



## TERMS AND CONDITIONS FOR EMPLOYEE BANKING SOLUTIONS ('EBS')

### General Terms and Conditions

- Promotional Period:** 1 January 2025 to 31 December 2025 (both dates inclusive) ('Applicable Period'), unless otherwise specified in the Specific Terms and Conditions below.
- Who can enjoy the Promotion:** The offers under this promotion (collectively, the 'Offers') are exclusive to the customers who are employees of a company which has been invited by us to join the EBS ('EBS Company') and fulfil all of the following requirements (the 'Eligible Customers'):
  - Only selected employees who have received the invitation from HSBC by email, phone, company visit, and other communication channels at our discretion are eligible to enrol in EBS.
  - Present your company staff card, employment contract or the relevant proof of employment from the human resources department of the employer at the time of enrolment of EBS.
  - Contact our branch staff to apply for an Offer in Macau, unless otherwise specified.
- Bank's Records:** The dates and amounts appearing in the Bank's record will be conclusive as to the date on which an Applicable Account was opened, terminated or converted and amount of balances/number of transactions carried out.
- Total Relationship Balance ('TRB') includes** Macau Pataca/Hong Kong dollar/Renminbi/foreign currency deposits in the Applicable Account(s), unless otherwise specified. To determine the overall TRB of an Eligible Customer, the applicable TRB of designated personal sole account(s) and joint account(s) (where the same Eligible Customer is the principal accountholder) under the same name and identity document number of the Eligible Customer will be included in the calculation.
- Definitions in this promotion:**

**Average Daily TRB** refers to the average daily TRB in a full calendar month from the first day to the last day of the calendar month (both dates inclusive).

**New Fund** refers to the net growth in the Eligible Customer's TRB, by comparing the Eligible Customer's TRB in the calendar month before the opening of (or, where applicable, conversion from an existing account to) an Applicable Account against his/her Average Daily TRB in the subsequent first/second/third calendar month (as the case may be) after the month of account opening, according to the Bank's records.

**QBE** is defined in Clause 9 under Section (C).

**EBS** means the Employee Banking Solutions offered by us in Macau from time to time.

**Macau** means the Macau Special Administrative Region of the People's Republic of China.

**Offer** means an offer relating to any product or service under EBS.

**we, us, our, HSBC** means The Hongkong and Shanghai Banking Corporation Limited, Macau Branch and its successors and assigns.

**you or your** means the person who is an employee of a company which has been invited by us to join an EBS.
- Other Promotions:** Unless otherwise specified, the Offers cannot be used in conjunction with any other promotional offer provided by us which relates to the same product.
- The Offers are governed by the General Terms and Conditions (For Personal Sole Account and Joint Account Holders) and the Terms and Conditions applicable to the relevant product(s).
- All Offers are provided subject to prevailing regulatory requirements.
- We have the right to (i) vary these Terms and Conditions and any other terms and conditions relating to the Offers, and (ii) terminate all or any of the Offers at any time without prior notice.
- We reserve the rights to terminate all offers in the following events
  - Your company withdraws from EBS; or
  - You are no longer an employee of an EBS Company.
  - All benefits will be cancelled in the event of termination of an offer, either ongoing or future.
- We have the right to make final decision on any dispute relating to the Offers. We maintain a record of EBS companies which is final and conclusive in the event of any dispute.
- These Terms and Conditions are governed by and will be construed according to Macau laws. You submit to the nonexclusive jurisdiction of the Macau courts.
- The English version of these Terms and Conditions prevails to the extent of any inconsistency between the English and the Chinese versions. Any Chinese version of these Terms and Conditions is for reference only.
- No person other than you and us will have any right to enforce or enjoy the benefit of any of the provisions of these Terms and Conditions.

### Specific Terms and Conditions

#### (A) Specific Terms and Conditions for EBS Sign-up Offer

- This Offer is valid from 1 January 2025 to 31 December 2025 (both dates inclusive) ('Sign-up Offer Applicable Period').
- This Offer is exclusive to the Eligible Customers who are the sole or principal accountholders (if a joint account) of HSBC Savings Account or HSBC Current Account (the 'Applicable Accounts') of The Hongkong and Shanghai Banking Corporation Limited, Macau Branch (and its successors and assigns) (the 'Bank') and fulfil all the following requirements:
  - be aged 18 or above as of the date of offer fulfilment; AND
  - not a citizen/resident/tax payer resident of the United States of America (U.S.); AND
  - successfully enrolled EBS during the Sign-up Offer Applicable Period; AND
  - having placed New Fund (as defined in Clause 5 under the General Terms and Conditions above) of a specified amount shown in the table below in such Applicable Accounts on or before the last day of the first calendar month after the month of EBS enrolment and maintains the New Fund for the second and the third calendar months after the month of EBS enrolment (as shown in Illustration I below). If the amount of New Funds for the second and the third calendar months after the month of EBS enrolment are different, the Offer will be determined based on the lower amount.

