon project, and TOTAL Energies CH201.

These audits highlighted the compliance of practices and the rigour of safety procedures in the field. The subsidiary has also just reached a new safety milestone: 415 consecutive days without a lost-time incident, which testifies to the commitment and vigilance of our teams at all levels in maintaining a safe and healthy working environment. ■





THE NETHERLANDS

ALTRAD SERVICES BENELUX DEPLOYS LASER SCANNING TO PRODUCE CALCULATION NOTES AND DESIGN SCAFFOLDING FASTER

Laser scanning, an innovative technique for calculating and designing means of access, has already been used several times by the ALTRAD Services Benelux engineering department to design scaffolding, usually in confined or difficult-to-access environments.

When ArcelorMittal approached us very recently regarding a scaffolding project, our teams were tasked to construct self-supporting scaffolding structures around a fully submerged pipeline.

After an initial phase of measurements and calculations, known as the “traditional” phase, which lasted several weeks, a second phase was deployed: Our teams carried out laser scans to map all the details of the installation, meaning that the scaffolding could be designed at a very early stage.

In practical terms, these kinds of systems use lasers to precisely map the environment. It emits high-speed pulses of light that reflect off the object to be scanned. The reflected laser beams are captured and converted into digital dots that combine to form a cloud of dots and, consequently, sharp digital images.

Engineer Astrid Schaut explains: “Laser scanning allows us to design and calculate the scaffolding from the get-go. This provides us with the most

economical structure, which has a direct impact on assembly and dismantling times as well as determining what materials will be used. The scaffolding can also be used immediately after erection, which considerably shortens the process and allows us to work more efficiently and accurately and to make better use of our staff.”

Sebastiaan De Smet, project engineer, continues: “Laser scanning works quickly and easily. We visit the site once and measure everything immediately. As a result, we have everything in digital format and we can’t overlook anything, meaning that the turnaround time is shorter than with traditional measuring. Laser scanning is also accurate within a few millimetres, whereas with traditional measurement, you depend on the person and the way the measurement is taken.”

This cost-effective technique also benefits customers and many of them have repeatedly used our experienced team, making the most of this innovative technology. ■

THE NETHERLANDS

ALTRAD SERVICES BENELUX CONFIRMS ITS COMMITMENT TO DIVERSITY BY OBTAINING THE PRESTIGIOUS ESDP CERTIFICATION

ALTRAD, through its subsidiary ALTRAD Services Benelux, has received the prestigious ESDP certification. This recognition, awarded at a ceremony in Amsterdam last April, marks a long-standing commitment to diversity and inclusion.

The ESDP (European Supplier Diversity Programme) has been specifically designed for companies that actively support ethnic minorities. ALTRAD, founded by Mohed ALTRAD (of Syrian descent himself) is a perfect example of this diversity. We welcome and integrate colleagues from over 100 different countries.

During the ceremony, we were recognised for our ongoing commitment to creating an inclusive working environment, offering equal opportunities to all employees, whatever their origin. Our cooperation with DOW, one of the founding members of the ESDP and a key business partner, illustrates our shared values and commitment to a diverse and ethical society.

With this certification, we are strengthening our position as a pioneer of diversity within Europe, especially since the ESDP network connects Ethnic Minority Businesses (EMBs) and promotes inclusive supply chains that stimulate economic growth across Europe. ■



BUSINESS AND PROJECTS

UK, IRELAND & NORDICS + USA





UNITED KINGDOM

'PPP' INCREASES PIPELINE OF LOCAL ECONOMIC GROWTH

Work on a major nuclear infrastructure project has helped boost the local economies in both the west of Scotland and the north of England.

A long-term framework contract with the Programme and Project Partners (PPP) at Sellafield has resulted in the re-opening of a manufacturing facility in Renfrew and ongoing office expansion and employee growth in Cumbria. Through a framework agreement worth £112 - £237m, ALTRAD Babcock, alongside Balfour Beatty Kilpatrick, will continue to deliver PPP's Mechanical and Pipework requirement for the next 16 years.

The next key objective for ALTRAD Babcock, as part of this framework, is the delivery of 16.6 km of stainless-steel pipework for the SIXEP Continuity Plant (SCP) project at Sellafield site. The SCP will preserve Sellafield's existing SIXEP facility and will have continued availability of effluent treatment streams to reduce high hazards and risks.

The new pipework will range from 15 mm to 450 mm of nominal bore (central diameter), which is essential to the SCP project delivery. This manufacturing mission has supported the reopening of a 2,650 square metre manufacturing facility in Renfrew that had been closed for more than a year.

It has also led to opportunities in the local supply chain, including:

- **Equipment:** A new pipe bending machine (a new layout was created for this); all new pipe fitting and welding stations (10 of each), a new Local Exhaust Ventilation (LEV) system; an office and amenities area with eight portable buildings, a new hydrotest facility plus cutting and prepping facilities.
- **Employees:** A growing team that will equal approximately 40 people at full capacity.
- **New employees:** A 50/50 split between internal transfers and newcomers, including two graduates on our training schemes: Lewis Robinson is in his second year, and Russell d'Sa recently joined in September 2023. We also welcomed Luke Butterfield, an apprentice pipe fitter who is about to complete his apprenticeship.
- **Local supply chain:** As part of the facility refurbishment and re-opening, ALTRAD Babcock used industrial cleaners, local fabricators, and equipment suppliers in the mobilisation of the facility, including TG Industrial, Inverweld (SME), and Aitken Ventilation (SME). The first material was cut in late July, and the first delivery of stainless-steel pipework is now subject to final quality checks prior to dispatch to PPP's storage facility at Moresby Hall.

All pipework is expected to be completed in 2025.



Christine Sherwood, Senior Operations Manager based in Renfrew, said:

"Manufacturing is progressing well. We are doing final quality checks to allow first delivery as early as possible. As well as enhancing our social impact in local communities, we continue to improve the environmental impact of our operations. We have installed new LED lighting and we are working a four-day week (reducing commuting, travelling emissions and energy costs). We will also be using couplings to join pipes for hydrotests, which cuts down on waste material and energy in terms of sacrificial welds. This project in Cumbria has supported sustainability and growth in Renfrew as well as our expanding team in West Cumbria."

