

## **TENDER NOTICE**

**No. EA/02-02-2026**

### **For Renewal of VMware vSphere Annual Support**

1. Bids are invited from your authorized partner for Renewal of VMware vSphere Annual Support. This bid Document is also available on the Etisalat website ([www.etisalat.af](http://www.etisalat.af), [Tenders](#)).
2. RFP Deadline is **16 January 2026 Afghanistan time**.
3. Bid received after the above deadline shall not be accepted.
4. Bidders can the softcopy shall be submitted through email ([snabizada@etisalat.af](mailto:snabizada@etisalat.af)) and cc: (Ihsanullah@etisalat.af) and marked clearly with the **RFP name, and number**.
5. The bidder shall submit the proposal with separate (Technical and Commercial) parts. The commercial part must be password password-protected document for a softcopy of the proposal, and we will request the password once here the concerned committee opens bids (starts the bid's Commercial evaluation). The bids shall be first evaluated technically. Technical evaluation will be based on the conformity to required technical specifications and compliance matrix specified in the Bidding Documents. Only technically compliant bids that meet all the mandatory service-effecting requirements will be evaluated commercially.
6. Etisalat Afghanistan reserves the right to accept or reject any or all bids and to annul the bidding process at any time, without thereby incurring any liability to the affected bidder(s) or any obligations to inform the affected bidder(s) of the grounds for Etisalat Afghanistan action.
7. All correspondence on the subject may be addressed to Ahmad Shikib Shalizi, Assistant Manager of Procurement, and Etisalat Afghanistan. Email [snabizada@etisalat.af](mailto:snabizada@etisalat.af) and Phone No. +93781204113.

**Ihsanullah Zirak**

Director Procurement and Supply Chain

Ihsan Plaza, Shar-e-Naw, Kabul, Etisalat

Afghanistan

E-mail: [ihsanullah@etisalat.af](mailto:ihsanullah@etisalat.af)

**(RFP)**

**For**

**Renewal of VMware vSphere Annual Support**

## 1. DEFINITIONS

In this document, the following terms and meanings shall be interpreted as indicated:

### 1.1 Terms.

**“Acceptance Test(s)”** means the test(s) specified in the Technical Specifications to be carried out to ascertain whether the Goods, Equipment, System, Material, Items or a specified part thereof is able to attain the Performance Level specified in the Technical Specifications in accordance with the provisions of the Contract.

**“Acceptance Test Procedures”** means test procedures specified in the technical specifications and/or by the supplier and approved by EA as it is or with modifications.

**“Approved” or “approval”** means approved in writing.

**“BoQ ”** stands for Bill of Quantities of each job/work as mentioned in this contract and its annexes according to which the contractor shall supply equipment & services and subject to change by agreement of both parties.

**“Bidding”** means a formal procurement procedure under which sealed bids are invited, received, opened, examined and evaluated for the purpose of awarding a contract.

**“Bid/Tender Document”** means the Bid/Tender documents issued by EA for invitation of Bids/Offeres along with subsequent amendments and clarifications.

**“CIF”** means “Cost Insurance Freight” as specified in INCOTERM 2010.

**“Competent Authority”** means the staff or functionary authorized by EA to deal finally with the matter in issue.

**“Completion Date”** means the date by which the Contractor is required to complete the Contract.

**“Country of Origin”** means the countries and territories eligible under the rules elaborated in the “Instruction to Bidders ”.

**“Contract”** means the Contract between Etisalat Afghanistan (EA) and the Contractor and comprising documents.

**“Contractor”** means the individual or firm(s) ultimately responsible for supplying all the Goods/Equipment/Systems/Material/Items on time and to cost under this contract to EA.

**“Contractor’s Representative”** means the person nominated by the contractor and named as such in the contract and approved by EA in the manner provided in the contract.

**“Contract Documents”** means the documents listed in Article (Contract Documents) of the Form of Contract (including any amendments thereto) or in any other article in this contract.

**“Contract Price”** means the price payable to the Contractor under the Contract for the full and proper performance of its contractual obligations.

**“Day”** means calendar day of the Gregorian calendar.

**“Delivery charges”** means local transportation, handling, insurance and other charges incidental to the delivery of Goods to their final destination.

**“D.D.P”** means Delivered Duty Paid as defined in the Incoterms 2010 including the unloading responsibility of bidder/seller.

