



April 6, 2026

## NOTICE OF AWARD

Subject: <sup>ITB</sup> ~~WOR~~-No. : **PSD-26-014 2026 -02-014**  
Project Title: **Supply, Delivery, Installation, and Commissioning of Human Resource Information and Payroll System (HRIPS)**

Attention: **MS. LIZA GLORIA A. DELOS REYES**  
Chief Operating Officer  
**Asiagate Networks, Inc.**

Dear Ms. Delos Reyes,

This is to advise **Asiagate Networks, Inc.** on the acceptance of its bid to undertake the aforementioned project in the amount of **Five Million Eight Hundred Eighty Thousand Pesos (Php 5,880,000.00)**, in accordance with the Bidding Documents published on February 12, 2026.

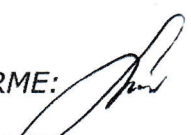
Delivery Schedule: **One Hundred Twenty (120) Calendar Days**

Kindly signify your agreement by signing on the space provided for below and return the other copies to us.

Very truly yours,

  
**MA. CRISTINA SHEILA C. CABARABAN**  
President and CEO

CONFORME:



  
**Liza Gloria A. de los Reyes**  
(Signature over Printed Name)

April 16, 2026

(Date)






### Main Office

 PNOG Building 6 Energy Center, Rizal Drive  
Bonifacio Global City Taguig, Philippines 1634  
 (+632) 9769 7662  
 information@pnoc.com.ph

### Industrial Park

 Barangay Batangas Dos, Mariveles Bataan,  
Philippines 2105  
 [+6347] 244 5884 and 86  
 industrialpark@pnoc.com.ph

### Energy Supply Base

 Barangay Mainaga, Mabini Batangas,  
Philippines 4202  
 +63 917 140 5303  
 energysupphbase@pnoc.com.ph



April 27, 2026

**MS. LIZA GLORIA A. DELOS REYES**

Chief Operating Officer

**Asiagate Networks, Inc.**

2nd Floor, PNB Legazpi-Sotto Building (formerly VMC),  
165 Legazpi Street, Legaspi Village, Makati City

**NOTICE TO PROCEED**

This is to advise you that your offer for the **Supply, Delivery, Installation, and Commissioning of Human Resource Information and Payroll System (HRIPS)** with Invitation to Bid (ITB) Number 2026-02-014 amounting to **Five Million Eight Hundred Eighty Thousand Pesos (Php 5,880,000.00)**, has been accepted by the company.

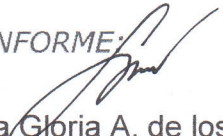
You are hereby directed to proceed with the service upon receipt of this notice, with delivery schedule of **one hundred twenty (120) calendar days**.

Very truly yours,

**MA. CRISTINA SHEILA C. CABARABAN**

President and CEO

CONFORME:

  
Liza Gloria A. de los Reyes  
(Signature over Printed Name)

April 30, 2026

(Date)



**Main Office**

PNOC Building 6, Energy Center, Rizal Drive  
Bonifacio Global City Taguig, Philippines 1624  
[+632] 8789 7662  
information@pnoc.com.ph

**Industrial Park**

Barangay Batangas Dos Maríelas Bataan,  
Philippines 2105  
[+634] 241 5804 and 86  
industrialpark@pnoc.com.ph

**Energy Supply Base**

Barangay Marangal, Marikina City,  
Philippines 4202  
+63917 148 5303  
energysupplybase@pnoc.com.ph

**CONTRACT FOR THE SUPPLY, DELIVERY, INSTALLATION AND  
COMMISSIONING OF HUMAN RESOURCE INFORMATION AND PAYROLL  
SYSTEM (HRIPS)**

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KNOW ALL MEN BY THESE PRESENTS:

This Contract made and entered into this \_\_\_\_\_ day of 29 APR 2026  
2026 by and between:

**PHILIPPINE NATIONAL OIL COMPANY (PNOC)**, a government-owned and controlled corporation duly organized and existing under and by virtue of Presidential Decree No. 334, as amended, with principal business address at PNOB Building 6, Energy Center, Rizal Drive, Bonifacio Global City, Taguig City, Metro Manila, represented herein by its President and CEO, **MA. CRISTINA SHEILA C. CABARABAN**, and hereinafter referred to as the "**COMPANY**";

-and-

**ASIAGATE NETWORKS INC.**, a corporation duly organized and existing under and by virtue of the laws of the Republic of the Philippines, with office at 2<sup>nd</sup> Floor PNB Legazpi-Sotto Building, 165 Legazpi Street, Legaspi Village, Makati City, represented herein by its Chief Operating Officer, **LIZA GLORIA A. DE LOS REYES**, duly authorized for this purpose and hereinafter referred to as "**CONTRACTOR**";

**WITNESSETH:**

**WHEREAS**, the COMPANY is in need of a general contractor for the Supply, Delivery, Installation and Commissioning of Human Resource Information and Payroll System (HRIPS);