As part of a pledge to add social value, ALTRAD Babcock has leased office space to support work relating to the SCP project, in addition to its pre-existing regional office location at Galemire Court.

The new office is located within the recently renovated Westlakes Science and Technology Park, situated on the fringe of the Lake District National Park in Cumbria.



UNITED KINGDOM

ALTRAD HAS REACHED AN AGREEMENT TO ACQUIRE STORK'S UK BUSINESS

ALTRAD is delighted to announce its agreement to acquire Stork TS Holdings Limited which holds the Stork UK group of companies.

The transaction, which is likely to conclude in quarter three of 2024 – subject to the receipt of regulatory approvals and other customary closing conditions – marks another significant milestone in ALTRAD's development whereby it invests in businesses that share its excitement, vision, values, and a desire to add enhanced value to its clients.

ALTRAD's CEO for the UK, Ireland, Nordics & Poland, John Walsh, said: "We are delighted to welcome Stork UK into the ALTRAD family. The acquisition represents a wonderful opportunity to extend our portfolio of services in the United Kingdom offshore sector, whilst enhancing the outcomes we deliver for our clients."

Most importantly, this transaction will bring approximately 1,800 talented people into the ALTRAD Group where they will be valued and encouraged to develop fulfilling and rewarding careers.

Steve Hunt, Regional Director of Stork UK added: "We are extremely pleased to be joining ALTRAD and are confident our business will be well positioned to grow and develop at pace under the new ownership structure. We believe our collective capabilities, shared vision and values will be attractive to our clients, our people, and the communities within which we work." ■



USA

NORTH CAROLINA: GEARBOX REPLACEMENT SCOPE

ALTRAD Sparrows team in Slidell, USA, recently undertook a challenging project involving the design, construction, and installation of a manual overhead crane at a production facility in Salisbury, North Carolina. The primary focus of the overall scope was the complete replacement of the two-speed gearbox with a newly manufactured one, maintaining a like-for-like configuration. The initiative marked our first work for Gränges, a global leader in providing rolled aluminium products for heat exchanger applications and various niche markets.

Executing the entire task required the engagement of our local team, consisting of ten skilled millwrights and one project manager, who closely partnered with Horsburgh & Scott, a manufacturer of gearing and gearboxes. The special crane, employed due to equipment constraints in the plant's gearbox location, underwent manual placement and erection. After that, the project unfolded in four key main phases:

1-Gearbox replacement

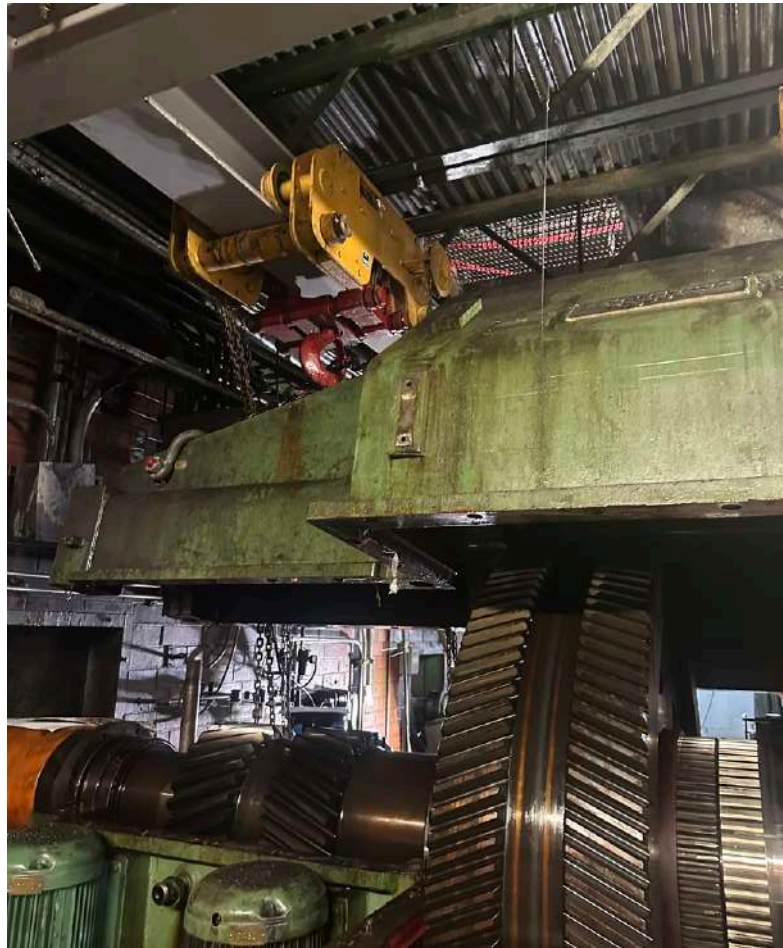
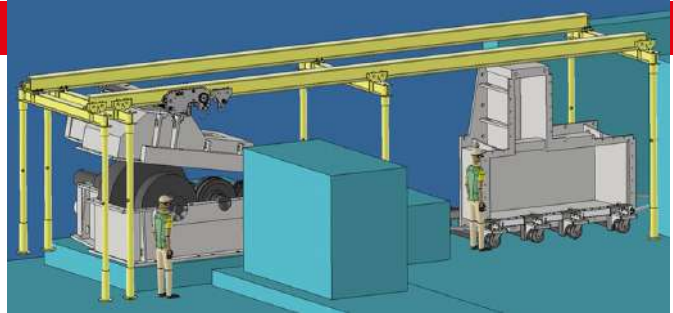
The existing two-speed gearbox was dismantled into eight major components, with some lifts reaching weights of up to 20,000 lbs. (9,072 kg). This process required meticulous disassembly and removal of the old gearbox components.

2-Installation of new gearbox

Once the old gearbox was successfully removed, the team proceeded to disassemble the newly manufactured gearbox and move the components into position. The installation process then mirrored the removal of the old gearbox, ensuring a seamless replacement.