**“Effective Date”** means the date the Contract shall take effect as mentioned in the Contract.

**“Etisalat Afghanistan (EA)”** means the company registered under the Laws of Islamic Emirate of Afghanistan and having office at Ihsan Plaza Charahi Shaheed Kabul in person or any person dully authorised by it for the specific purpose for the specific task within the Contract and notified to contractor in writing.

**“Final Acceptance Certificate”** means the certificate issued by EA after successful completion of warranty and removal of defects as intimated by EA.

**“Force Majeure”** means Acts of God, Government restrictions, financial hardships, war and hostilities, invasion, act of foreign enemies, rebellion, revolution, riot, industrial disputes, commotion, natural disasters and other similar risks that are outside of Contractor's and EA’s control.

**“Goods Receipt Certificate”** means certificate issued by the consignee certifying receipt of Goods in good order and condition.

**“Liquidated Damages”** mean the monetary damages imposed upon the contractor and the money payable to EA by the contractor on account of late delivery of the whole or part of the Goods.

**“L.o.A”** means Letter of Award issued by EA to successful bidder with regard to the award of tender.

**“Month”** means calendar month of the Gregorian calendar.

**“Offer”** means the quotation/bid and all subsequent clarifications submitted by the Bidder and accepted by EA in response to and in relation with the Bid Documents.

**“Origin”** means the place where the Goods are mined, grown or produced from which the ancillary services are supplied. Goods are produced when, through manufacturing, processing or substantial and major assembling of components, a commercially recognized product results that is substantially different in basic characteristics or in purpose or utility from its components.

**“EA's Representative”** shall mean the representative to be appointed by EA to act for and on behalf of EA with respect to this Contract.

**“Specifications”** means the specifications, provided in the Contract and its annexure and in EA Tender Specifications and where the Contract is silent and in cases of conflicting specifications appearing in the documents, based on the latest version of ITU-T recommendations.

**“Supplier/Vendor”** (used interchangeably) means the individual or firm ultimately responsible for supplying all the Goods on time and to cost under this Contract acting individually alone or as a “prime contractor” for a consortium.

**“Supplier's Representative”** means the person nominated by the Contractor and named as such in the Contract and approved by EA in the manner provided in the Contract.

**“Warranty Period”** shall mean the period of 12 months or any extended period starting from the acceptance of the delivered Goods in good order and conditions at consignee's certified by EA authorized representative (s).

## **2. INTRODUCTION TO WORK.**

**2.1** Bids are invited for Renewal of VMware vSphere Annual Support in accordance with Etisalat specifications and Annexures.

## **3. Bill of Quantity (BoQ)**

As per Annexure –A

## **4. Validity of Offers**

The Tenders must be valid for a minimum of 90 days from the Tender closing date, or as may be specified by Purchaser in the Tender documents.

## 5. Price and Payment Term

**5.1** Payment shall be made by bank transfer after receipt of original Hardcopy of invoice.

**5.2** Advance payment shall be not made to the contractor.

**5.3** EA shall make prompt payment, within thirty days of submission of an invoice/claim by the contractor subject to availability of prerequisite documents specified under the contract and adjustment of penalty (if any) on account of late delivery and/or defective Goods replacement after confirmation from the Project Director.

**5.4** Payments are subject to deduction of income tax at the prevalent rate from the relevant invoices of the contractor and paid to the Tax Authorities, except those especially exempted by the authorities. EA will issue a certificate of deductions to the contractor to enable him to settle tax returns with the concerned authorities.

**5.5** Payments against the entire contract will be made by EA based on the contractor's ability to meet payment milestones as defined in the Bid Documents in the following manner.

**5.5.1** For Installation, Testing, Commissioning, and Professional Services (if available).

**5.5.2.1** EA will make payment equal to 100% of the amount of Services cost after delivery.

**5.5.2** For System Support and Maintenance Services.

**5.5.2.1** EA will make payment on quarterly basis at the end of each quarter after support/service is delivered.

## 6. Construction of Contract:

The Contract shall be deemed to have been concluded in the Islamic Emirate of Afghanistan and shall be governed by and construed in accordance with Islamic Emirate of Afghanistan Law.

## 7. Termination of the Contract

**7.1** If during the course of the Contract, the Contractor shall be in breach of the Contract and the Purchaser shall so inform the Contractor by notice in writing, and should the breach continue for more than seven days (or such longer period as may be specified by the Purchaser) after such notice then the Purchaser may immediately terminate the Contract by notice in writing to the Contractor.