**WHEREAS**, the COMPANY invited bids for the Supply, Delivery, Installation and Commissioning of Human Resource Information and Payroll System (HRIPS) and has accepted a bid by the CONTRACTOR for the supply of those services in the sum of **FIVE MILLION EIGHT HUNDRED EIGHTY THOUSAND PESOS (P5,880,000.00)**, inclusive of Value Added Tax (VAT) and all applicable taxes, (hereinafter referred to as "Contract Price"), work should be completed within One Hundred Twenty (120) calendar days reckoned from the date of receipt of the Notice to Proceed; Subject to mutual agreement between the service provider and PNOB upon issuance of Notice to Proceed (NTP);

NOW, THEREFORE, for and in consideration of the foregoing premises, and of the terms and conditions hereinafter set forth, the parties hereto agreed as follows:

1. Unless otherwise stated, terms and expressions used in this Contract shall have the same meanings as those assigned to them in the Conditions of Contract, which form an integral part of this Contract.
2. The following documents as required by the Implementing Rules and Regulations of Republic Act No. 12009, and as applicable, shall form part and be read and construed as integral parts of this Contract, viz.:
  - (a) Philippine Bidding Documents (PBD);
    - i. Invitation to Bid;
    - ii. Instructions to Bidders;
    - iii. Bid Form, including all the documents/statements contained in the Bidder's bidding envelopes, as annexes, and all other documents submitted;
    - iv. Bid Data Sheet;
    - v. Schedule of Requirements;
    - vi. Technical Specifications;
    - vii. General and Special Conditions of Contract;
    - viii. Supplemental Bid Bulletins, if any; and
    - ix. Other contract documents that may be required by existing laws and/or the Entity.
  - (b) Winning bidder's bid, including the Eligibility Requirements, Technical and Financial Proposals, and all other documents or statements submitted;
  - (c) Performance Security;
  - (d) Notice of Award of Contract; and the Bidder's Conforme thereto; and
  - (e) Other contract documents that may be required by existing laws and/or the Procuring Entity concerned in the PBD, such as but not limited to the Notice to Proceed and Warranty Security.
3. In consideration of the Contact Price aforementioned or such other sums as may be determined in accordance with the terms of the Contract, the Contractor agrees to deliver and perform the items and related services for the Supply, Delivery, Installation and Commissioning of Human Resource Information and Payroll System (HRIPS) described herein in accordance with the terms and conditions specified in the Contract and its annexed documents.
4. Liquidated Damages is at least equal to one-tenth (1/10) of one percent (0.001) of the cost of the unperformed portion for every day of delay until actual delivery or performance.

5. The PNOC agrees to pay the above-mentioned sum to the Contractor in accordance with the schedule and manner provided in the Bidding Documents and its annexes.
6. Any dispute, difference, or claim arising out of or relating to this Contract, including its existence, validity, interpretation, breach, or termination thereof, may be submitted to arbitration or other form of alternative dispute resolution in accordance with the applicable law, such as Republic Act No. 9285 (Alternative Dispute Resolution Act of 2004) or Executive Order No 1008, series 1985 (Construction Industry Arbitration Law).

**IN WITNESS WHEREOF** the parties hereto have caused this Contract to be executed in accordance with the laws of the Republic of the Philippines on the day and year first above written.

**PHILIPPINE NATIONAL OIL  
COMPANY**  
(COMPANY)

by:

**MA. CRISTINA SHEILA C. CABARABAN**  
President and CEO


**ASIAGATE NETWORKS INC.**  
(CONTRACTOR)

by:

**LIZA GLORIA A. DE LOS REYES**  
Chief Operating Officer

**SIGNED IN THE PRESENCE OF:**

  
\_\_\_\_\_  
ATTY. AROLF E. SUYOM

  
\_\_\_\_\_  
NERISSA DIANO  
CONTRACT MANAGEMENT



### Special Conditions of Contract

GCC Clause	
1(a)	The Procuring Entity is Philippine National Oil Company.
1(b)	The Supplier is Asiagate Networks Inc.
1(c)	<p>The Funding Source is:</p> <p>2.1 The GoP through the source of funding as indicated below for 2026 in the amount of Six Million Three Hundred Thousand Pesos (Php 6,300,000.00).</p> <p>2.2 The source of funding is:</p> <p style="padding-left: 40px;">b) GOCC and GFIs, the Corporate Operating Budget.</p>
1(d)	The Project Site is PNOC Building VI, Energy Center, Rizal Drive, Bonifacio Global City, Taguig City.
2	No further instructions.
6.2	<p><b>Delivery and Documents</b></p> <p>For purposes of the Contract, "EXW," "FOB," "FCA," "CIF," "CIP," "DDP" and other trade terms used to describe the obligations of the parties shall have the meanings assigned to them by the current edition of INCOTERMS published by the International Chamber of Commerce, Paris. The Delivery terms of this Contract shall be as follows:</p> <p>For Goods Supplied from Within the Philippines, state "The delivery terms applicable to this Contract are delivered [insert place of destination]. Risk and title will pass from the Supplier to the Procuring Entity upon receipt and final acceptance of the Goods at their final destination."</p> <p>Delivery of the Goods shall be made by the Supplier in accordance with the terms specified in Section VI. Schedule of Requirements. The details of shipping and/or other documents to be furnished by the Supplier are as follows:</p> <p>For Goods supplied from within the Philippines:</p> <p>Upon delivery of the Goods to the Project Site, the Supplier shall notify the Procuring Entity and present the following original documents to the Procuring Entity:</p>

