

SLICKLINE ASSISTANT PERFORMANCE ASSESSMENT FEEDBACK

(PART 1: To be completed by Assessor)

|             |  |          |   |
|-------------|--|----------|---|
| Name        | MUHAMMAD AQISH BIN ZAINUDIN                        | COB Date | 08.04.2025  |
| Position    | SLICKLINE ASSISTANT                                | RTB Date | 29.04.2025  |
| Client      | SEA HIBISCUS                                       | Location | SOUTH FURIOUS                                     |
| Platform    | SFJT-D   | Well     | SF-D10, SF-D04, SF-D03,<br>SF-D01, SF-D02, SF-D07 |
| Assessed By | Name: SUPARDI JAPAR<br>Position: WIRELINE OPERATOR |          |   |

RATING LEGEND:

|                    |   |
|--------------------|---|
| STRONG             | Performance consistently exceeded expectations in all essential areas of responsibility, and the quality of work overall was excellent                            |
| ADEQUATE           | Performance consistently met expectations in all areas of responsibility, at times possibly exceeding expectations, and the quality of work overall was very good |
| IMPROVEMENT NEEDED | Performance did not consistently met expectations - performance failed to meet expectations in one or more essential areas of responsibility                      |

| Assessment Criteria                             | Rating (Please √ where appropriate) |   |   |          |   |   |                    |   |   |
|---|-------------------------------------|---|---|----------|---|---|--------------------|---|---|
|   | STRONG                              |   |   | ADEQUATE |   |   | IMPROVEMENT NEEDED |   |   |
|   | 10                                  | 9 | 8 | 7        | 6 | 5 | 4                  | 3 | 2 |
| <b>Safety Awareness (20%)</b>                   |                                     |   |   |          |   |   |                    |   |   |
| a. Usage of Personal Protective Equipment       | ✓                                   |   |   |          |   |   |                    |   |   |
| b. Participation in ACT                         | ✓                                   |   |   |          |   |   |                    |   |   |
| c. Understanding of PTW System                  | ✓                                   |   |   |          |   |   |                    |   |   |
| d. Worksite House Keeping                       |                                     | ✓ |   |          |   |   |                    |   |   |
| <b>Work Performance (20%)</b>                   |                                     |   |   |          |   |   |                    |   |   |
| e. Initiative and Creativity                    |                                     |   | ✓ |          |   |   |                    |   |   |
| f. Decision Making Capability                   |                                     |   | ✓ |          |   |   |                    |   |   |
| g. Understanding of Job Scope                   |                                     |   | ✓ |          |   |   |                    |   |   |
| h. Tools Inventory and Reporting                |                                     |   | ✓ |          |   |   |                    |   |   |
| i. Work Quality                                 |                                     |   | ✓ |          |   |   |                    |   |   |
| j. Reporting                                    |                                     |   | ✓ |          |   |   |                    |   |   |
| k. Punctuality and Time Keeping                 |                                     |   | ✓ |          |   |   |                    |   |   |
| l. Teamwork                                     |                                     |   | ✓ |          |   |   |                    |   |   |
| m. Communication                                |                                     | ✓ |   |          |   |   |                    |   |   |
| n. Leadership Skills                            |                                     |   | ✓ |          |   |   |                    |   |   |
| o. Adaptability to Work Environment/Surrounding |                                     |   |   |          |   |   |                    |   |   |
| p. Attitude                                     |                                     | ✓ |   |          |   |   |                    |   |   |
| q. Discipline                                   |                                     | ✓ |   |          |   |   |                    |   |   |

REMARKS/COMMENTS/FEEDBACK ON PERFORMANCE OR AREAS OF IMPROVEMENT:

|                           |   |
|---------------------------|---|
| Assessed By<br>[Operator] |  |
| Name                      | SUPARDI JAPAR   |
| Date                      | 28/04/2025  |