**7.2** Upon termination of the Contract the Purchaser may at his option continue work either by himself or by sub-contracting to a third party. The Contractor shall if so required by the Purchaser within 14 days of the date of termination assign to the Purchaser without payment the benefit to any agreement for services and/or the execution of any work for the purposes of

this Contract. In the event of the services/jobs being completed and ready for utilization by the Purchaser or a third party and the total cost incurred by the Purchaser in so completing the required services/jobs being greater than which would have been incurred had the Contract not been terminated then the Contractor shall pay such excess to the Purchaser.

**7.3** The Contractor shall not have the right to terminate or abandon the Contract except for reasons of force majeure.

**7.4** Etisalat has the right to terminate this Contract without cause at any time by serving a 30-day prior written notice to the Contractor.

## **8. Local Taxes, Dues and Levies:**

**8.1** The Contractor shall be responsible for all government related taxes, dues and levies, including personal income tax, which may be payable in the Afghanistan or elsewhere.

**8.2** Withholding tax (if applicable) shall be deducted on local portion only as per prevailing rates as notified Islamic Emirate of Afghanistan. The amount of withholding Tax(s) is 2% of all project cost for local/registered companies who have Afghanistan Government Official Work License and 7% for International/ nonregistered companies.



# Annexure-A

## 1. Introduction

Etisalat Afghanistan seeks proposals from qualified vendors to provide **Third-Party Maintenance (TPM) & support** for VMware vSphere perpetual licenses, including patching, updates, and ongoing technical support for VMware Vsphere Servers. This engagement aims to ensure **continuous availability, security, and optimization** of our VMware landscape.

## 2. Objective

- Ensure VMware vSphere environment is fully supported without access to VMware vendor support.
- Regular patching, updates, and security maintenance of ESXi and Vcenter servers.
- Provide proactive guidance for optimization and continuous improvement.
- Maintain 24x7x365 availability of technical support.
- **Statement of Work (SOW) – TPM Support for VMware vSphere**
- **Project Title:** TPM Support for VMware vSphere – Etisalat Afghanistan

| EA Requirement  | Comply                   | Not Comply               |
|---|--------------------------|--------------------------|
| The vendor shall deliver end-to-end lifecycle support for VMware vCenter and vSphere ESXi servers, including patch management, software updates, troubleshooting, and performance optimization. | <input type="checkbox"/> | <input type="checkbox"/> |
| The vendor shall conduct comprehensive security assessments of the VMware environment.  | <input type="checkbox"/> | <input type="checkbox"/> |
| The vendor shall identify and manage vulnerabilities, including zero-day vulnerabilities, and apply released patches for zero-day vulnerabilities within the same day of availability.          | <input type="checkbox"/> | <input type="checkbox"/> |
| The vendor shall regularly monitor and assess the overall health of the VMware security posture.  | <input type="checkbox"/> | <input type="checkbox"/> |
| The vendor shall apply all required patches, updates, and security fixes to ESXi servers in a timely manner.  | <input type="checkbox"/> | <input type="checkbox"/> |
| Vendor should maintain a comprehensive knowledge base of procedures, fixes, and lessons learned   | <input type="checkbox"/> | <input type="checkbox"/> |
| The vendor shall provide recommendations and implement improvements to enhance VMware performance and stability.  | <input type="checkbox"/> | <input type="checkbox"/> |
| The vendor shall capture all incidents, categorize them, assign priorities (P1–P4), and ensure timely resolution. An escalation process must be in place for unresolved or critical issues.     | <input type="checkbox"/> | <input type="checkbox"/> |