3-Alignment and grout work

Following the installation, our Slidell team performed a precise alignment of the new gearbox to ensure optimal functionality. Grout work was also carried out to secure the components in place, providing stability and reliability.



4-Crane dismantling and demobilisation

In the final phase of the project, the team dismantled the crane, leaving no room for oversight. The work area was thoroughly cleaned, and demobilisation procedures were implemented to conclude the project successfully.

"This project not only reinforces our team's capabilities in machinery installation and replacement, but also strengthens our reputation as a reliable partner in delivering complex projects for clients in the industrial sector," highlighted Jonathan Warran, account manager in Slidell. ■

UNITED KINGDOM



CLIMBING SNOWDON

ALTRAD EMPLOYEES UNITE FOR PANCREATIC CANCER UK

Saturday, 25th May, was not just an ordinary weekend. On this day, nearly 40 employees from various ALTRAD locations across England gathered for a charity climb up Snowdon, Wales’ highest mountain, also known as Yr Wyddfa. The event was organised by Louise Owen, ALTRAD RMD Head of Procurement, and aimed to raise funds for Pancreatic Cancer UK, an organisation committed to advancing research and enhancing care for those impacted by this disease in the country.

Louise was delighted by the enthusiastic response from employees when she shared news of the climb: *“Most of the participants had never met one another. They came from our different offices across England and varied in age and fitness level. Some of them were also bringing along friends and family. Everyone covered their own travel expenses and spent part of their spring bank holiday supporting this cause. This is a wonderful example of how we embody our values of solidarity, courage and conviviality”*. Louise was accompanied by her 72-year-old father, her partner and Neil Hawkins, Global Technical Services Director at ALTRAD RMD and Lou’s boss.

Located in Northern Wales, Snowdon stands at 1,085 metres and offers a challenging 6-8 hour hike to its summit. Climbers enjoyed stunning views of lush valleys, sparkling lakes, and colourful alpine flowers as well as encounters with local wildlife such as sheep, goats, cattle, and birds. ■



Pancreatic cancer is currently the UK’s fifth deadliest cancer, causing 9,000 deaths annually. “More than half of the patients diagnosed with this cancer die within only three months. This is unacceptable,” said Louise, who lost her mother to the disease in 2011. However, the past five years have seen more progress than the previous five decades, partly thanks to the work of Pancreatic Cancer UK. The charity is working tirelessly to double survival rates through earlier and faster diagnoses, advancing treatment breakthroughs, ensuring quality care, and improving the quality of life for those affected by pancreatic cancer.

Want to support the cause and contribute to Pancreatic Cancer UK? Visit the activity fundraising page and make your donation!

UNITED KINGDOM

SCHOOL PUPILS GET A TASTE FOR CAREERS IN STEM



ALTRAD’s Clive Kindred (Project Manager), and Melissa Wilson (Personnel Logistics and Training Coordinator), and TIE Apprentice, Josh Kindred, took part in the East of England Energy Group’s (EEEG) biggest Skills for Energy event. The event saw 310 excited Alderman Peel High School students take part in engineering workshops throughout the day, as part of a STEM Point East and Skills for Energy collaboration.

Developers and supply chain partners came together to offer their time in North Norfolk, facilitating activities sponsored by Dungeon Community fund, operated by Equinor Norfolk Community Foundation.

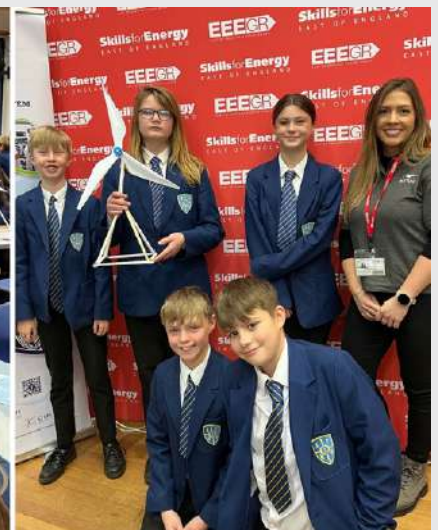
Workshops were held for the pupils who were tasked with constructing a wind turbine and then test its functionality. They were guided into smaller groups and provided with a presentation and materials, while being encouraged to talk about their futures and the local STEM careers available to them.

Year 9 pupils were given free rein to interrogate Clive, Melissa and Josh, attempting to guess their job roles. The conversations centred around the students’ futures, what opportunities are

available to them in Norfolk, and potential career paths at the stage of GCSE options.

Following the event, Melissa said, “The thing that stood out to me the most, was that throughout the day, I asked several students if before today, would they have ever considered a career in the energy sector, to which they all said no. Then I asked at the end if they would now, and every one of them said yes!”

This is a great example of how effective face-to-face engagement is for inspiring the next generation of talent into the construction and energy sector. ■



KATHRYN MACKENZIE

Head of Marketing and Communications for ALTRAD Sparrows



"I live in Aberdeen, Scotland and I'm head of marketing and communications for ALTRAD Sparrows. Sparrows has been part of the ALTRAD Group since the summer of 2022, but I've been with the company for seven years now. I studied corporate communications at Robert Gordon University (in Aberdeen) and have 16+ years' experience working in communications roles in the oil and gas, industrial, and renewables sectors."

01. Who inspires you most and why?

I'm inspired by anyone who works to make the world a better place for other people. Someone I really admire is Dolly Parton. She set up the Imagination Library in Tennessee in 1995 to encourage reading in pre-school children by gifting free books, and the scheme now operates across the USA, Canada, UK, Ireland and Australia. Dolly also donated \$1 million to coronavirus vaccine research during the pandemic in support of the Moderna vaccine. And on top of all that, she wrote 'Jolene' and 'I Will Always Love You' back-to-back!

02. What was the best concert you ever attended?

'Take That' on their Progress tour at Hampden stadium in the summer of 2011. Robbie Williams joined them, and it was the first time they had all toured together since they split up. I'd been a massive fan since I was really young, but I'd never been able to see them live when they were together, so to see all five of them was a big deal.

