CONTRACT AGREEMENT

This Agreement is executed on 20th day of February 2026 in Intramuros, Manila between:

GRANEXPORT MANUFACTURING CORPORATION ("GRANEXPORT") is a non-chartered government-owned and controlled corporations (GOCC) and one of the six (6) oil mill/refinery companies comprising the Coconut Industry Investment Fund-Oil Mills Group (CIIF-OMG) holding office at 4th Floor Palacio Del Gobernador, Gen. Luna St., Intramuros, Manila, represented here by its President and Chief Executive Officer, CARLO LUIS P. RABAT, duly authorized for this purpose under Board Resolution _____, Series of_____ (copy of which is attached as Annex A).

- and -

TEMPS AND STAFFERS, INC. ("TEMPS AND STAFFERS"), a corporation organized under Philippine laws with principal office address at 2/F Servicio Filipino Building, 105 West Avenue, Quezon City represented here by RIZZA LYN Y. ENSOY, AVP & Head – Finance Group and Authorized Representative authorized for this purpose under Resolution No._____Series of_____(copy of which is attached as Annex B);

WHEREAS, The Entity invited Bids for certain goods and ancillary services, particularly the Procurement of Manpower Services for Granexport and has accepted a Bid from TEMPS AND STAFFERS for the supply of those goods in the sum of **FIFTY EIGHT MILLION TWO HUNDRED SIXTY-TWO THOUSAND SEVEN HUNDRED SEVENTY-SEVEN AND 05/100 PESOS (Php 58,262,777.05)** (hereinafter called "The Contract Price").

NOW THIS AGREEMENT WITNESSETH AS FOLLOWS:

1. In this Agreement, words and expressions shall have the same meanings as are respectively assigned to them in the Conditions of Contract referred to.

2. The following documents as required by the Implementing Rules and Regulations of Republic Act No. 12009 shall be deemed to form and be read and construed as integral part of this Agreement, *viz.*:

   i. Philippine Bidding Documents (PBDs);
      i. Schedule of Requirements;
      ii. Technical Specifications;
      iii. General and Special Conditions of Contract; and
      iv. Supplemental or Bid Bulletins, if any

   ii. Winning bidder's bid, including the Eligibility requirements, Technical and Financial Proposals, and all other documents or statements submitted;

   Bid form, including all the documents/statements contained in the Bidder's bidding envelopes, as annexes, and all other documents submitted (*e.g.*, Bidder's response to request for clarifications on the bid), including corrections to the bid, if any, resulting from the Procuring Entity's bid evaluation;

   iii. Performance Security;

   iv. Notice of Award of Contract; and the Bidder's conforme thereto; and

   v. Other contract documents that may be required by existing laws and/or the Procuring Entity concerned in the PBDs. **<u>Winning bidder agrees that additional contract documents or information prescribed by the GPPB that are subsequently required for submission after the contract execution, such as the Notice to Proceed, Variation Orders, and Warranty Security, shall</u>**

FUNDED DATE 2/20/26
CMU

likewise form part of the Contract.

3. In consideration of the sum of **FIFTY EIGHT MILLION TWO HUNDRED SIXTY-TWO THOUSAND SEVEN HUNDRED SEVENTY-SEVEN AND 05/100 PESOS (Php 58,262,777.05)** (hereinafter called "The Contract Price"), or other such sums as may be ascertained, **TEMPS AND STAFFERS** agrees to provide Manpower Services for Granexport in accordance with its Bid.

4. The Entity agrees to pay the above-mentioned sum in accordance with the terms of the Bidding.

5. This Agreement shall be subject to the review and approval of the Office of the Government Corporate Counsel. Any of its ensuing comments, recommendations, or directives shall form part of this Agreement.

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

GRANEXPORT MANUFACTURING CORPORATION	**TEMPS AND STAFFERS, INC.**
By:	By:
CARLO LUIS P. RABAT *President and Chief Executive Officer*	**RIZZA LYN Y. ENSOY** *AVP & Head – Finance Group and Authorized Representative*

SIGNED IN THE PRESENCE OF:

_____	_____ Jane Garcia AVP - Sales & Marketing

ACKNOWLEDGMENT

REPULIC OF THE PHILIPPINES)
City of _____) S. S.

BEFORE ME, a Notary Public, for and in the City of MANILA, this _____ day of FEB 2 3 2026, 20___, personally appeared:

Name	ID No.	Issued on/Issued at
CARLO LUIS P. RABAT	3874-9189-2802-1370	National ID
RIZZA LYN Y. ENSOY	33-6121716-0	SSS

known to me and to me known to be the same person(s) who executed the foregoing instrument and who acknowledged to me that the same is their free and voluntary act and deed, and that of the institutions respectively represented.

The foregoing instrument refers to a **CONTRACT AGREEMENT** consisting of three (3) pages, including the page in which this Acknowledgement is written, signed by the parties, including their instrumental witnesses on each and every page thereof and sealed with my notarial seal.

WITNESS MY HAND AND SEAL, on the date and place above written.

Doc. No. 244;
Page No. 48;
Book No. V;
Series of 2026.

ATTY. MANUEL ABUYO RODRIGUEZ II
Notary Public for City of Manila-Until 12-31-2026
Notarial Commission No. 2025-146
2nd Floor Midland Plaza Hotel, Adriatico St., Ermita, Manila
I.B.P. No. 580441-January 5, 2026 for the year 2026
P.T.R. No. 0406616-January 6, 2026
MCLE Compliance No. VIII-0029662-Valid until 4-14-2028
Roll of Attorney No. 60700