| EA Requirement   | Comply                   | Not Comply               |
|--|--------------------------|--------------------------|
| The EA team shall be able to generate reports from the ticketing portal, or alternatively, the vendor shall provide monthly incident, patch, and SLA reports, along with a quarterly executive review.   | <input type="checkbox"/> | <input type="checkbox"/> |
| The vendor shall implement a QA process to test patches, updates, and fixes prior to production deployment.  | <input type="checkbox"/> | <input type="checkbox"/> |
| The vendor shall perform regular proactive monitoring, security hardening, and risk mitigation.  | <input type="checkbox"/> | <input type="checkbox"/> |
| The vendor shall provide references for similar VMware environments or landscapes.   | <input type="checkbox"/> | <input type="checkbox"/> |
| The vendor should declare that it is not involved in any current litigation with VMware or other vendors.  | <input type="checkbox"/> | <input type="checkbox"/> |
| There is no limit to the number of technical support tickets you can open during the support contract period.  | <input type="checkbox"/> | <input type="checkbox"/> |
| The vendor shall provide support that includes root cause analysis for critical incidents (particularly Severity 1 and 2), ensuring understanding of both the resolution and the underlying cause of the issue.  | <input type="checkbox"/> | <input type="checkbox"/> |
| The vendor shall provide a ticketing system, as well as phone and chat channels, to access technical experts for any issue.  | <input type="checkbox"/> | <input type="checkbox"/> |
| Please provide a detailed outline of a representative support team, including the capacity, skills, and experience of your personnel in delivering these support services. Highlight any relevant personal accreditations or certifications related to the products. |                          |                          |
| Please explain your approach to managing and mitigating security vulnerabilities when product vendor support is unavailable and you do not have access to the VMware product source code.  |                          |                          |
| Given that Etisalat will no longer have access to future VMware security patches, what is your strategy for ensuring ongoing security and protection of our VMware environment?  |                          |                          |
| What guarantees or assurances, if any, would be provided should we decide to revert back to VMware support?  |                          |                          |
| Please provide your pricing model for the requested VMware vSphere support and maintenance services.   |                          |                          |

### Service Level Agreement (SLA) for VMware vSphere Support:

The vendor shall meet the following maximum response and resolution times based on incident priority:

| Priority      | Max- Response Time | Max - Resolution Time |
|---------------|--------------------|-----------------------|
| P1 – Critical | 15 minutes         | 4 hours               |
| P2 – High     | 30 minutes         | 8 hours               |
| P3 – Medium   | 1 hour             | 24 hours              |
| P4 – Low      | 4 hours            | 48 hours              |

**Additional SLA Requirements:**

- **Escalation:** For incidents not resolved within the specified resolution time, a defined escalation process shall be followed.
- **Reporting:** The vendor shall provide monthly reports detailing incident counts, response/resolution performance, and SLA compliance.
- **Continuous Improvement:** Periodic reviews shall be conducted to ensure SLA targets are met and improvements are implemented where required.

**License Details:** - The vendor shall consider the individual expiration dates of all licenses and calculate the support coverage for each license separately, ensuring that all support periods are accounted for through July 2027.

| Product Name   | Quantity      | Contract End Date | Contract Number        |
|--|---------------|-------------------|------------------------|
| VMware vSphere 8 Enterprise Plus & vCenter Server 8.0U2b | 20 Processor  | 12/30/2025        | Contract #:447307229   |
| VMware vSphere 8 Enterprise Plus & vCenter Server 8.0U2b | 12 Processor  | 5/9/2026          | Contract #: 431378662  |
| vSphere 8 Standard                                       | 2 Processor   | 6/7/2026          | Contract # 4161344338  |
| vSphere 8 Standard                                       | 8 Processor   | 2/8/2026          | Contract # :4154090662 |
| vSphere 8 Enterprise Plus                                | 10 Processor  | 6/7/2026          | Contract # 4161344338  |
| vSphere 8 Enterprise Plus & Vcenter Servers              | 102 Processor | 1/11/2026         | Contract # :4154090662 |

## Annexure-B

### EA Cybersecurity Requirements

#### Overview

This document defines the minimum Cybersecurity requirements that must be considered and incorporated in the RFx documents for new projects and systems. The Cybersecurity requirements are created in adherence to Etisalat Afghanistan Cybersecurity Policies.

The cybersecurity requirements outlined in our RFPs and contracts serve as the foundation of our commitment to safeguarding sensitive data and ensuring the integrity of our operations. Compliance with these measures is not just a formality but an essential component in mitigating risks, maintaining legal compliance, and protecting the trust of our stakeholders. By adhering to our cybersecurity protocols, vendors play a key role in strengthening our digital infrastructure against evolving threats, thereby contributing to a secure and resilient business ecosystem. We urge vendors to recognize the significance of these requirements and partner with us in upholding the highest standards of cybersecurity excellence.

#### Important Note

Bidders, vendors, project managers, and any concerned party shall fill all the fields in the below table, any missing or non-compliant item may cause disqualifying the proposed system from the Etisalat Afghanistan Cybersecurity Department.