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

York, in England. It's somewhere I used to go to on holiday a lot with my family when I was younger. It's always felt magical, I've been a couple of times as an adult and it's such a beautiful place I'd never tire of it.

04. What's the last book you read?

'The Virgin Widow' by Anne O'Brien. It's a historical fiction based around Anne Neville and the War of the Roses.

05. What are you passionate about and why?

Diversity and inclusion, because the world is not equal to everyone. 'Invisible Women' by Caroline Criado Perez is a great (and infuriating) book on the gender data gap and how the world is designed for men.

06. What's your favourite movie and why?

The Wizard of Oz. I can remember watching it as a child and being scared of the wicked witch. I love it now partly because of the nostalgia, but I think it's such an enduring story of good triumphing over evil and being thankful for what you have in life.

07. What are your hobbies?

Mainly going to the gym; I try and go a few times a week.

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

I'd pick Jennifer Aniston, she seems like she would have quite a flashy LA lifestyle and I'd love to see what it's really like to be that famous.



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

Not necessarily the best, but my most memorable meal was the first time I had meze. I was on holiday in Cyprus with some friends and we went to a small, local restaurant in the mountains. The food was delicious, and I had no idea it was possible to have so many dishes in one sitting. What made it a really special night though, was our taxi driver. He insisted we were too early for dinner so took us to a nearby camel park (owned by his brother), and on the way back stopped at a bar and had us join in playing maracas. It's not a night I'll forget in a hurry!



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

There are so many places I'd love to go, but Japan is definitely near the top of the list.



11. What are some of your pet peeves?

People who don't know how to indicate properly at roundabouts.

Putting milk first in a cup of tea.

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

I can play the flute.



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

Billy Connolly, Robin Williams, Taylor Swift, and Judy Garland.

14. What is your favourite family tradition?

When I was little my mum and dad would put up our Christmas tree and decorations while my brother and I were in bed. It was always exciting to come down to and for years we believed there was a tree fairy that did it.



15. Who is your least favourite superhero?

Not really one person, but probably the Fantastic Four. ■



RAD
HILTON

شركة اربى هيلتون العربية المحدودة



BUSINESS
AND PROJECTS

MIDDLE EAST &
CASPIAN + AFRICA

ALTRAD R.B. HILTON SAUDI ARABIA RECOGNISED FOR EXCELLENCE IN LOCAL SERVICES

ALTRAD R.B. Hilton Saudi Arabia has been honoured with the prestigious “Contract Local Content Performance Champion” award for its excellence in local services during the year 2023. This recognition underscores the company’s commitment to maximising local participation and fostering economic growth in the Saudi Arabian market. By prioritising local talent and resources, ALTRAD R.B. Hilton Saudi Arabia has raised industry standards while also significantly contributing to empowering the local workforce and advancing the national economy.

This award not only celebrates past achievements, but also inspires ALTRAD to aim for even greater goals in the future. With an unwavering commitment to local empowerment and excellence, the company remains poised to continue its journey as a pioneer in local services, contributing to the economic prosperity and development of Saudi Arabia. ■



LATE-LIFE STUDY ON 13 CRANES FOR ADNOC

ALTRAD Sparrow’s Mumbai team successfully completed a late-life study on 13 cranes for the Abu Dhabi National Oil Company (ADNOC), marking a significant milestone in the region.

The primary objective of this project was to identify fatigue-sensitive locations and assess the remaining life of crane components. It is worth noting that in tasks involving fatigue analysis, even minor oversights at the initial stages, can result in extensive rework and wasted hours. Avijit Roy Chowdhury, ALTRAD Sparrows’ senior design engineer in India, emphasised the importance of minimising rework by introducing an additional

verification step. *“This meticulous approach involved manually calculating and cross-verifying forces and moments before proceeding to the next component analysis, ensuring greater accuracy and reducing the likelihood of rework”,* he said.

Managing the vast amount of input data for each crane posed a significant challenge, especially in extracting crucial information from the extensive dataset. Furthermore, with only 3D scan data available for the cranes, creating a comprehensive crane model presented a major hurdle. The complexity was further compounded by the fact that 10 out of 13 cranes were LeTourneau PCM models, each with its own unique structure. *“Understanding the load paths and interconnections of components introduced significant difficulties for us. To address this, a thorough methodology review was undertaken at various management levels to identify the method of load transfer”,* remarked Avijit.

Despite facing tight time constraints, the project was not only completed, but executed with efficiency, surpassing initial expectations by finishing well ahead of the scheduled deadline. Effective planning played a crucial role in adhering to delivery dates and ensuring the quality of delivery. *“Under the leadership of Avijit, our design teams from Aberdeen, Abu Dhabi, and India worked simultaneously. In parallel, Vijay Sabale, our team leader at the Abu Dhabi office, played a key role in client communications, gathering all necessary information from ADNOC in a timely manner”,* highlighted Shailendra Tiwari, design services manager for ALTRAD Sparrows in India. ■



ABU DHABI

LONG-TERM WORK FOR ADNOC OFFSHORE: MONITORING PIPELINES AND MODERNISING THE TELECOMMUNICATIONS SYSTEM

Since 2022, ALTRAD has been tasked by ADNOC Offshore with helping to monitor its pipelines and modernise the related communications system.

The specific aim is to replace the obsolete fire extinguishing system with the following equipment:

- A new intrusion detection system based on fibre optics in all stations, as well as in all pipeline corridors (both critical and non-critical);
- The installation of new CCTV cameras in all existing departure stations and critical corridors (where there is no CCTV coverage);
- Installation of new CCTV cameras to extend existing coverage;
- Upgrade of the CCTV system;
- The integration of all CCTV cameras (existing and new) with the new intrusion detection system;
- The installation of new SDH systems (or the upgrade of existing SDH systems, with integration into the existing SDH network), involving high-speed digital data transmission mainly over optical fibre;
- The installation of new fire and gas detectors and systems (in gas pipeline installations); and
- All associated electrical and civil engineering work.