- i) Supplier's invoice showing Goods' description, quantity, unit price, and total amount;
- ii) Delivery receipt/note, railway receipt, or truck receipt;
- iii) Supplier's factory inspection report;
- iv) Manufacturer's and/or Supplier's warranty certificate;
- v) Certificate of origin (for imported Goods);
- vi) Delivery receipt detailing number and description of items received signed by the authorized receiving personnel;
- vii) Certificate of Acceptance/Inspection Report signed by the Procuring Entity's representative at the Project Site; and
- viii) Four copies of the Invoice Receipt for Property signed by the Procuring Entity's representative at the Project Site.

#### Incidental Services

The Supplier is required to provide all of the following services, including additional services, if any, specified in Section VI. Schedule of Requirements:

- a) performance or supervision of onsite assembly and/or startup of the supplied Goods;
- b) furnishing of tools required for assembly and/or maintenance of the supplied Goods;
- c) furnishing of a detailed operations and maintenance manual for each appropriate unit of the supplied Goods;
- d) performance or supervision or maintenance and/or repair of the supplied Goods, for a period of time agreed by the parties, provided that this service shall not relieve the Supplier of any warranty obligations under this Contract; and
- e) training of the Procuring Entity's personnel, at the Supplier's plant and/or on-site, in assembly, start-up, operation, maintenance, and/or repair of the supplied Goods.

The Contract price for the Goods shall include the prices charged by the Supplier for incidental services and shall not exceed the prevailing rates charged to other parties by the Supplier for similar services.

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	<p>Insurance</p> <p>The Supplier shall fully insure the Goods supplied under this Contract in a currency, local or tradeable and accepted by the Bangko Sentral ng Pilipinas against loss or damage incidental to manufacture, acquisition, transportation, storage, and delivery. The risk and ownership of the Goods remain with the Supplier until their final acceptance by the Procuring Entity, unless otherwise specified in this Contract.</p> <p>Patent Rights</p> <p>The Supplier shall indemnify the Procuring Entity against all third- party claims of infringement of patent, trademark, or industrial design rights arising from use of the Goods or any part thereof.</p>														
10.3	Maintain the GCC Clause.														
11.4	<p>Terms of Payment:</p> <table border="1" data-bbox="416 958 1358 1624"> <thead> <tr> <th data-bbox="416 958 895 1003"><b>Milestone</b></th> <th data-bbox="895 958 1358 1003"><b>Percentage of Contract</b></th> </tr> </thead> <tbody> <tr> <td data-bbox="416 1003 895 1144">Milestone 1: Data gathering and submission of the System Requirements Documents (SRD)</td> <td data-bbox="895 1003 1358 1144">15%</td> </tr> <tr> <td data-bbox="416 1144 895 1323">Milestone 2: Completion of System Design, Customization and Configuration, Data Migration &amp; Validation (onboarding).</td> <td data-bbox="895 1144 1358 1323">20%</td> </tr> <tr> <td data-bbox="416 1323 895 1464">Milestone 3: Deployment of the project, User Acceptance Test &amp; System Training; Pilot Rollout (Pre-Live)</td> <td data-bbox="895 1323 1358 1464">25%</td> </tr> <tr> <td data-bbox="416 1464 895 1543">Milestone 4: Full Implementation &amp; Go-Live</td> <td data-bbox="895 1464 1358 1543">25%</td> </tr> <tr> <td data-bbox="416 1543 895 1588">Post Implementation Review</td> <td data-bbox="895 1543 1358 1588">15%</td> </tr> <tr> <td data-bbox="416 1588 895 1624">Total</td> <td data-bbox="895 1588 1358 1624">100%</td> </tr> </tbody> </table>	<b>Milestone</b>	<b>Percentage of Contract</b>	Milestone 1: Data gathering and submission of the System Requirements Documents (SRD)	15%	Milestone 2: Completion of System Design, Customization and Configuration, Data Migration & Validation (onboarding).	20%	Milestone 3: Deployment of the project, User Acceptance Test & System Training; Pilot Rollout (Pre-Live)	25%	Milestone 4: Full Implementation & Go-Live	25%	Post Implementation Review	15%	Total	100%
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17.3 (c)	<p>One (1) year after acceptance by the Procuring Entity of the delivered Goods.</p> <p>The period for correction of defects in the warranty period is one (1) year.</p>														