For any compliant items, further supporting documents must be submitted to the Cybersecurity Department for analysis and validation.

| S.No | Description   | Compliance (YES/NO/NA) | Comments |
|------|---|------------------------|----------|
| 1    | <b>Security Requirements</b>  |                        |          |
| 1.1  | The Contractor/Supplier/vendor to sign Non-Disclosure Agreement (NDA) with Etisalat Afghanistan before finalizing RFx/contract/POC agreement as per Etisalat NDA process.   |                        |          |
| 1.2  | Contractor/Supplier/vendor equipment's (e.g. Servers, PCs, etc.) that are connected to Etisalat network must be securely wiped before taking out of Etisalat premises.  |                        |          |
| 1.3  | The proposed/contracted system shall pass Etisalat Afghanistan's Cybersecurity Audit (Vulnerability Assessment/Penetration Testing/Security Audit) before go-live/service acceptance by Etisalat Afghanistan. Contractor/Supplier/vendor shall provide SLA for fixing Security gaps based on severity.  |                        |          |
| 1.4  | Contractor/Supplier/vendor shall fix all security issues/vulnerabilities identified and reported by ETISALAT and/or Third Party Contracted to do the testing, with no additional cost even after going live.  |                        |          |
| 1.5  | Contractor/Supplier/vendor confirms that its products/solution are tested for weaknesses via methods such as Vulnerability Assessment, penetration testing, Static/Dynamic Code Analysis, red teaming exercises and scans that check for compliance against the baseline security standards or security best practices, before the new product or any of its releases is delivered to ETISALAT Afghanistan. |                        |          |

| S.No     | Description  | Compliance (YES/NO/NA) | Comments |
|----------|--|------------------------|----------|
| 1.6      | The Contractor/Supplier/vendor shall provide evidence/report of the security assessment/audit of the proposed solution to Cybersecurity Department of Etisalat Afghanistan.  |                        |          |
| 1.7      | Proposed system must not have dependency on end of life/end of support software or any such requirements.  |                        |          |
| 1.8      | The proposed system (OS & Database) must be hardened with CIS control as per EA Secure Configuration Policy.   |                        |          |
| 1.9      | Vendor must report any security incident or suspicious activity to Etisalat SOC team at <a href="mailto:soc@etisalat.af">soc@etisalat.af</a> address.  |                        |          |
| 1.10     | Vendor must ensure their operating systems/hardware are up to date and is not End of Life/End of support in next 3 years.  |                        |          |
| 1.11     | EA has the right to request for vulnerabilities or penetration testing reports of web applications if vendor is supposed to deploy any in EA.  |                        |          |
| 1.12     | The proposed system must not have any dependency on end of life/end of support software or any such requirements.  |                        |          |
| 1.13     | Vendors must align all their services and configurations in accordance to EA Information Security policies and standards.  |                        |          |
| 1.14     | Vendors must use and install only licensed applications.   |                        |          |
| 1.15     | The installation and Integration of servers must be aligned with IT and Cybersecurity requirements.  |                        |          |
| 1.16     | Vendor must access the servers only through Etisalat PAM solution.   |                        |          |
| 1.17     | In the event of a security concern or suspicious activity arising from the vendor's end, Etisalat reserves the right to suspend or revoke access during investigation from Etisalat's side.  |                        |          |
| 1.18     | Vendor must align their changes according to EA Change Management Policy.  |                        |          |
| 1.19     | Vendor must ensure all their operating systems are fully patched with the latest OS/Software updates.  |                        |          |
| 1.20     | The database must encrypt admin user's information with algorithms such as PBKDF2 and SHA256/384/512 bits.   |                        |          |
| <b>2</b> | <b>Security Architecture</b>   |                        |          |
| 2.1      | The Contractor/Supplier/vendor shall ensure that proposed solution shall comply with the applicable IT and Telecom Security standards (such as UAE NESA (SIA) IA V2, UAE DESC (ISR), UAE TRA, 3GPP, ETSI, ENISA, CSA, NIST, PCI, ISO, GDPR etc.) The Contractor/Supplier/vendor shall confirm the applicable standard. |                        |          |
| 2.2      | The proposed solution shall support the latest operating systems and application versions.<br>Contractor/Supplier/vendor to ensure proposed solutions will run the latest stable software, operating system, and firmware that is not End of Life or End of Support.   |                        |          |
| 2.3      | The solution shall be designed with multi-tier architecture, (Demilitarized Zone (DMZ), middleware, and private network). Any system accessible from the Internet shall be   |                        |          |

