

## TERMS & CONDITIONS

### HSBC Bank Perks@Work Programme Terms and Conditions ("Programme")

*This Terms and Conditions will supersede the existing HSBC Bank Perks@Work Programme Terms & Conditions effective 1 October 2025.*

1. HSBC Bank Malaysia Berhad (Registration No. 198401015221 (127776-V)) ("**HSBC Bank**") and HSBC Amanah Malaysia Berhad (Registration No. 200801006421 (807705-X)) ("**HSBC Amanah**") (collectively as "**HSBC**").

### ELIGIBILITY & PARTICIPATION

2. This programme is open to employees of a company who successfully enrolled in Perks@Work and meet the following criteria ("**Eligible Customers**"):
  - (a) New to HSBC Bank customers who open any account listed in clauses 3(a) to 3(f) for salary crediting purpose; or
  - (b) Existing HSBC customers who open any account listed in clauses 3(a) to 3(f) for salary crediting purpose; or
  - (c) Existing HSBC Bank customers who nominate their existing account listed in clauses 3(a) to 3(f) as salary crediting account.
3. Eligible Customers must hold an account with HSBC Bank as their salary account, i.e. an account where their monthly salary is credited into by their employers ("**Salary Account**"):-
  - (a) Premier Account<sup>1</sup>;
  - (b) Advance by Perks@Work<sup>3</sup> or Advance by Perks@Work Flex Recognition<sup>2</sup> (collectively referred to as "Advance Account");
  - (c) Basic Savings Account;
  - (d) Basic Current Account;
  - (e) Everyday Global Account<sup>4</sup>; or
  - (f) HomeSmart Account<sup>5</sup> (Advance Mortgage).

**Note:**

1. (a) Effective 1 February 2024, the salary criteria for opening/maintaining Premier Account and Everyday Global Account (Premier Recognition) has been revised from minimum gross monthly salary of RM16,500 to minimum gross monthly salary of RM20,000.  
(b) Effective 1 July 2024, Eligible Customer who enrolls into this Programme from 1 July 2024 onwards is required to meet the Premier primary eligibility criteria which is to maintain Total Relationship Balance ("Premier Primary Eligibility Criteria") starting from 13<sup>th</sup> month from the date of enrolment into this Programme.  
(c) Effective 2 September 2024, the Premier Primary Eligibility Criteria to maintain a minimum Total Relationship Balance of RM200,000 has been revised to RM300,000.
2. Advance by Perks@Work Flex Recognition is no longer offered under this Programme for New to HSBC customers effective 11 August 2023.
3. Effective 1 October 2025, the salary criteria for opening/maintaining Advance by Perks@Work Account and Everyday Global Account (Advance Recognition) have been revised from minimum gross monthly salary of RM5,000 to minimum gross monthly salary of RM8,500 and is required to meet the Advance primary eligibility criteria which is to maintain Total Relationship Balance of at least RM30,000 ("Advance Primary Eligibility Criteria") starting from 13<sup>th</sup> month from the date of enrolment into this Programme.
4. Effective 1 October 2025, Everyday Global Account is no longer offered under this Programme for non-Premier/Advance New to HSBC customers.
5. Effective 1 October 2025, the salary criteria for opening/maintaining HomeSmart Account (Advance Mortgage) have been revised from minimum gross monthly salary of RM5,000 to minimum gross monthly salary of RM8,500.

All revisions stated in Note 1(a) – (c) and 2 - 5 above do not apply to existing customers who have enrolled under this Programme before the respective effective dates until further notice from HSBC.

