



THAI NIPPON STEEL ENGINEERING & CONSTRUCTION CORPORATION LTD.

Self-Evaluation

Permanent Employee Grade 2 - Grade 6

Instruction: Please completely assess your work performance to reflect on your achievements this year (2024) and your ongoing commitment to improving your performance within the organization and your job target in the following year (2025). **After which, submit this form to your superior by 30 October 2024.**

HR Note: In order to comply with the company is policy to minimize printing/ paperless scheme.

We, the HR team, would like to request for your cooperation in submitting the completed evaluation form as a PDF file and using an electronic signature before forwarding it to your superior. Your kind cooperation would be highly appreciated. /Thank you.

				Date	22-Apr-2024
Employee name	JIRAYU AUNKHUNTHEE	Employee ID	TT01588	Employee Grade	G6
Section	131-PMIS & ERP	Division	Digital Transformation Center	Hired date	01-Dec-2022
Superior name	NUTCHAREE LIEW	Superior Grade	G3	Employee Years of service	1 Year 4 Month 21 Day

1 . Please describe your job target and actual achievement in this year (2024).

Job Target	Actual achievement
xxx	xxx
xx	xx
x	x

2 . Please describe your job target for next year (2025).

Job Target
x
xx
xxx

3 . Evaluation of your Technical / Production Capability.

3.1 Do you think that you have achieved international level in your job responsibility in our offshore platform construction business? (Please tick one in check box)

- ☐ Fully achieved.
- ☐ Partially achieved
- ☐ Mostly achieved.
- ☐ Not Sufficiently achieved
- ☒ Almost achieved.
- ☐ Not achieved at all / too far.

3.2 If not fully achieved, what parts are still lacking in your capability? (Please tick in check box all that apply)

- | | |
|--|--|
| <input checked="" type="checkbox"/> Deligency | <input type="checkbox"/> Negotiation |
| <input type="checkbox"/> Creative thinking | <input checked="" type="checkbox"/> Knowledge of Client Spec / Requirement |
| <input checked="" type="checkbox"/> Fighting Sprit | <input type="checkbox"/> Writing |
| <input type="checkbox"/> Complex Problem Solving | <input checked="" type="checkbox"/> Calculation Capability /Mathematics |
| <input checked="" type="checkbox"/> Footwork | <input type="checkbox"/> Interpersonal Communication |
| <input type="checkbox"/> Teamwork and Collaboration | <input type="checkbox"/> Documentation |
| <input type="checkbox"/> CO-ordination mind | <input type="checkbox"/> Taking Initiative |
| <input checked="" type="checkbox"/> Time management | <input type="checkbox"/> Foreign Languages |
| <input type="checkbox"/> Management Mind | <input checked="" type="checkbox"/> Computer Knowledge |
| <input type="checkbox"/> Flexibility and Adaptability | <input type="checkbox"/> Knowledge and Experience of Field work |
| <input type="checkbox"/> Deep Technical Knowledge/background | <input checked="" type="checkbox"/> People Management |
| <input type="checkbox"/> Data Analysis | <input type="checkbox"/> Accepting feedback |
| <input type="checkbox"/> Knowledge of Work System | <input checked="" type="checkbox"/> Leadership |
| | <input type="checkbox"/> Others |

3.3 In order to improve yourself, what efforts are you going to make in next year (2025)?

xxxx
xxxxxx

3.4 Considering your character and job capability, please describe your strengths and weaknesses to execute your job. (2025)?

What are your weaknesses?

What are your strengths?

xx	xx
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3.5 State how your /Supervisor / manager can help/support you to achieve your job target in next year (2025)?

xxx

3.6 How do you think of your current job assignment? Please check only one

- ☐ Best for me. I'd like to continue.
☐ Best for me. I'd propose to try new job assignment (please go to 3.6.1)
☐ Not best for me but I'd like to continue.
☒ Not probably. I propose to change my job assignment to another job assignment. (please go to 3.6.1)

3.6.1 What kind of job shall be most suitable to you?

Please tick the box which most closely matches your character, capability, and preference, classified by each category and please go to 3.6.2

Engineering Division

- ☐ Process
- ☐ Piping & Layout
- ☒ Mechanical
- ☐ Electrical
- ☐ Instrumentation
- ☒ Structure
- ☐ Strategic Planning
- ☐ Carbon Neutral Development
- ☐ Civil

Procurement Division

- ☐ Domestic purchase
- ☐ General Affairs
- ☒ Logistics
- ☐ Purchasing
- ☐ QAQC Procurement
- ☒ Project

Management(Schedule/Scope&Cost/PMIS/PPM)

- ☐ Strategic Procurement

Proposal

- ☐ Proposal (Onshore /Offshore)
- ☒ Cost Management Center
- ☐ Commercial

QA/QC

- ☐ Quality Assurance
- ☒ Quality Control
- ☐ NDE

Technical Management (TMD)

- ☐ Construction Engineering
- ☒ Cost Control
- ☐ Subcontract Administration
- ☒ Construction Estimation
- ☒ Material Control

Construction (CD)

- ☒ Structure
- ☒ Protective Coating
- ☐ Yard Facility & Maintenance
- ☒ Piping & Mechanical
- ☐ Electrical & Instrument
- ☐ Project Operation Yard

Health & Safety Environment

- ☐ Safety & Environment

Construction Management

- ☐ Field Service
- ☒ Project Operation
- ☐ Commissioning
- ☐ Construction DX

Public Affairs & Corporate Affairs

- ☒ Recruitment
- ☐ Time Attendance
- ☐ Benefits & compensate
- ☒ Industrial Relation
- ☐ General Administration
- ☐ Public Relation (PR)
- ☒ Transportation
- ☐ Compliance

Finance & Account

- ☒ Account
- ☐ Finance
- ☐ Payroll
- ☒ Cost Control & Reporting

Project Management Office

- ☐ Project Governance
- ☒ Project Management

Technical Training Center

- ☐ Technical Training
- ☒ Development Program
- ☐ HSE Training

Digital Transformation Center

- ☐ PMIS Programmer
- ☒ PMIS Administrator
- ☐ System Administrator
- ☐ IT Administrator
- ☐ IT Support
- ☒ IOT

Others (Please describe and go to 3.6.2)

- ☐ Others

3.6.2 Please check box for a reason why you propose to change job assignment as stated in 3.6.1

- ☐ I want to learn more.
- ☒ I feel like I'm ready to take on more responsibility.
- ☒ I believe I've progressed as far as I can in my current role.
- ☒ I need a change of environment to motivate me.
- ☒ I want to develop a new skill that isn't required in my current job.
- ☐ Others (Please describe)

4 . Your feedback / opinion about Company, please describe.

xxxxxx

Employee Sign _____

Employee print name _____

5 . Superior Comments

Manager		-Signed name-
Senior Manager		-Signed name-
General Manager		-Signed name-
Senior Executive Officer		-Signed name-