| S.No     | Description  | Compliance (YES/NO/NA) | Comments |
|----------|--|------------------------|----------|
|          | on the DMZ and access to internal sensitive data shall be secured through the middle tier application proxy and/or a standard Firewall Technology.   |                        |          |
| 2.4      | The proposed solution shall not impact the existing Etisalat Afghanistan security controls or posture in any way.  |                        |          |
| 2.5      | The performance of the proposed system shall meet the business requirements without disabling or removing any existing security control.   |                        |          |
| 2.6      | The Contractor/Supplier/vendor shall provide only secure methods of communication such as HTTPS, SFTP, SCP, TLS1.3, IPSEC, SRTP, SSH v2, SNMPv3 between the proposed nodes. Non-secure protocols such as Telnet, HTTP and FTP are strictly prohibited. |                        |          |
| <b>3</b> | <b>Password Security</b>   |                        |          |
| 3.1      | All Operating Systems (e.g. Linux and Windows) must be hardened according to the official secure configuration baseline of Etisalat Afghanistan and to fully comply with Etisalat Afghanistan Security Policies.                                       |                        |          |
| 3.2      | The proposed system includes password management module that supports the following features:  |                        |          |
| 3.3      | Setting the minimum password length  |                        |          |
| 3.4      | Password complexity, and not accepting blank passwords   |                        |          |
| 3.5      | Maximum password age and password history/Threshold  |                        |          |
| 3.6      | Account lockout  |                        |          |
| 3.7      | Enforce changing password after first login  |                        |          |
| 3.8      | Prompt / notify for the old password on password changes   |                        |          |
| 3.9      | The password shall be saved in hashed format (i.e., irreversible encryption)   |                        |          |
| 3.10     | The hashing/encryption algorithm of the proposed solution must be in compliant with Etisalat Afghanistan cryptographic requirements.   |                        |          |
| 3.11     | Forgetting or resetting password function must support MFA mechanism using OTP or email for verification   |                        |          |
| <b>4</b> | <b>Authentication</b>  |                        |          |
| 4.1      | The proposed system shall not provide access without valid username and password.  |                        |          |
| 4.2      | All user access to the proposed system shall support integration with industry Privilege account Management (PAM) solutions.   |                        |          |
| 4.3      | For public web applications, the proposed system supports and uses CAPTCHA or OTP to prevent against password attacks including but not limited to Dictionary Attack, Brute Force and Password Spraying mechanism.                                     |                        |          |
| 4.4      | For mobile applications, the proposed system shall support and uses fingerprint authentication method  |                        |          |
| 4.5      | The proposed system supports and uses secure authentication protocols, like Kerberos, LDAP-S, NTLM V2 and above, HTTPs (for web applications)  |                        |          |

| S.No     | Description   | Compliance (YES/NO/NA) | Comments |
|----------|---|------------------------|----------|
| 4.6      | The proposed system will not use insecure authentication protocols including but not limited to FTP, Telnet, NTLM v1, and HTTP (for web applications)   |                        |          |
| 4.7      | The proposed system shall support session timeout settings  |                        |          |
| 4.8      | The proposed solution shall support secure API architecture to integrate systems to exchange data were deemed necessary.  |                        |          |
| 4.9      | The proposed solution shall support integration with Identity and Access Management solution (IAM) for user lifecycle management via standard APIs.   |                        |          |
| 4.10     | The proposed solution must support LDAP and RADIUS authentication.  |                        |          |
| <b>5</b> | <b>Authorization</b>  |                        |          |
| 5.1      | The proposed solution shall support role-based and Rule Based access controls that includes access profiles or security matrix (i.e., Role Name VS. Access Permissions)                                 |                        |          |
| 5.2      | The proposed system supports role-based / rule-based access permissions, i.e., Administrator, Operator, Viewer, User...   |                        |          |
| <b>6</b> | <b>Software Security</b>  |                        |          |
| 6.1      | The software development and testing will not run on the production systems and will be running in an isolated environment.   |                        |          |
| 6.2      | The software source code will not include clear-text passwords.   |                        |          |
| 6.3      | The software code will not include insecure protocols, like FTP, telnet ...etc.   |                        |          |
| 6.4      | The software testing will not use live/production sensitive or PII data unless it's masked as per Etisalat Afghanistan's Cybersecurity Policies   |                        |          |
| 6.5      | The proposed system enforces input and output validation to prevent Cyber-attacks including but not limited to SQL Injection, Buffer Overflow, XSS and SSRF...etc.                                      |                        |          |
| 6.6      | For web portals, the proposed solution shall include all the security controls to prevent / protect the application against OWASP Top 10 security attacks and risks                                     |                        |          |
| 6.7      | For mobile application, the proposed system shall include security checks / controls to protect from mobile attacks, like SSL Pinning, Jailbreak, Anti-debug, Anti-hooking, and Advanced Obfuscation... |                        |          |