4. To participate in this Programme, the criteria for opening and maintaining the Salary Account are set out in Table A below which shall be in addition to the existing respective terms and conditions which regulate the provision of each account:

**Table A**

| <b>Type of Salary Account</b>                                                                       | <b>Criteria for Opening/Maintaining the Salary Account</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|-----------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Premier Account <sup>1</sup>                                                                        | Eligible Customer with a minimum gross monthly salary of RM20,000 credited continuously each month into the Salary Account.                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| Advance by Perks@Work <sup>3</sup>                                                                  | Eligible Customer with a minimum gross monthly salary of RM8,500 credited continuously each month into the Salary Account.                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| Advance by Perks@Work Flex Recognition <sup>2</sup><br>- No longer offered effective 11 August 2023 | a) Eligible Customer with a monthly salary of RM3,000 credited continuously each month into the Salary Account; and<br>b) Holds or applies for an HSBC Credit Card with submission of full documentation and a minimum spending of RM10,000 per annum<br>Note: Eligible Customer who: <ul style="list-style-type: none"> <li>• applies for an HSBC Credit Card but application is rejected, or</li> <li>• does not meet the spend criteria of RM 10,000 per annum, or</li> <li>• terminates his/her HSBC Credit Card upon inclusion into this Programme,</li> </ul> |

|                                                                                                                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|--------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                                                                                      | will automatically be re-designated to HSBC Basic Current Account after the expiry of the said 12-month period.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Basic Savings/<br>Basic Current Account                                                                                              | Eligible Customer with a minimum monthly salary of RM1,000 credited continuously each month into the Salary Account.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| Everyday Global Account (Premier Recognition) <sup>1</sup>                                                                           | Eligible Customer with a minimum gross monthly salary of RM20,000 credited continuously each month into the Malaysian Ringgit denominated Salary Account.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| Everyday Global Account (Advance Recognition) <sup>3</sup>                                                                           | Eligible Customer with a minimum gross monthly salary of RM8,500 credited continuously each month into the Malaysian Ringgit denominated Salary Account.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| Everyday Global Account (Advance by Perks@Work Flex Recognition) <sup>2</sup><br><i>- No longer offered effective 11 August 2023</i> | <p>a) Eligible Customer with a minimum monthly salary of RM3,000 credited continuously each month into the Malaysian Ringgit denominated Salary Account; and</p> <p>b) Holds or applies for an HSBC Credit Card with submission of full documentation and a minimum spending of RM10,000 per annum</p> <p>Note: Eligible Customer who:</p> <ul style="list-style-type: none"> <li>• applies for an HSBC Credit Card but application is rejected, or</li> <li>• does not meet the spend criteria of RM 10,000 per annum, or</li> <li>• terminates his/her HSBC Credit Card upon inclusion into this Programme,</li> </ul> <p>will automatically be re-designated to HSBC Basic Current Account after the expiry of the said 12-month period.</p> |
| Everyday Global Account <sup>4</sup><br><i>- No longer offered effective 1 October 2025</i>                                          | Eligible Customer with a minimum monthly salary of RM1,000 credited continuously each month into the Malaysian Ringgit denominated Salary Account.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| HomeSmart Account <sup>5</sup> (Advance Mortgage)                                                                                    | Eligible Customer with a minimum monthly salary of RM8,500 credited continuously each month into the Salary Account; and has an existing housing financing of minimum RM300,000 with HSBC Bank.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |

5. An Eligible Customer who maintains his/her Salary Account with HSBC Bank for the purpose of this Programme is eligible for the Programme Offers stated in Clauses 6 to 11.

#### PROGRAMME OFFERS

6. HSBC Premier Account
- Eligible Customers may enjoy waiver of the monthly Account Fee ("**Fee Waiver**") on his/her Premier Account
  - For avoidance of doubt, Eligible Customers who enroll into this Programme from 1 July 2024 onwards may enjoy Fee Waiver for the first 12 months from joining HSBC Premier via Perks@Work and from 13<sup>th</sup> month onwards will be subject to the Premier Primary Eligibility Criteria. Existing customers who have enrolled under this Programme before 1 July 2024 will continue to enjoy the Fee Waiver until further notice from HSBC Bank.
7. HSBC Advance Account
- Advance by Perks@Work
    - Eligible Customers may enjoy Fee Waiver on his/her Advance Account.