This is real expertise, and ALTRAD has the secret. Few players in the market are capable of delivering such a service, and we can be proud of it. Congratulations to all our colleagues involved in this project! ■

ALTRAD ENDEL EXTENDS ITS EXPERTISE IN ABU DHABI WITH ALTRAD ENDEL EMS

ALTRAD Endel recently inaugurated a new subsidiary in Abu Dhabi, ALTRAD Endel EMS (Engineering & Maintenance Services). With over 185 years of experience in the field of industrial engineering and maintenance, ALTRAD Endel wanted to expand its geographical footprint to better serve its strategic customers based in the Middle East. This expansion marks an important step in ALTRAD Endel's commitment to provide its customers with state-

of-the-art engineering and maintenance solutions in a complex nuclear environment. ALTRAD Endel had already successfully established its subsidiary, Nusam (specialising in radiological risk prevention, nuclear measurements and nuclear logistics), in the region in 2021. Now, with ALTRAD Endel EMS, the subsidiary's presence has been consolidated, with a team of 150 specialists present and ready to intervene in the most demanding environments. ■



ABU DHABI

ADNOC TO MODERNISE THE LNG JETTY TO MAKE IT EASIER FOR SHIPS TO BERTH

In Abu Dhabi, ADNOC LNG has three LNG processing trains on the “Das Island” site, but until now the company has only had one berth designed to accommodate vessels with a tonnage of up to 100,000 m³. In 2017, a reassessment was carried out and berthing procedures were revised to accommodate vessels with a higher loading capacity.

The main objective of the project in which ALTRAD recently took part was to modernise the berth in order to receive and accommodate LNG ships with a loading capacity of up to 180,000 m³ and to align with the market trend of increasing LNG ship size. ■



ALTRAD ENDEL TAKES PART IN THE CREATION OF A WASTE SORTING AND RECOVERY CENTRE ON REUNION ISLAND

Since 2023, ALTRAD Endel’s Reunion subsidiary has been actively involved in a major project: the creation of a waste sorting and recovery centre. The aim of the RUN’EVA project is to produce renewable electricity for more than 60,000 inhabitants, while recovering 200,000 tonnes of waste each year which will no longer be sent to landfill sites. A further 33,000 tonnes of waste will be sorted for recycling, complementing the existing sorting centres.

Several pieces of equipment are needed to ensure that this sorting and recovery centre operates smoothly. ALTRAD Endel Reunion is installing the mechanical sorting unit. This unit, which has an hourly capacity of 50 tonnes, separates recyclable materials from the fermentable fraction of household waste. ALTRAD Endel is also responsible for setting up the solid recovered fuel (SRF) preparation unit and the energy recovery unit (ERU) for the SRF.

ALTRAD Endel’s role in this project is wide-ranging and covers several aspects. In terms of logistics, the company is responsible for unloading and quality control of equipment and structure deliveries. It also checks the quantities delivered against the packing lists and assembly drawings, as well as the condition of the packaging and the structural steel parts. ALTRAD Endel is also responsible for checking the surface treatments of the parts and their dimensional control. Finally, the company is responsible for preparing the lifting and installation of the new metal structures, supports and equipment required for the smooth operation of the waste sorting and recovery centre.

We are proud to be involved in a project like this, enabling Reunion Island to protect the environment by significantly reducing the volume of waste sent to landfill, while at the same time producing renewable electricity. ■

COTE D'IVOIRE & SENEGAL

ALTRAD SPARROWS AFRICA AWARDED TWO IMPORTANT CONTRACTS



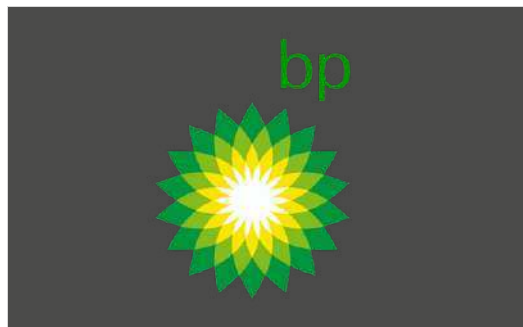
CRANE MAINTENANCE AGREEMENT WITH SAIPEM

We are thrilled to announce our return to Côte d'Ivoire on the Western African coast, thanks to a new contract with Saipem.

The crane maintenance agreement, awarded through the company's in-country partner Rigworld, will see our Africa team provide services to Saipem's FPSO Firenze General in blocks CI-101 and CI-802. The five-year deal includes undertaking major inspections and carrying out overhauls and repairs as required, supported by our Angola facility for onshore refurbishment and repair.

Implementation of a PLC upgrade will be the first scope carried out for the FPSO. This will include providing required documentation, PLC design, spare parts, and equipment testing to ensure the safety and operation of the crane.

Dave Buckham, regional director – Africa, said: *“ALTRAD Sparrows has been working in the continent for over three decades, but the region continues to be an important part of our growth strategy and returning to Côte d'Ivoire is a significant step for us. Over many years, we have built a strong relationship with Saipem in Africa, and this new contract is a testament to the service delivered by our team. We look forward to continuing our partnership and ensuring the safety and integrity of Saipem's operations.”*



FIRST WORK WITH BP IN SENEGAL

Our team in Africa was also awarded another key scope: a new contract with supermajor BP in Senegal to provide inspection services on its GTA (Greater Tortue Ahmeyim) LNG project. Marking our first assignment in Senegal with BP, our team will be delivering services as part of the GTA LNG Phase 1 on the development's pre-treatment FPSO and LNG hub terminal.

The three-year contract is for the provision and certification of lifting equipment, and covers the supply of certified lifting equipment, thorough crane examination, supply of rigging lofts, issue and control of certification, supply of lifting equipment and ad-hoc personnel, materials to carry out testing, non-destructive examination, and certification of lifting equipment.

Covered by the scope of work are loose and fixed lifting equipment which includes pedestal cranes, beam clamps, davits, hoists and trolleys, pad-eyes, runway beams, shackles, and winches.

In this case, we are looking forward to supporting BP with this project, which is important for both companies. Working on a new scope in Senegal strengthens our growth strategy, and the development is a significant one for the region, with a strong vision for the future of Senegal and Mauritania's position in the global LNG market.