| S.No     | Description   | Compliance (YES/NO/NA) | Comments |
|----------|---|------------------------|----------|
| <b>7</b> | <b>Security Event Logging</b>   |                        |          |
| 7.1      | Proposed systems shall support standard logging protocols such as CIFS/Syslog/CSV logs files  |                        |          |
| 7.2      | The system shall generate and support audit logs that contain the following fields (as a minimum):<br>a) Username<br>b) Timestamp (Date & Time).<br>c) Source and Destination IPs<br>d) Transaction ID & session information<br>e) Failed/Successful Logins<br>f) Modification of Security Settings<br>g) Privilege Escalation<br>h) User Account Modification                            |                        |          |
| 7.3      | The proposed solution shall support the integration with Etisalat Afghanistan NTP server for time synchronization and accurate logging.   |                        |          |
| 7.4      | The proposed solution shall support integration with IBM QRadar for Log Aggregation and Correlation.  |                        |          |
| <b>8</b> | <b>Public Cloud Security</b>  |                        |          |
| 8.1      | Etisalat customers' and staff personal data (PII: name, contacts, address, Emirates ID, Passport number, Nationality ...) is encrypted at rest and in transit using a strong industry-standard encryption protocol in full compliance with Etisalat Afghanistan's Cryptographic requirements.   |                        |          |
| 8.2      | The Public Cloud setup that stores PII information shall be hosted in the UAE   |                        |          |
| 8.3      | The Public Cloud setup is hosted in a dedicated tenant for Etisalat Afghanistan (i.e., not shared)  |                        |          |
| 8.4      | The Public Cloud data center shall not be moved to another country or location without prior coordination and approval from Etisalat Afghanistan Cybersecurity Department   |                        |          |
| 8.5      | All Etisalat data will be permanently erased from the Public Cloud on termination of the service or support agreement   |                        |          |
| 8.6      | The proposed Cloud system supports Etisalat Afghanistan's Cloud Access Security Broker (such as Microsoft MCAS, Netskope CASB)  |                        |          |
| <b>9</b> | <b>Virtualization and Container Security</b>  |                        |          |
| 9.1      | If applicable, Bidder shall ensure the proposed virtualized infrastructure, service based and micro services architecture to support multi tenancy, zoning & micro-segmentation, security visibility, secure virtualization (sVirt), trusted image signing, virtual Firewalls, DoS protection, Trusted platform module (TPM), Hypervisor & Host OS security to secure data and resources. |                        |          |
| 9.2      | The proposed solution shall support integration with Etisalat/Leading Container Security Solution, where applicable, to scan the container images and ensure  |                        |          |



