

DIMENSION BID

CHS PERFORMANCE ASSESSMENT FEEDBACK

PART 1: To be completed by Assessor [WEIGHT: 40%]

|             |                                                                  |            |            |
|-------------|------------------------------------------------------------------|------------|------------|
| Name        | MUHAMMAD ZAID SANNANG                                            | Mob Date   | 27/10/2024 |
| Position    | Jumor Field Engineer                                             | Demob Date | 13/11/2024 |
| Client      | PCSB SBA                                                         | Location   | SUJ1-C     |
| Platform    | SUMANGA                                                          | Well       | C04        |
| Assessed By | Name: Mohd Zmail Shazli Mohamed Position: General Field Engineer |            |            |

| 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 UAUC                        |                                     |   | ✓ |          |   |   |                    |   |   |
| 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:

As for 1st time offshore assignment, Zaid does show quite good performance during the campaign. He did well and better than rest of JFE should have done, especially handling winch. Still he need more exposure for better improvement especially on leadership skills.

|                          |                            |
|--------------------------|----------------------------|
| Assessed By [Supervisor] |                            |
| Name                     | Mohd. Zmail Shazli Mohamed |
| Date                     | 12 / 2 / 2025              |



## CHS PERFORMANCE ASSESSMENT FEEDBACK

PART 2: To be completed by Employee and Assessor [WEIGHT: 60%]

