Exhibit A Annex-12

Training of Operator Personnel

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1.0 Purpose

The purpose of this Annex is to describe the WORK to be provided by CONTRACTOR to COMPANY where the WORK will be executed. Exhibit B Annex-9 defines the types of services, and should be read in conjunction with this Annex.

2.0 Description

CONTRACTOR shall be responsible for providing all necessary training for COMPANY PERSONNEL, to ensure that all personnel involved in subsequent operation and maintenance of the PLANT (including Vendor supplied equipment and LICENSOR units) shall be capable of carrying out allocated duties in a safe and competent manner.

CONTRACTOR shall provide all facilities and resources required to complete the training, including, but not limited to, preparation of all subject matter, COMPANY APPROVED instructors / trainers, training aids and documentation.

CONTRACTOR shall provide a suitably qualified Training Manager/Coordinator to be responsible for coordinating the training activities and reporting to COMPANY on the status and progress of the training program. The nominated Training Manager/Coordinator shall be subject to APPROVAL by COMPANY.

CONTRACTOR shall allow for audit by COMPANY of the training activities for both COMPANY and CONTRACTOR staff.

The location of all training shall be consistent with the effective implementation of the training in conjunction with completion of the WORKS and shall include CONTRACTOR offices, manufacturer/Vendor facilities and the SITE.

CONTRACTOR shall provide a suitable classroom and practical training facilities at CONTRACTOR's Office(s), SUBCONTRACTOR's / Vendor's offices for COMPANY's engineering, operations, and maintenance PERSONNEL.

CONTRACTOR shall provide assistance to COMPANY's PERSONNEL with logistics arrangements at trainings locations.

3.0 Training

3.1 Training Plan

CONTRACTOR shall prepare a training plan with the detailed control program for APPROVAL by COMPANY. The plan shall describe how the training requirements for all PERSONNEL shall be implemented throughout the duration of the WORKS. CONTRACTOR shall forward to COMPANY a detailed syllabus and program for each of the PERSONNEL to undergo training. CONTRACTOR shall develop its training based on a competency framework with the following packages:

a) On the Job Training (Task Progression),
b) Classroom theoretical,
c) Assignment,
d) Mentoring,
e) Vendor Training,
f) Specialist Training,
g) Hands On Training,
h) Computer Based Training (CBT)

i) Operator Simulation Training (OTS).

The training programme shall also cover areas of safety, technical and supervisory training. The plan shall include details of the methods, resources, schedules, and location for all training activities (in house or external).

The plan shall ensure that training activities can be completed in conjunction with other activities associated with the WORKS and ensure that all relevant training is completed at appropriate stages in the execution of the WORKS. CONTRACTOR shall ensure timely availability of its Vendors or its Specialists when required for any training session as part of CONTRACTOR's scope.

The training plan shall be submitted for approval to COMPANY not later than six (6) months after the effective date of the CONTRACT.

CONTRACTOR shall provide advance notice (minimum 6 weeks) for COMPANY to make travel arrangements to attend training at venues specified. In addition, CONTRACTOR to submit the trainer's professional resume / curriculum vitae for COMPANY's approvals.

3.2 Training of COMPANY Personnel

CONTRACTOR shall provide both on the job and formal classroom training for COMPANY PERSONNEL on all activities associated with the PLANT. Training shall cover general training on the PLANT and specific specialized training by manufacturers/Vendors in particular systems and components of the facilities.

Training shall include, but not be limited to (refer to training course breakdown):

a) Detailed design of the PLANT including layouts and function of equipment and processes (including interpretation of P&IDs),
b) Basic construction methods and schedules,
c) Construction safety,
d) Pre-commissioning, commissioning, and start up activities,
e) Operating procedures (start up, shutdown, normal, abnormal, and emergency conditions) for all systems and components of the PLANT - provided by the CONTRACTOR,
f) Testing and inspection procedures,
g) Maintenance procedures for the pipeline, PLANT, and equipment,
h) Complete instructions and training in the operation and maintenance of ICSS systems,
i) Action to be taken in the event of emergency and compliance with emergency procedures,
j) Fault diagnosis and corrective actions. Troubleshooting for all equipment,
k) Plant operations, safety, and management.

List provided as training course breakdown is not exhaustive and will require to be reviewed once Vendor packages have been awarded to see if there's any additional training requirement as required/recommended by COMPANY or Vendor or CONTRACTOR.

CONTRACTOR shall provide manufacturer and Vendor training on each system, component or device provided as part of the PLANT. The purpose of this training is to provide COMPANY's PERSONNEL with a complete understanding of the installation, operations, and maintenance requirements of the PLANT.

CONTRACTOR shall arrange for training at SITE which require Vendor representatives at SITE subsequent to installation of equipment as per Vendor recommendation. CONTRACTOR shall coordinate training syllabus with vendor representatives and shall be agreed by COMPANY.

CONTRACTOR shall provide refreshment and meals for COMPANY staff attending said training.
The language used in training programs shall be in English. Same applies for training materials.

3.3 Qualification of COMPANY Personnel

COMPANY's PERSONNEL assigned to the CONTRACTOR for training shall be sufficiently experienced to be able to assimilate and understand the training and information to be provided.