The GTA LNG development is located in 2 km deep waters on the maritime border of Senegal and Mauritania and is the deepest offshore project in Africa to date. The project is part of a long-term strategy for both countries with production estimated to reach 15 trillion cubic feet over 30 years. ■

UAE



ALTRAD GETS INVOLVED IN MANGROVE PLANTING ON JUBAIL ISLAND IN THE UNITED ARAB EMIRATES

In the heart of Jubail Island (United Arab Emirates), a mangrove planting initiative has been launched to restore and preserve coastal ecosystems. Mangroves play a crucial role in maintaining biodiversity, protecting shorelines and mitigating the effects of climate change. Mangroves are trees and shrubs that thrive in the

intertidal zones of coastal regions. They act as nurseries for marine life, providing habitat and shelter for various species of fish, crustaceans and birds. Mangroves also act as a natural barrier against coastal erosion. Their complex root systems stabilise the coastline, preventing soil erosion and protecting nearby communities from the ravages of extreme weather events.

The mangrove planting campaign carried out by ALTRAD as part of its CSR initiative had the following objectives:

- **Educate** and raise awareness of the importance of mangroves and the role they play in maintaining coastal ecosystems.
- **Restore** the ecosystem, by involving employees in the rehabilitation of areas where mangroves have been decimated or degraded.
- **Conserve** biodiversity.
- **Mitigate** climate change by involving employees in the process of sustainable environmental management. ■

ABU DHABI

ADNOC OFFSHORE PRESENTS A CERTIFICATE OF RECOGNITION TO ALTRAD CAPE FOR ACHIEVING 1.5 MILLION SAFE MAN-HOURS WITHOUT LTI

ALTRAD Cape was honoured to receive the certificate of recognition from ADNOC Offshore, Das Island, in acknowledgment of their exceptional achievement of 1.5 million accident-free hours.

Endorsed by Mr. Mohamed Bani Hamour, Vice-President of ADNOC Offshore, the certificate was proudly received by Mr. Raghu Veer Singh, CEO of ALTRAD Services UAE, at Das Island.

In response, Raghu Veer Singh extended sincere congratulations to the entire team for reaching this remarkable milestone in a challenging environment. He emphasised the importance of each member's contribution to this success, noting the collective commitment to Health, Safety and Environment.



ALTRAD is excited to celebrate further successes in HSEQ, reaffirming its commitment to promoting a culture of safety excellence. ■



The ALTRAD Sparrows team in Abu Dhabi organised a comprehensive health check-up event at the office in collaboration with members from LLH, a prominent hospital in the city. The initiative encompassed the examination of vital signs, BMI assessments, and blood sugar checks, with a total 95 participating employees. *“By providing a platform for health assessments, education, and one-on-one consultations, we reinforce our commitment to the well-being of our workforce and cultivate a culture of health consciousness,”* stated Vysakh Kannengalath, HSEQ manager. ■

DONATION OF HYGIENE KITS TO THE DUBAI FOUNDATION OF WOMEN AND CHILDREN BY ALTRAD RMD KWIKFORM

To mark International Women’s Rights Day, a gesture of care and support was made to the Dubai Foundation of Women and Children. Thirty hygiene kits were donated, each carefully designed, and consisting of essential personal hygiene items such as towels, hand towels, toothpaste, toothbrushes, soap, shampoo, lotions, socks, elastic bands, sanitary towels, and combs. The aim of this initiative was not only to provide the necessary items, but also to express solidarity and recognition of the importance of maintaining hygiene for the well-being of women and children in the community. It is a testament to the spirit of support and empowerment. ■



We are delighted to announce that the construction of two boreholes – sponsored by ALTRAD Nigeria – in two isolated villages in Plateau State (Pankshin district), located in the centre of Nigeria, is complete: The inhabitants now have access to drinking water. This initiative is part of the ALTRAD Group’s desire to support communities within the framework of UN Sustainable Development Goals.

The two boreholes are 120 metres deep, equipped with a submersible pump powered by solar panels. This success is the fruit of ALTRAD Nigeria’s collaboration with CRESCENDO foundation. ■

OMONYE OBEAHON

CFO for Prezicon Limited Nigeria



"I live in Lagos, Nigeria and work as the CFO for Prezicon Limited Nigeria. I first joined as cost controller in 2014 and rose through the ranks to become the finance & HR manager, exited in 2018, and came back as finance manager in 2021. Traditionally, the job of the CFO is the same in most organisations; safeguarding assets (cash, inventory, receivables and fixed assets), fiscal compliance, and reporting requirements. In addition to this role, finance participates in strategy by using financial and non-financial data."

01. Who inspires you most and why?

My father is my childhood hero, my first mentor and a constant inspiration. He was a firm believer in hard work and was constantly reading a book. Unlike his environment, he did not believe in wealth without enterprise. This unflinching adherence to hard work, honesty, and a life of integrity shaped our value system as a family and has helped me navigate difficult decisions.

02. What was the best concert you ever attended?

Concerts? I worry about the numbers present at concerts. It easily becomes a logistic nightmare, I avoid them.

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

Lagos is my favourite place. Lagos has a fantastic night life, restaurants, bars, and has the highest concentration of young smart industrialists and professionals. I may be biased, it's home...



04. What's the last book you read?

The last book I read is "Surpassing Oneself", in preparation for the ALTRAD pre-seminar and presentation at the seminar in April.

05. What are you passionate about and why?

I am passionate about excellence and putting my best foot forward in every instance.

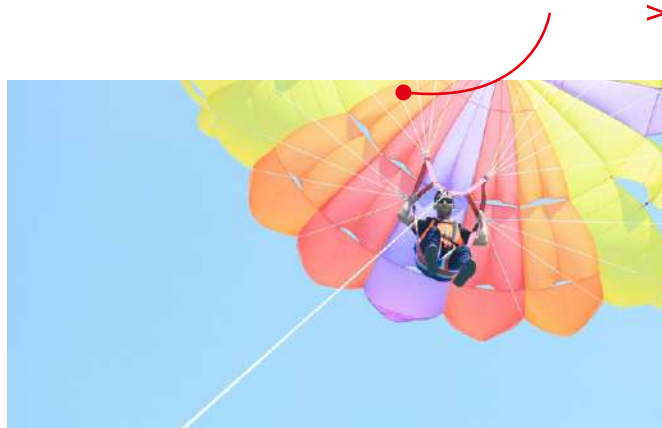
06. What's your favourite movie and why?