## SLICKLINE ASSISTANT PERFORMANCE ASSESSMENT FEEDBACK

(PART 2: To be completed by Employee and Assessor)

| Type of Task   | Tasks Performed   | Assessor Comment |   |   |          |   |   |                    |   |   |
|--|---|------------------|---|---|----------|---|---|--------------------|---|---|
| 1. Pre-Job Preparation   | A) Perform pre checklist on all equipment.<br>B) To check all hoses was tight and secure.<br>C) Ensure all tools being prepared prior to job being perform.<br>D) Ensure all pressure hose from powerpack to RSU being secure with web check.<br>E) Barricade worksite & wellhead area before perform rigging up.   |                  |   |   |          |   |   |                    |   |   |
|  | Rating (by Operator)  | STRONG           |   |   | ADEQUATE |   |   | IMPROVEMENT NEEDED |   |   |
|  |   | 10               | 9 | 8 | 7        | 6 | 5 | 4                  | 3 | 2 |
| 2. Surface Equipment Rig-up  | A) Make up PCE.<br>B) Put grease on all lubricator connection before connecting it.<br>C) Check O-Ring before make up the lubricator, change it if damaged.<br>D) Discard/cut wire if needed.<br>E) Check any damage on all lub thread.<br>F) Hook up all hoses & check all hoses for any damage before use.<br>G) Check all PCE equipment validity before use.             |                  |   |   |          |   |   |                    |   |   |
|  | Rating (by Operator)  | STRONG           |   |   | ADEQUATE |   |   | IMPROVEMENT NEEDED |   |   |
|  |   | 10               | 9 | 8 | 7        | 6 | 5 | 4                  | 3 | 2 |
| 3. Tools / Equipment Preparation   | A) Service & function test tool before using it.<br>B) Check connection for all tools before run in hole.<br>C) Check any thread damage on tools before/after use.<br>D) File any tools that have sharp edges to prevent from being out.<br>E) Clean any tool that already been use.<br>F) Inventory tools in toolbox.<br>G) Checking all size of tools is suitable to use. |                  |   |   |          |   |   |                    |   |   |
|  | Rating (by Operator)  | STRONG           |   |   | ADEQUATE |   |   | IMPROVEMENT NEEDED |   |   |
|  |   | 10               | 9 | 8 | 7        | 6 | 5 | 4                  | 3 | 2 |
| 4. Equipment Problem Troubleshooting<br><i>[Please state type of equipment and describe troubleshooting job performed]</i> |   |                  |   |   |          |   |   |                    |   |   |
|  | Rating (by Operator)  | STRONG           |   |   | ADEQUATE |   |   | IMPROVEMENT NEEDED |   |   |
|  |   | 10               | 9 | 8 | 7        | 6 | 5 | 4                  | 3 | 2 |



| Type of Task  | Tasks Performed   | Assessor Comment |   |   |          |   |   |                    |   |   |
|---|---|------------------|---|---|----------|---|---|--------------------|---|---|
| 5. Downhole Tools<br>Servicing/Redressing/Maintenance | A) SERVICE DHT & FUNCTION TEST<br>B) PINNING & FUNCTION TEST DHT<br>C) MAKE UP TOOLSTRING<br>D) PEPAE TOOLS BEFORE NEXT RUN IN HOLE TO ENSURE IT IS READY TO GO<br>E) CHECK ANY FAULTY ON DHT THAT BEING USED<br>F) ENSURE ALL SHARP EDGES BEING FILE TO PREVENT FROM HAND CUT<br>G) ENSURE ALL THREADED TOOLS BEING SECURE TIGHTLY |                  |   |   |          |   |   |                    |   |   |
|   | Rating (by Operator)  | STRONG           |   |   | ADEQUATE |   |   | IMPROVEMENT NEEDED |   |   |
|   |   | 10               | 9 | 8 | 7        | 6 | 5 | 4                  | 3 | 2 |