| Type of Task                                | Tasks Performed                                                                                                                                                                                                                                                                     | Assessor Comment       |                   |          |          |          |                    |                    |                    |   |  |  |    |   |   |   |   |   |   |   |   |  |  |  |  |  |  |  |  |  |
|---------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------|-------------------|----------|----------|----------|--------------------|--------------------|--------------------|---|--|--|----|---|---|---|---|---|---|---|---|--|--|--|--|--|--|--|--|--|
| 1. Pre-Job Preparation and Post Job         | <ul style="list-style-type: none"> <li>- <del>Perform</del> <del>STT</del> Assist Engineer in charge to perform STT &amp; PETI <del>Assessment</del> inspection</li> <li>- Do pre and post job checklist handover for PCE</li> </ul>                                                |                        |                   |          |          |          |                    |                    |                    |   |  |  |    |   |   |   |   |   |   |   |   |  |  |  |  |  |  |  |  |  |
|                                             | <table border="1"> <tr> <th>Rating (by SUPERVISOR)</th><th colspan="3">STRONG</th><th colspan="3">ADEQUATE</th><th colspan="3">IMPROVEMENT NEEDED</th></tr> <tr> <td></td><td>10</td><td>9</td><td>8</td><td>7</td><td>6</td><td>5</td><td>4</td><td>3</td><td>2</td></tr> </table> | Rating (by SUPERVISOR) | STRONG            |          |          | ADEQUATE |                    |                    | IMPROVEMENT NEEDED |   |  |  | 10 | 9 | 8 | 7 | 6 | 5 | 4 | 3 | 2 |  |  |  |  |  |  |  |  |  |
| Rating (by SUPERVISOR)                      | STRONG                                                                                                                                                                                                                                                                              |                        |                   | ADEQUATE |          |          | IMPROVEMENT NEEDED |                    |                    |   |  |  |    |   |   |   |   |   |   |   |   |  |  |  |  |  |  |  |  |  |
|                                             | 10                                                                                                                                                                                                                                                                                  | 9                      | 8                 | 7        | 6        | 5        | 4                  | 3                  | 2                  |   |  |  |    |   |   |   |   |   |   |   |   |  |  |  |  |  |  |  |  |  |
| 2. Rig Up / Rig Down                        | <ul style="list-style-type: none"> <li>- make up upper &amp; lower section of PCE</li> <li>- make up tool string and rig up / rig down tool string from to lubricator.</li> </ul>                                                                                                   |                        |                   |          |          |          |                    |                    |                    |   |  |  |    |   |   |   |   |   |   |   |   |  |  |  |  |  |  |  |  |  |
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| Rating (by SUPERVISOR)                      | STRONG                                                                                                                                                                                                                                                                              |                        |                   | ADEQUATE |          |          | IMPROVEMENT NEEDED |                    |                    |   |  |  |    |   |   |   |   |   |   |   |   |  |  |  |  |  |  |  |  |  |
|                                             | 10                                                                                                                                                                                                                                                                                  | 9                      | 8                 | 7        | 6        | 5        | 4                  | 3                  | 2                  |   |  |  |    |   |   |   |   |   |   |   |   |  |  |  |  |  |  |  |  |  |
| 3. Downhole Tools / Equipment Preparation   | <ul style="list-style-type: none"> <li>- function test, check insulation and check continuity for tool to make sure it good to go.</li> </ul>                                                                                                                                       |                        |                   |          |          |          |                    |                    |                    |   |  |  |    |   |   |   |   |   |   |   |   |  |  |  |  |  |  |  |  |  |
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| Rating (by Operator)                        | STRONG                                                                                                                                                                                                                                                                              |                        |                   | ADEQUATE |          |          | IMPROVEMENT NEEDED |                    |                    |   |  |  |    |   |   |   |   |   |   |   |   |  |  |  |  |  |  |  |  |  |
|                                             | 10                                                                                                                                                                                                                                                                                  | 9                      | 8                 | 7        | 6        | 5        | 4                  | 3                  | 2                  |   |  |  |    |   |   |   |   |   |   |   |   |  |  |  |  |  |  |  |  |  |
| 4. Equipment                                | <b>4.1 Logging Unit / Winch / Power Pack</b> <ul style="list-style-type: none"> <li>- set up surface equipment location</li> <li>- understanding tool equipment working procedure and <del>man</del> basic maintenance.</li> </ul>                                                  |                        |                   |          |          |          |                    |                    |                    |   |  |  |    |   |   |   |   |   |   |   |   |  |  |  |  |  |  |  |  |  |
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|                                             | Rating (by SUPERVISOR)                                                                                                                                                                                                                                                              | STRONG                 |                   |          | ADEQUATE |          |                    | IMPROVEMENT NEEDED |                    |   |  |  |    |   |   |   |   |   |   |   |   |  |  |  |  |  |  |  |  |  |
|                                             |                                                                                                                                                                                                                                                                                     | 10                     | 9                 | 8        | 7        | 6        | 5                  | 4                  | 3                  | 2 |  |  |    |   |   |   |   |   |   |   |   |  |  |  |  |  |  |  |  |  |
| Employee was able to OPERATE the equipment: |                                                                                                                                                                                                                                                                                     |                        | Under Supervision |          |          |          |                    |                    |                    |   |  |  |    |   |   |   |   |   |   |   |   |  |  |  |  |  |  |  |  |  |
|                                             |                                                                                                                                                                                                                                                                                     |                        | Standalone        |          |          |          |                    |                    |                    |   |  |  |    |   |   |   |   |   |   |   |   |  |  |  |  |  |  |  |  |  |
|                                             | <b>4.2 Mast</b> <ul style="list-style-type: none"> <li>- understand how to operate <del>mast</del> mast and <del>basic</del> basic principle.</li> </ul>                                                                                                                            |                        |                   |          |          |          |                    |                    |                    |   |  |  |    |   |   |   |   |   |   |   |   |  |  |  |  |  |  |  |  |  |
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|                                             | Rating (by SUPERVISOR)                                                                                                                                                                                                                                                              | STRONG                 |                   |          | ADEQUATE |          |                    | IMPROVEMENT NEEDED |                    |   |  |  |    |   |   |   |   |   |   |   |   |  |  |  |  |  |  |  |  |  |
|                                             |                                                                                                                                                                                                                                                                                     | 10                     | 9                 | 8        | 7        | 6        | 5                  | 4                  | 3                  | 2 |  |  |    |   |   |   |   |   |   |   |   |  |  |  |  |  |  |  |  |  |
| Employee was able to OPERATE the equipment: |                                                                                                                                                                                                                                                                                     |                        | Under Supervision |          |          |          |                    |                    |                    |   |  |  |    |   |   |   |   |   |   |   |   |  |  |  |  |  |  |  |  |  |
|                                             |                                                                                                                                                                                                                                                                                     |                        | Standalone        |          |          |          |                    |                    |                    |   |  |  |    |   |   |   |   |   |   |   |   |  |  |  |  |  |  |  |  |  |
|                                             | <b>4.3 Pressure Control Equipment (PCE)</b> <ul style="list-style-type: none"> <li>- understand how the PCE setup and how to operate control PCE for eline operation</li> </ul>                                                                                                     |                        |                   |          |          |          |                    |                    |                    |   |  |  |    |   |   |   |   |   |   |   |   |  |  |  |  |  |  |  |  |  |
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|                                             | Rating (by SUPERVISOR)                                                                                                                                                                                                                                                              | STRONG                 |                   |          | ADEQUATE |          |                    | IMPROVEMENT NEEDED |                    |   |  |  |    |   |   |   |   |   |   |   |   |  |  |  |  |  |  |  |  |  |
|                                             |                                                                                                                                                                                                                                                                                     | 10                     | 9                 | 8        | 7        | 6        | 5                  | 4                  | 3                  | 2 |  |  |    |   |   |   |   |   |   |   |   |  |  |  |  |  |  |  |  |  |
| Employee was able to OPERATE the equipment: |                                                                                                                                                                                                                                                                                     |                        | Under Supervision |          |          |          |                    |                    |                    |   |  |  |    |   |   |   |   |   |   |   |   |  |  |  |  |  |  |  |  |  |
|                                             |                                                                                                                                                                                                                                                                                     |                        | Standalone        |          |          |          |                    |                    |                    |   |  |  |    |   |   |   |   |   |   |   |   |  |  |  |  |  |  |  |  |  |