Illustration I

Date of EBS enrolment	During 1-31 January 2025
Date on which the New Fund of at least MOP50,000 must be placed	No later than 28 February 2025
Months on which the New Fund of at least MOP50,000 must be maintained	March & April 2025

Amount of New Fund maintained	Cash Rebate
MOP50,000 to less than MOP100,000 (or equivalent in foreign currency)	MOP100
MOP100,000 to less than MOP500,000 (or equivalent in foreign currency)	MOP300
MOP500,000 to less than MOP1,000,000 (or equivalent in foreign currency)	MOP500

The table below showing the eligibility of the Offer under different scenarios are for reference and illustration purposes only. The Average Daily TRB of new-to-bank customers will be default as zero. For example, assuming that a Customer signed up for EBS in January 2025 and is required to maintain the New Fund till 30 April 2025 in order to receive MOP100 Cash Rebate:

Example	Average Daily TRB as of January 2025	Average Daily TRB as of March 2025	Average Daily TRB as of April 2025	Cash Rebate
1	MOP0	MOP50,000	MOP200,000	MOP100
2	MOP0	MOP200,000	MOP50,000	MOP100
3	MOP50,000	MOP50,000	MOP100,000	Not eligible
4	MOP50,000	MOP100,000	MOP50,000	Not eligible

- Eligible Customers who terminate the Applicable Account(s) before the time of offer fulfilment will be disqualified for the Offer.
- The Cash Rebate will be credited to Eligible Customer's valid personal bank account in HSBC within 4 months upon satisfaction of the conditions in Clause 2 of this Part (A) without further notice.
- Each Eligible Customer can only enjoy the Offer once during the Sign-up Offer Applicable Period.

#### (B) Specific Terms and Conditions for Credit Card Offer

- If you have successfully applied for a personal primary HSBC Pulse UnionPay Dual Currency Diamond credit card, HSBC Visa Gold credit card or HSBC Visa Classic credit card (each an 'Eligible Credit Card') issued by us in Macau under EBS during the Applicable Period, you are entitled to enjoy perpetual credit card annual fee waiver for such newly approved Eligible Credit Card(s) and additional card(s) of such Eligible Credit Card(s). The additional card has to be applied under the same application form and be of the same card type as the Eligible Credit Card in order to enjoy the perpetual annual fee waiver.
- If, in addition to this Offer, you are entitled to any other promotional offer concurrently provided by us, you are only entitled to receive any one of such promotional offers at our discretion and our decision shall be final.
- You are not eligible for this Offer if you have cancelled any Eligible Credit Card within the past six months.
- We reserve the sole right to approve or decline any credit card application, and we are not obliged to provide reasons for declined applications.

#### (C) Specific Terms and Conditions for General Insurance Offer ('GI Offer')

- The GI Offer is provided by HSBC.
- This GI Offer is applicable to Eligible Customers who successfully applied for TravelSurance within the Applicable Period through the branches of HSBC ('Eligible Customer') and fulfil all the following requirements:
  - a current primary or additional cardholder of the Eligible Credit Card(s)
  - the GI Offer will be applied to each TravelSurance policy successfully issued by QBE on or before 31 January 2026 and the Offer will be determined based on the product type (as shown in Table I below)

Table I

TravelSurance Product Type	Premium Discount Rate
Singletrip TravelSurance	20%
Multitrip TravelSurance	5%
China Medical Card	5%

- Customers who have withdrawn or cancelled an application/a policy for any TravelSurance within six months before the application for the same insurance product under the GI Offer will not be entitled to the GI Offer in respect of the relevant product(s). The date appearing on QBE's records will be conclusive as to the date on which the application/policy of the relevant insurance product was filed, withdrawn or cancelled.
- The GI Offer is not exchangeable for cash and is not transferable.
- In case of dispute arising from the GI Offer, the decision of HSBC and QBE shall be final and conclusive.
- No person other than the customers, HSBC and QBE will have any right to enforce or enjoy the benefit of any of the provisions of these terms and conditions.
- HSBC and QBE reserve the right to alter or terminate the GI Offer (in whole or in part) or amend the relevant terms and conditions any time without prior notice.
- Employees of HSBC are not eligible for the GI Offer.
- The general insurance policies are underwritten by QBE Hongkong & Shanghai Insurance Limited- Macau Branch ('QBE Macau'), which is authorised and regulated by the Autoridade Monetária de Macau ('AMCM') to carry on general insurance business in Macau. QBE Macau is part of QBE Insurance Group. QBE Macau will be responsible for providing your insurance cover and handling claims under your policy. The Hongkong and Shanghai Banking Corporation Limited, Macau Branch ('HSBC') is registered in accordance with the AMCM's stipulations as an insurance agent in the Macau SAR. General insurance plans are products of QBE Macau but not HSBC. For monetary disputes arising between HSBC and you out of the selling process or processing of the related transaction by HSBC, HSBC will enter into dispute process with you. On the other hand, for any disputes over the terms and conditions of your policy, QBE Macau will resolve with you directly.