I saw a movie in 2011 that resonated with me: "My Name is Khan". It's about an autistic Muslim man who sets out on a journey to meet the President of the United States after his wife suffers discrimination following the September 11th attacks. He went from state to state and eventually he met with the President. It is a story about resilience and love in the face of extreme difficulty.



07. What is the craziest thing you have ever done?

Parasailing. I was so nervous, but the view was heavenly.



08. What are your hobbies?

I love to read and travel, and I enjoy an occasional glass of red wine.

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

Something cool ... I am making a video introducing myself and my motivation for an executive programme with Stanford University.

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

I have always been comfortable in my skin; I don't want to be anybody else.

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

An endless buffet of meat at the Carnivore Restaurant in Nairobi, Kenya.

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

It would be Sydney, Australia, maybe because the distance makes it seem like a dream. It's a 24-hour journey from Lagos.

13. What are some of your pet peeves?

There is nothing more annoying than a dodger or a person who is deceitful and manipulative.

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

An ability to build patterns from unconnected events and draw factual conclusions.

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

My Daddy (he is deceased). I miss him and want to tell him what I have been up to.

Mr ALTRAD. He has achieved quite a lot; it would be interesting to understand how his mind works.

Mr Peter Obi, a presidential aspirant in the last election. His level of integrity is unprecedented in the Nigerian political space. I want to understand how he preserved his values in the face of corruption.

Mrs Indra Nooyi, the former CEO of Pepsi Co. I listened to a lot of her interview; she is a wise woman and I'd enjoy a relaxing evening with an extraordinary woman.

16. What is your favourite family tradition?

Every Christmas for the last 10 years, we meet at my elder sister's house to eat, laugh, and enjoy each other's company. It's almost the only time we all gather in one place throughout the year.

17. Who is your favourite superhero?

My favourite superhero is Mulan – she saved her tribe. ■



BUSINESS AND PROJECTS

ASIA PACIFIC





SPOTLIGHT ON AUSTRALIA FABRICATION CAPABILITIES

At the end of 2022, ALTRAD acquired AGC AusGroup, enhancing our capabilities in onshore in-house fabrication for Australian projects.

This acquisition enables ALTRAD to offer specialised fabrication services, providing cost-saving benefits in international freight and access to Australian-made steel, adhering to rigorous quality standards. As a result, our Australian clients can now conveniently use ALTRAD as a comprehensive one-stop shop for their project needs.

ALTRAD's fabrication facilities are located within Perth's industrial Kwinana corridor, ranking as the second largest in Western Australia. With the capacity to produce up to 30,000 tons of steel products annually and a convenient proximity to major industrial sites, we have successfully manufactured, tested, and commissioned some of the most significant fabricated steel structures in Western Australia.

ALTRAD fabrication operations offers comprehensive support for integrated fabrication and maintenance services. Our workshop capabilities cover piping, structural steel works, and heavy plate fabrication, involving various materials such as carbon steel and exotics.

We have dedicated facilities for hydrotesting, radiographic testing and substantial pre-non-destructive testing (NDT); inspection laydown

areas; and several portal gantry cranes. Additionally, there are extensive staging facilities, additional spaces for peak manning levels, and spacious onsite office facilities, enabling us to complete self-performing fabrication projects in a single location. This approach maximises project efficiencies and provides clients with delivery certainty.

Facility Highlights

- Five large fabrication bays totalling 10,460 sqm, with over 30,000 sqm of uncovered area for laydown storage
- In-house capability to fabricate > 20,000 tpa
- In-house capability for surface treatment
- 3 areas covering:
 1. Workshop fabrication capabilities, hydro testing, radiographic testing, sheet metal and insulation workshops, welding school
 2. Laydown and assembly
 3. Scaffold yard and Industrial Rope Access Trade Association (IRATA) training facility
- A phased facility upgrade is underway to accommodate our expanding team



TWO EXAMPLES OF SIGNIFICANT PROJECTS

THE WORLD'S LARGEST ON-RAIL RECLAIMER EVER MADE

ALTRAD was subcontracted by Thyssenkrupp to fabricate and assemble the components for the RC03 reclaimer, which is the world's largest on-rail reclaimer ever made. Works included fabrication, machining, surface treatment and assembly.

The reclaimer package consisted of 10 major structural components, weighing over 850 tons. All items were fabricated at the Kwinana fabrication facility. ALTRAD was also tasked with assembling all modules to full extent as allowed by transport. Some modules were in excess of 240 tons, 15 metres wide (the widest ever transported on Perth metro roads) and one module was 69 metres long.



THE LARGEST MUDMAT EVER MANUFACTURED

The Jansz-Lo Compression (J-IC) project utilises proven subsea compression technology to enhance the recoverability of the Jansz-Lo field and maintain the supply of natural gas to the LNG and domestic gas plants on Barrow Island. The installation of compression and supporting infrastructure will also enable the future tie-in of other fields within the Greater Gorgon Area.

The Jansz-Lo mudmats are the world's largest subsea mudmat ever manufactured. Due to the mudmats being over 40 metres long and 30 metres wide and weighing more than 700 tons, they were fabricated into transportable sections and taken to the Australian Marine Complex. At the AMC, ALTRAD will finish joining the mudmats into their overall size and complete the coatings before the mudmats are loaded onto a heavy lift vessel and taken to their final resting place at the bottom of the Australian ocean. ■



ALTRAD ALPHA'S DEBUT PROJECT IN JAPAN WITH SGRE

ALTRAD Alpha (part of ALTRAD Sparrows) is gearing up for their return to Hokkaido, Japan's second-largest island and the northernmost province in the country. Since the end of 2023, two blade technicians — James Eadington and Pawel Dutkiewicz — have been working across three onshore wind farms within this region: Setana, Zenibako, and Matsumae.