| S.No      | Description  | Compliance (YES/NO/NA) | Comments |
|-----------|--|------------------------|----------|
|           | malware protection of CI/CD pipeline.  |                        |          |
| <b>10</b> | <b>Artificial Intelligence and Machine Learning Security</b>   |                        |          |
| 10.1      | If the proposed solution uses AI/ML, it must ensure model integrity, prevent model poisoning, and protect training data from leakage.  |                        |          |
| 10.2      | Any AI model must be explainable and auditable, especially for systems impacting customer services or security decisions               |                        |          |
| 10.3      | AI/ML-based systems must include monitoring to detect adversarial inputs or behavioral drift.  |                        |          |
| 10.4      | Access to AI training datasets must be role-based and logged.  |                        |          |
| <b>11</b> | <b>Encryption and Key Management</b>   |                        |          |
| 11.1      | All sensitive data at rest and in transit must be encrypted using strong encryption standards (AES-256, TLS 1.3, etc.).                |                        |          |
| 11.2      | Key management must be handled via secure KMS (Key Management Systems) in compliance with Etisalat Afghanistan's Cryptographic Policy. |                        |          |
| 11.3      | Private keys and credentials must not be hardcoded into applications or scripts.   |                        |          |
| <b>12</b> | <b>Database Security</b>   |                        |          |
| 12.1      | The database must enforce the least privilege of access and role separation.   |                        |          |
| 12.2      | Database activity monitoring (DAM) should be enabled and integrated with the SIEM.   |                        |          |
| 12.3      | Sensitive fields (e.g., PII, financials) must be encrypted and masking enabled for non-privileged users.                               |                        |          |
| 12.4      | Default accounts and unused stored procedures must be disabled or removed.   |                        |          |
| <b>13</b> | <b>Network Security</b>  |                        |          |
| 13.1      | The solution must comply with Etisalat Afghanistan's network segmentation and zero trust architecture.                                 |                        |          |
| 13.2      | 2 All network connections must be protected using firewalls, IDS/IPS, and NDR (Network Detection and Response).                        |                        |          |
| 13.3      | Insecure protocols (e.g., Telnet, SMBv1) must be disabled.   |                        |          |
| 13.4      | Remote access must be restricted and controlled through VPN, MFA, and PAM.   |                        |          |
| <b>14</b> | <b>API Security</b>  |                        |          |
| 14.1      | APIs must enforce authentication and authorization using OAuth2.0 or JWT standards.  |                        |          |
| 14.2      | APIs must be protected against OWASP API Top 10 vulnerabilities.   |                        |          |
| 14.3      | API traffic must be logged and monitored with anomaly detection.   |                        |          |

| S.No      | Description   | Compliance (YES/NO/NA) | Comments |
|-----------|---|------------------------|----------|
| 14.4      | Rate limiting and throttling mechanisms must be in place to prevent abuse.                                    |                        |          |
| No.       | Description   | Compliance (YES/NO/NA) | Comments |
| <b>15</b> | <b>Physical and Environmental Security</b>  |                        |          |
| 15.1      | Equipment housing critical data must reside in secure, access-controlled environments.                        |                        |          |
| 15.2      | Physical access to sensitive areas must be logged and monitored.  |                        |          |
| 15.3      | Proper labeling, secure disposal, and asset lifecycle tracking must be implemented for all hardware.          |                        |          |
| 15.4      | Surveillance and intrusion detection must be in place for all datacenter or server rooms used in the project. |                        |          |
| <b>16</b> | <b>Infrastructure and Visibility</b>  |                        |          |
| 16.1      | All components of the infrastructure must support centralized logging and monitoring.                         |                        |          |
| 16.2      | The system must support integration with vulnerability scanners and patch management tools.                   |                        |          |
| 16.3      | Network and application topology must be documented and shared with EA Cybersecurity.                         |                        |          |
| 16.4      | Shadow IT and undocumented components must be reported and approved before deployment.                        |                        |          |

**RFP General Terms Compliance to be filled by Bidder.**

| S/N | Clause No. and General Terms                            | Comply (Yes/No) | Remarks |
|-----|---|-----------------|---------|
| 1   | <b>4. VALIDITY OF OFFERS:</b>                           |                 |         |
| 2   | <b>6. ACCEPTANCE OF OFFERS:</b>                         |                 |         |
| 3   | <b>7. REGISTRATION/LEGAL DOCUMENTS OF THE BIDDER</b>    |                 |         |
| 4   | <b>8. PAYMENTS</b>                                      |                 |         |
| 5   | <b>10. CONSTRUCTION OF CONTRACT:</b>                    |                 |         |
| 6   | <b>11. TERMINATION OF THE CONTRACT BY THE PURCHASER</b> |                 |         |
| 7   | <b>12. LOCAL TAXES, DUES AND LEVIES:</b>                |                 |         |

The following Information must be submitted with offer.

| Bidder Contact Details              |  |
|-------------------------------------|--|
| Bidder Name                         |  |
| Bidder Address                      |  |
| Bidder Email Address                |  |
| Bidder Phone Number                 |  |
| Bidder Contact Person Name          |  |
| Bidder Contact Person Phone No      |  |
| Bidder Contact Person Email Address |  |
| Bidder Registration License Number  |  |
| License Validity                    |  |
| TIN Number /Tax Number              |  |

===== end of documents =====