**CHS PERFORMANCE ASSESSMENT FEEDBACK**  
 PART 2: To be completed by Employee and Assessor [WEIGHT: 60%]

| Type of Task                                                                                                               | Tasks Performed                                                                                               | Assessor Comment       |   |   |          |   |   |                    |   |   |
|----------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------|------------------------|---|---|----------|---|---|--------------------|---|---|
|                                                                                                                            | 4.4 Genset / Air Compressor                                                                                   |                        |   |   |          |   |   |                    |   |   |
|                                                                                                                            | - Under starting the equipment working procedure.<br>- DO regular check for equipment fuel to keep it running |                        |   |   |          |   |   |                    |   |   |
|                                                                                                                            | Rating (by SUPERVISOR)                                                                                        | STRONG                 |   |   | ADEQUATE |   |   | IMPROVEMENT NEEDED |   |   |
|                                                                                                                            |                                                                                                               | 10                     | 9 | 8 | 7        | 6 | 5 | 4                  | 3 | 2 |
| 5. Logging / Perforation Services                                                                                          | Employee was able to OPERATE the equipment:                                                                   | Under Supervision      |   |   |          |   |   |                    |   |   |
|                                                                                                                            |                                                                                                               | Standalone             |   |   |          |   |   |                    |   |   |
|                                                                                                                            | - ASSIST Engineer by doing correlation pass using ccl tool. by comparing it                                   |                        |   |   |          |   |   |                    |   |   |
|                                                                                                                            | Rating (by SUPERVISOR)                                                                                        | STRONG                 |   |   | ADEQUATE |   |   | IMPROVEMENT NEEDED |   |   |
|                                                                                                                            | 10                                                                                                            | 9                      | 8 | 7 | 6        | 5 | 4 | 3                  | 2 |   |
| 6. Job Supervision<br>(if applicable)<br>Please complete this section if you perform any supervisory role during operation | Employee was able to PERFORM the operation:                                                                   | Under Supervision      |   |   |          |   |   |                    |   |   |
|                                                                                                                            |                                                                                                               | Standalone             |   |   |          |   |   |                    |   |   |
|                                                                                                                            |                                                                                                               |                        |   |   |          |   |   |                    |   |   |
|                                                                                                                            | Rating (by SUPERVISOR)                                                                                        | STRONG                 |   |   | ADEQUATE |   |   | IMPROVEMENT NEEDED |   |   |
|                                                                                                                            | 10                                                                                                            | 9                      | 8 | 7 | 6        | 5 | 4 | 3                  | 2 |   |
|                                                                                                                            | Please ✓ accordingly to confirm the role of the employee during operation                                     | Full Supervisor        |   |   |          |   |   |                    |   |   |
|                                                                                                                            |                                                                                                               | 2nd / Night Supervisor |   |   |          |   |   |                    |   |   |



DIMENSION BID

CHS PERFORMANCE ASSESSMENT FEEDBACK  
PART 3: To be completed by Employee and Assessor

| DATE                                                                                                                                                                                                                                                                                                                                                                                           | Assignment/Summary Job/Duration                                                                            | Supervisor's Feedback<br><small>(Please indicate if employee is able to execute the job UNDER SUPERVISION or STANDALONE)</small> |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------|
| 28/10/24                                                                                                                                                                                                                                                                                                                                                                                       | - Start to rig down lower PCE and mast from and skidding to reposition mast equipment to well CO9 from CO8 | - Performed well on tool preparation, PCE handling, tool rigup/down, & role as a winch man.                                      |
| 31/10/24                                                                                                                                                                                                                                                                                                                                                                                       | - Start 1st sand cleanout operation                                                                        |                                                                                                                                  |
| 10/11/24                                                                                                                                                                                                                                                                                                                                                                                       | - Finished SCO Run #17 to HUD<br>Last HUD = 1152m-MDDF                                                     |                                                                                                                                  |
| <div>Please tick (/) category of services performed:</div> <div>Conveyance:<div>E-Line</div><div>Memory</div><div><div><div><input checked="" type="checkbox"/></div></div><div><input type="checkbox"/></div></div></div> <div>Advanced Services</div> <div>Logging</div> <div>Perforation</div> <div><div><div><input type="checkbox"/></div></div><div><input type="checkbox"/></div></div> |                                                                                                            |                                                                                                                                  |