The project marks the company's first collaboration with Siemens Gamesa Renewable Energy (SGRE) in Japan. Initiated in November 2023, it entails two primary activities: conducting tests on the Lightning Protection System (LPS) of each wind turbine to identify faults and damages using a megger tester (an electrical tester) and inspecting the blades for any other potential damage while performing LPS testing and reporting accordingly.

Originally slated for a two- to three-month duration, the project faced delays due to adverse weather conditions, including blizzards, snow, and wind storms. During the peak of winter on the Hokkaido island in mid-December and January, work was temporarily halted, resuming in February and ending in April. *"We hope that the correct execution of this scope will open up even more opportunities for ALTRAD Alpha within APAC,"* said Edward Dance, Alpha's project manager for blades.

In recent years, Japan has emerged as a leader in installed renewable energy capacity, steadily expanding its electricity production to renewable sources. Aligned with the new Strategic Energy Plan, the Japanese government has raised its target for the share of renewable energy to 38% by 2030, with a broader aspiration to achieve complete carbon neutrality by 2050. ■

AUSTRALIA

ALTRAD SERVICES APAC COMPLETES THE FABRICATION / SURFACE TREATMENT / ASSEMBLY OF A GREAT PROJECT FOR A NICKEL MINE



ALTRAD Services APAC completed the fabrication, surface treatment and assembly of a significant project for a nickel mine in the Northern Goldfields of Western Australia.

A joint celebration involving our Kwinana workshop team and valued client took place in December to mark final delivery to site of the in-house, locally fabricated items.

The project scope included the procurement (1,500 tons of materials), fabrication (1,150 tons), pre-assembly, surface treatment and transportation to site.

This was truly a great team effort of all involved in the project, including two key suppliers: Southern Steel Group for processing over 6,000 items of structural steel on quick turnarounds and Webforge, our handrail and grating supplier, for the supply of over 5,000 sqm of grating and treads in steel and FRP and almost 3 km of handrails. ■



INDONESIA

FIVE-YEARLY MAINTENANCE OF VANTAGE DRILLING'S CRANES IN INDONESIA

Members of our teams from Indonesia and Singapore worked together to perform a five-yearly maintenance on three offshore BMC cranes situated on the Soehanah jack-up while the rig was stationed in Batam, Indonesia. The vessel belongs to Vantage Drilling, an international offshore drilling contractor that operates and manages a fleet of modern, high-specification drilling rigs.

Zaki Azizi, our business development manager in Indonesia, explained that routine inspections, conducted throughout the past year, revealed significant findings concerning the vessel's cranes, all of which were promptly addressed during the five-year inspections. "Since the vessel had downtime while docked at the Batam Shipyard, we seized the opportunity to carry out the five-year maintenance on its cranes."

The entire project spanned four weeks and required the collaboration of one project engineer and one site supervisor, alongside two offshore crane mechanics and two rope access NDT technicians. **Well done!** ■

AUSTRALIA

ALTRAD OFFERS INNOVATIVE ENGINE REPLACEMENT SOLUTIONS FOR INNIO WAUKESHA GAS ENGINES

In Australia, as a partner of INNIO Waukesha Gas Engines, ALTRAD Services APAC has helped implement a programme that is revolutionising field operations.

The reUp Engine Programme replaces existing engines with upgraded units that meet the latest gas compression specifications, boosting performance and reliability at a fraction of the cost of a new engine.

Instead of lengthy overhauls, our crew seamlessly integrates the reUp engine, which comes with a full OEM warranty. Our teams include technicians trained in original equipment, and we are able to provide comprehensive on-site assistance and quick, easy commissioning. ■



EUROPEAN BLADE TECHNICIANS BOOST WIND ENERGY IN AUSTRALIA

Approximately ten European technicians from ALTRAD Alpha are undertaking blade inspection and repair on Vestas and TPI sites across the Western and Southern regions of Australia as well as in Victoria, in the southeast.

TPI Composites Inc (TPI) is a leading provider of wind energy products and composite materials, specialising in designing and manufacturing composite wind blades for global wind turbine manufacturers. Meanwhile, a Danish company called Vestas, the largest wind turbine manufacturer in the world, has

been offering services that include the manufacturing, sales, installation, and maintenance of wind turbines.

This isn't the first time that this kind of work in Australia has been supported by ALTRAD Alpha's experienced teams from Europe. "There has been an increasing demand from clients for European technicians with extensive global experience in various OEM [Original Equipment Manufacturer] wind turbine blades," highlighted Ben Miles, regional commercial and BD manager in Australia at ALTRAD. ■

AUSTRALIA

SIX NEW SCAFFOLDING TRAINEEES WELCOMED AT THE ALTRAD ACADEMY

ALTRAD Services APAC and ALTRADskills (Australian entity of the ALTRAD Academy), working with IronMerge Group, recently welcomed six new trainees who have joined our Scaffold Skill Up training programme as a pathway to sustainable employment. We are very pleased that Brendan, Christopher, Clifford, Larissa, Lillian and Tahlia have taken this opportunity to upskill and join ALTRAD as permanent employees. We wish each of them the very best as they embark on their learning journey and careers with us. ■



PHILLIPINES

THE SUCCESS OF THE YOUNG MALE AND FEMALE PLAYERS FROM THE FUTBOL CLUB DE PAMPLONA, SPONSORED BY ALTRAD

ALTRAD RMDK Philippines supports fourteen young talents, both female and male players from the Futbol Club de Pamplona, located in Muntinlupa City in the southern part of the National Capital Region of the Philippines. During a recent tournament, several of these youths were scouted by universities to join their football teams. This recognition is highly encouraging and fills the local ALTRAD teams with great pride. Indeed, these fourteen athletes will now join excellent higher education institutions. Through their love for sport, and football in particular, they will benefit from the gift of a university education! We eagerly await to follow their next steps, both on and off the field. ■