| Type of Task  | Tasks Performed  | Assessor Comment  |   |   |          |   |   |                    |   |   |
|---|--|---|---|---|----------|---|---|--------------------|---|---|
| 6. Tools Inventory & Reporting  | A) PRE-CHECK INVENTORY DOWNHOLE TOOLS EVERY 2 WEEK.<br>B) UPDATE INVENTORY DOWNHOLE TOOL CHECKLIST BORROW AND LEND<br>C) UPDATE AND REPORT MISSING DOWNHOLE TOOLS. |   |   |   |          |   |   |                    |   |   |
|   | Rating (by Operator)   | STRONG  |   |   | ADEQUATE |   |   | IMPROVEMENT NEEDED |   |   |
|   | 10   | 9   | 8 | 7 | 6        | 5 | 4 | 3                  | 2 |   |
| 7. Equipment Operation  | [Operator to rate TSA / SA / SSA competency in operating the equipment]  |   |   |   |          |   |   |                    |   |   |
|   | Rating (by Operator)   | STRONG  |   |   | ADEQUATE |   |   | IMPROVEMENT NEEDED |   |   |
|   | 10   | 9   | 8 | 7 | 6        | 5 | 4 | 3                  | 2 |   |
|   | Power Pack   |   |   |   |          |   |   |                    |   |   |
|   | Air Compressor   |   |   |   |          |   |   |                    |   |   |
|   | GenSet   |   |   |   |          |   |   |                    |   |   |
|   | Control Panel  |   |   |   |          |   |   |                    |   |   |
|   | Test Pump  |   |   |   |          |   |   |                    |   |   |
|   | Pressure Control Equipment   |   |   |   |          |   |   |                    |   |   |
|   | Mast   |   |   |   |          |   |   |                    |   |   |
| Weight & Measuring Devices  |  |   |   |   |          |   |   |                    |   |   |
| Downhole Tools  |  |   |   |   |          |   |   |                    |   |   |
| Total   | 0  | 0   | 0 | 0 | 0        | 0 | 0 | 0                  | 0 |   |
| Comments by Operator [please specify competency gaps / area of improvement] |  |   |   |   |          |   |   |                    |   |   |
| EXECUTE THE WELL SERVICES OPERATION (IF ANY)<br>(Operating Winch)           |  |   |   |   |          |   |   |                    |   |   |
| Date / Location / Well No. / Job Type                                       | Activity Summary   | Toolstring Configuration  |   |   |          |   |   |                    |   |   |
|   |  |   |   |   |          |   |   |                    |   |   |
|   |  | STRONG  |   |   | ADEQUATE |   |   | IMPROVEMENT NEEDED |   |   |
|   |  | 10  | 9 | 8 | 7        | 6 | 5 | 4                  | 3 | 2 |
|   |  | Comments by Operator [please specify competency gaps / area of improvement] |   |   |          |   |   |                    |   |   |



| Type of Task |          | Tasks Performed | Assessor Comment                  |
|--------------|----------|-----------------|-----------------------------------|
| JOB DETAIL:  |          |                 |                                   |
| DATE         | WELL NO. | JOB TYPE        | STATUS<br>(COMPLETE / INCOMPLETE) |
| 08.04.2025   | SF-245   | GLVC            | INCOMPLETE                        |
| 12.04.2025   | SF30-D04 | TCC & ZOC       | COMPLETED                         |
| 13.04.2025   | SF30-D10 | TCC             | COMPLETED                         |
| 16.04.2025   | SF30-D02 | TCC & ZOC       | COMPLETED                         |
| 20.04.2025   | SF30-D01 | TCC             | COMPLETED                         |
| 18.04.2025   | SF30-D03 | TCC             | COMPLETED                         |
| 23.04.2025   | SF30-D07 | TCC             | COMPLETED                         |
| 25.04.2025   | SF30-D10 | TCC & FGS       | COMPLETED                         |
| 27.04.2025   | SF30-D02 | TCC & FGS       | COMPLETED                         |
|              |          |                 |                                   |
|              |          |                 |                                   |
|              |          |                 |                                   |
|              |          |                 |                                   |
|              |          |                 |                                   |
|              |          |                 |                                   |
|              |          |                 |                                   |
|              |          |                 |                                   |

To be completed by verifier (FSM)

SUMMARY OF OVERALL PERFORMANCE

|   |  |   | Score  |       |        |
|---|--|---|--------|-------|--------|
|   |  |   | Weight | Total | %      |
| A | Safety Awareness                                   |   | 20     | #REF! | #REF!  |
| B | Work Performance                                   |   | 20     | #REF! | #REF!  |
| C | Technical Skills                                   |   | 60     | 52    | 44.571 |
|   | 1. Pre-Job Preparation                             | 8 |        |       |        |
|   | 2. Surface Equipment Rig-up                        | 7 |        |       |        |
|   | 3. Tools / Equipment Preparation                   | 8 |        |       |        |
|   | 4. Equipment Problem Troubleshooting               | 9 |        |       |        |
|   | 5. Downhole Tools Servicing/Redressing/Maintenance | 6 |        |       |        |
|   | 6. Tools Inventory & Reporting                     | 7 |        |       |        |
|   | 7. Equipment Operation                             | 7 |        |       |        |
| D | TOTAL (A+B+C)                                      |   | 100    |       | #REF!  |