- (b) For avoidance of doubt, Eligible Customers who enroll into this Programme from 1 October 2025 onwards may enjoy Fee Waiver for the first 12 months from joining HSBC Advance via Perks@Work and from 13th month onwards will be subject to the Advance Primary Eligibility Criteria. Existing customers who have enrolled under this Programme before 1 October 2025 will continue to enjoy the Fee Waiver until further notice from HSBC Bank.
  - Advance by Perks@Work Flex Recognition
    - *No longer offered effective 11 August 2023, only applicable to existing customers*
    - (a) Eligible Customers may enjoy Fee Waiver on his/her Advance Account for the first 12 months after inclusion into this Programme.
    - (b) Eligible Customer is required to meet a minimum total cumulative spend of RM 10,000 per annum on his/her HSBC Credit Card(s) for the 12 months of the preceding year to enjoy Fee Waiver on his/her Advance Account for the next 12 months of the subsequent year.
8. HSBC Everyday Global Account
- Everyday Global Account (Premier Recognition)
    - (a) Eligible Customers may enjoy Fee Waiver on his/her Premier Everyday Global Account.
    - (b) For avoidance of doubt, Eligible Customers who enroll into this Programme from 1 July 2024 onwards may enjoy Fee Waiver for the first 12 months from joining HSBC Premier via Perks@Work and from 13<sup>th</sup> month onwards will be subject to the Premier Primary Eligibility Criteria. Existing customers who have enrolled under this Programme before 1 July 2024 will continue to enjoy the Fee Waiver until further notice from HSBC Bank.
  - Everyday Global Account (Advance Recognition)
    - (a) Eligible Customers may enjoy Fee Waiver on his/her Advance Everyday Global Account.
    - (b) For avoidance of doubt, Eligible Customers who enroll into this Programme from 1 October 2025 onwards may enjoy Fee Waiver for the first 12 months from joining HSBC Advance via Perks@Work and from 13th month onwards will be subject to the Advance Primary Eligibility Criteria. Existing customers who have enrolled under this Programme before 1 October 2025 will continue to enjoy the Fee Waiver until further notice from HSBC Bank.
  - Everyday Global Account (Advance by Perks@Work Flex Recognition)
    - *No longer offered effective 11 August 2023, only applicable to existing customers*
    - (a) Eligible Customers may enjoy Fee Waiver on his/her Advance by Perks@Work Flex recognised Account for the first 12 months after inclusion into this Programme.
    - (b) Eligible Customers are required to meet a minimum total cumulative spend of RM 10,000 per annum on his/her HSBC Credit Card(s) for the 12 months of the preceding year to enjoy Fee Waiver on his/her Advance Account for the next 12 months of the subsequent year.
9. HomeSmart (Advance Mortgage)
- Eligible Customers may enjoy a preferential financing rate if he/she successfully applies for a new HomeSmart financing with HSBC Bank. The preferential financing rate shall be the rate as advised by HSBC Bank from time to time.
10. MEPS Shared ATM Network
- Eligible Customers may enjoy fee waiver for all successful cash withdrawals performed via MEPS' Shared ATM Network except cash withdrawals made at HOUSe ATM Network (i.e. HSBC, OCBC, UOB and Standard Chartered).
11. HSBC credit card annual fee waiver
- Eligible Customers may enjoy up to 3 years of credit card annual fee waiver for new principal HSBC Credit Card applied upon joining this Programme, subject to HSBC Bank's approval.

## GENERAL TERMS & CONDITIONS

12. The Eligible Customer's participation in this Programme will cease and he/she shall cease to enjoy the benefits or Programme Offers in this Programme in any of the following circumstances:-
- (a) the Eligible Customer ceases to have his/her salary credited to his/her Salary Account for three (3) consecutive months or more; or
  - (b) where the Eligible Customer's Salary Account is a HomeSmart Account and his/her HomeSmart facility has been settled in full; or
  - (c) the Salary Account is closed by HSBC Bank or the Eligible Customer; or
  - (d) the Salary Account is suspended by HSBC Bank, in which the participation in this Programme will be suspended until the suspension is uplifted by HSBC Bank.