CONTRACTOR shall assume that COMPANY's staff has minimal specific knowledge of the subjects to be addressed. The training program shall keep in mind two level of audiences:

- Basic level training for technician and engineer level,
- Advance level training for Senior and Experienced Operations and Maintenance Staff.

CONTRACTOR shall accept all trainees assigned by the COMPANY. COMPANY shall provide name list for attendees once training plan has been approved.

CONTRACTOR shall assume that the following PERSONNEL (but not limited to) will be attending the training courses:

- Management,
- Engineers,
- Supervisors,
- Operators,
- Maintenance.

CONTRACTOR shall develop a Competency Assurance Standard that will ensure that the personnel trained have the proper knowledge and skills (competency verification) to operate and maintain operating facilities in safe and effective manner. A training GAP analysis shall be conducted to ensure that the personnel trained are following procedures and have a good overall understanding of their job and demonstrate the required

3.4 Hand on Training

COMPANY PERSONNEL shall operate equipment during commissioning. CONTRACTOR shall give comprehensive instruction and training to all the relevant PERSONNEL directly assigned to the commissioning. The training program shall include, but not be limited to, instruction on operation, maintenance (including hands on experience) and troubleshooting of the systems provided.

The CONTRACTOR shall be responsible for assisting and supervising COMPANY's PERSONNEL in the commissioning and initial operation of the PLANT until the formal acceptance by COMPANY. CONTRACTOR shall provide an adequate number of its experienced PERSONNEL for this purpose.

After completion of commissioning, the CONTRACTOR shall continue to provide assistance to COMPANY Performance Test run of the PLANT System.

3.5 Training Documentation and Records

CONTRACTOR shall provide each COMPANY's trainee appropriate comprehensive training manuals, training aids and special training equipment covering the subject matter covered in each part of the training. Additional sets of training manuals shall be made available upon request by COMPANY.

Training Manager/Coordinator shall develop and initiate a training reporting system and shall be submitted to COMPANY on agreed intervals to analyze training effectiveness and assess needs for change in training program/schedule. CONTRACTOR shall keep a record of training attendance of all personnel and feedback form of completed training.

3.6 Qualification and Experience of Trainers

CONTRACTOR shall submit the professional resume / curriculum vitae of trainers for each training session for COMPANY's approvals.

CONTRACTOR shall propose and provide the professional, and experienced trainers who have experience in engineering, construction, pre-commissioning, commissioning, start-up, and operation to the WORK.

4.0 Training Course Breakdown

CONTRACTOR shall provide as a minimum the following training course

	Training Course	Tentative Number of Participants	Timing	Estimated Duration (Days)
1	**ICSS (Integrated Control and Safety System) including PCS/SIS/FGS/HMI**			
	- Operation Course	20	As per CONTRACT	5
2	**Gas Engine, Generator and Solar System**			
	- Operation and Maintenance course	20	As per CONTRACT	3
3	**Electrical Control System (ECS)**			
	- Operation and Maintenance Course	10	As per CONTRACT	3
4	**Transformer and Switchboard**			
	- Operation and Maintenance Course	10	As per CONTRACT	3
5	**UPS and Battery Charger system**			
	- Operation and Maintenance Course	10	As per CONTRACT	3
6	**Emergency/Black Start Diesel Generator**			
	- Operation and Maintenance Course	20	As per CONTRACT	5
7	**HVAC System**			
	- Operation and Maintenance Course	20	As per CONTRACT	2
8	**SCADA System**			
	- Operation and Maintenance Course	20	As per CONTRACT	10
9	**Telecommunication System and Fiber Optic**			
	- Operation and Maintenance Course	20	As per CONTRACT	5

	Training Course	Tentative Number of Participants	Timing	Estimated Duration (Days)
10	**Process System**			
	- PLANT Operation Philosophy Course (Gas Management, Qualities control, PLANT Depressurization facilities, Gas Filter Coalescer, Metering, Drain system, Water System, Utilities, Lab ROW control etc.)	20	As per CONTRACT	2
11	**Gas Metering System including GC/Moisture Analyzer**			
	- Operation and Maintenance course	20	As per CONTRACT	3
12	**Pressure Regulating System, ESDV, SDV, BDV, HIPPS**			
	- Operation and Maintenance course	20	As per CONTRACT	3
13	**Instrument Gas and Air Dryer Package**			
	- Operation and Maintenance course	20	As per CONTRACT	3
14	**Diesel Fire Water Pump**			
	- Operation and Maintenance course	20	As per CONTRACT	5
15	**Fire & Gas system, Emergency Management System and Safety Philosophy**			
	- Operation and Maintenance course	20	As per CONTRACT	2
16	**PLANT Maintenance Philosophy / Corrosion and Protection (Cathodic etc.) / Line break control system**			
	- Operation and Maintenance course	20	As per CONTRACT	2
17	**Gas Compressor and Gas Turbine**			
	- Operation and Maintenance course	20	As per CONTRACT	5
18	**Maintenance Workshop and Warehouse Equipment Training**			
	- Maintenance course	10	As per CONTRACT	5
19	**Other Equipment, Package Trainings (to be detailed further)**			
	- Operation and Maintenance course	20	As per CONTRACT	CONTRACTOR to propose
20	**Extra Training Course**			
	CONTRACTOR to specify	To be filled	As per CONTRACT	CONTRACTOR to propose