However, the cessation of eligibility will not affect the benefits under the Programme Offers for APF-i, HomeSmart and HSBC HealthCashPlan which the Eligible Customer has already signed up before he/she ceases to be eligible for this Programme.

*Note: APF-i and HSBC HealthCash Plan are no longer offered as part of the Programme Offers under this Programme.*

13. For avoidance of doubt, there is no waiver of Account Fee/ Monthly Service Fee for Basic Current Account, Basic Savings Account, Everyday Global Account and HomeSmart Account respectively in this Programme. Eligible Customers shall refer to HSBC Tariffs and Charges for the applicable Account Fee/ Monthly Service Fee.
14. HSBC Bank reserves the right to amend, delete or add to these Terms and Conditions from time to time with 3 days' prior notice. These Terms and Conditions, as amended from time to time, shall prevail over any provisions or representations contained in any other promotional materials advertising this Programme.
15. HSBC Bank reserves the right to provide any benefits offered under this Programme.
16. HSBC Bank reserves the right to cancel, terminate or suspend this Programme with 3 days' prior notice. For the avoidance of doubt, cancellation, termination or suspension by HSBC Bank of this Programme shall not entitle the Eligible Customers to any claim or compensation against HSBC Bank for any and all losses or damage suffered or incurred by the Eligible Customers as a direct or indirect result of the act of cancellation, termination or suspension.
17. HSBC Bank shall only be liable for any loss or damage suffered or incurred as a direct result of HSBC's gross negligence and shall not be liable for any other loss or damage of any kind such as loss of income, profit, goodwill or indirect, incidental, exemplary, punitive, consequential or special loss or damage howsoever arising, whether or not HSBC Bank has been advised of the possibility of such loss or damage.
18. To the fullest extent permitted by law, HSBC Bank expressly excludes and disclaims any representations, warranties, or endorsements, express or implied, written or oral, including but not limited to, any warranty of quality, merchantability or fitness for a particular purpose in respect of this Programme.
19. HSBC Bank may use any of the following modes to communicate notices in relation to this Programme to the Eligible Customers:
- (a) electronic means;
  - (b) press advertisements;
  - (c) notice in the Eligible Customers' account statement(s) or composite statement;
  - (d) display at its business premises; or
  - (e) notice on HSBC internet website(s);
- such notices shall be deemed to be effective on and from the 4<sup>th</sup> day after its delivery.
20. These Terms and Conditions are in addition and must be read together with the respective product(s) terms and conditions and the relevant banking agreements referred to in this Programme. In the event of inconsistency between these Terms and Conditions and the existing respective account, product and proposition terms and conditions, these terms and conditions shall prevail in relation to this Programme.

21. The below terms also apply:
- (a) HSBC Bank Universal Terms and Conditions (“**UTCs**”) which are available at [www.hsbc.com.my](http://www.hsbc.com.my);
  - (b) HSBC’s Notice Relating to the Personal Data Protection Act 2010;
  - (c) HomeSmart Terms & Conditions as provided in the Facility Offer Letter, Facility Agreement and other related security documents;
  - (d) HSBC Bank Cardholder Agreements;
  - (e) HSBC Bank Tariffs and Charges; and
  - (f) HSBC Online and Mobile Banking Terms & Conditions available on HSBC & HSBC Amanah’s website, [www.hsbc.com.my](http://www.hsbc.com.my) and [www.hsbcamanah.com.my](http://www.hsbcamanah.com.my) respectively.
22. HSBC Bank shall not be liable for any default due to any act of God or any event beyond the reasonable control of HSBC.
23. The Eligible Customers shall be responsible for any applicable taxes.
24. HSBC Bank’s decision on all matters relating to this Programme shall be final and binding.