

## Terms and Conditions

### Singtel Protect x Etiqa Staff Exclusive Promotion

#### Introduction

1. The Singtel Protect x Etiqa Staff Exclusive Promotion (“**Promotion**”) is a Promotion organised by Etiqa Insurance Pte. Ltd. (“**Etiqa**”) that runs from 1 February 2026 to 31 December 2026 (both dates inclusive) (“**Promotion Period**”) and is open to Eligible Employees only.

For the purpose of this terms and conditions (“**T&Cs**”), “**Eligible Employees**” refers to contract or permanent employees of all entities under the Singtel group of companies.

2. As an introducer for Etiqa, Consumer Journeys Pte. Ltd. (“**Singtel**”) is not permitted to provide you with any advice or provide recommendations on any investment product to you; or arrange any contract of insurance in respect of life policies, other than to the extent of carrying out introducing activities.
3. Singtel may be remunerated by Etiqa for each referral. Singtel will disclose the amount of the referral remuneration it receives from Etiqa in respect of your referral if requested by you.
4. The Promotion shall be governed by the T&Cs and by such terms as Singtel and Etiqa may impose from time to time. Your participation in the Promotion signifies your agreement to be bound by these T&Cs in their entirety.

#### Cashback Promotion Details and Eligibility

5. To participate in this Promotion, Eligible Employees must produce their staff pass for Etiqa Assurance Managers to verify, indicate that they are working in an entity under the Singtel group of companies and apply for an eligible product (“**Eligible Product**”) during the Promotion Period.
6. Eligible Products refers to the following plans and their attached riders:
  - a. Essential lifetime secure
  - b. Essential term life cover
  - c. Essential cancer care
  - d. Essential critical secure
  - e. Invest plus SP
  - f. Enrich flex plus
  - g. Enrich income
  - h. Invest starter
  - i. Invest flex pro
  - j. ePROTECT *mortgage*
  - k. Invest vista
  - l. Invest Smart Vista
  - m. Invest smart flex II

7. Eligible Employees who apply for an Eligible Product and is approved by Etiqa during the Promotion Period will receive a reward based on the following qualifying criteria (“**Cash Reward**”):

Annual Premium Payable* (SGD)	Cash Reward	
	Original Reward <sup>1</sup>	Additional Cash Reward <sup>2</sup>
S\$6,000 to S\$11,999	S\$100 cash reward	S\$10 cash reward
S\$12,000 to S\$17,999	S\$400 cash reward	S\$40 cash reward
S\$18,000 to S\$23,999	S\$800 cash reward	S\$80 cash reward
S\$24,000 to S\$49,999	S\$1,200 cash reward	S\$120 cash reward
S\$50,000 and above	S\$2,500 cash reward	S\$250 cash reward

<sup>1</sup> The Original Cash Reward is payable via PayNow (NRIC) or credited directly into a specified bank account as indicated by the Eligible Employee during application.

<sup>2</sup> The Additional Cash Reward will be payable in the form of encashable TiqConnect eWallet credits withdrawable via PayNow. Eligible Employees must have a TiqConnect account on Etiqa’s customer portal to receive the Additional Cash Rewards in their eWallet.

\* Important notes for submission of Eligible Products:

- (i) For single premium Eligible Products, the Annual Premium Payable will be computed based on 10% of the single premium.
  - (ii) For regular premium Eligible Products with three (3) years premium term (except for Invest starter policies), the Annual Premium Payable will be computed based on 30% of the first year premium.
  - (iii) For regular premium Eligible Products with five (5) years premium term and all Invest starter policies, the Annual Premium Payable will be computed based on 50% of the first year premium.
  - (iv) For regular premium Eligible Products with premium terms of six (6) to nine (9) years, the Annual Premium Payable will be computed based on 60% to 90% respectively of the first year premium.
  - (v) For regular premium Eligible Products with ten (10) years premium term and above (except for Invest starter policies), the Annual Premium Payable will be computed based on 100% of the first year premium.
  - (vi) The Annual Premium Payable is calculated after premium discount, excluding any start-up bonus and top-ups, if any.
  - (vii) Riders and loadings are taken into account during computation of the Annual Premium Payable.
8. This Promotion only applies to applications made by the Eligible Employee for an Eligible Product that is submitted to Etiqa between 1 February 2026 and 28 February 2026 (both dates inclusive) and inception date of the said Eligible Product by 31 March 2026.
9. The Eligible Employee will receive the Cash Reward within 12 weeks after inception of the Eligible Product.

10. In the event that the Cash Reward (or any part thereof) is not received by the Eligible Employee and Etiqa determines that such non-receipt is through no fault of the Eligible Employee, the Eligible Employee's entitlement to a replacement Cash Reward is subject to the sole discretion and final determination of Etiqa. Where a replacement Cash Reward is given to the Eligible Employee, Etiqa reserves the right to recover such monies if it is subsequently determined that the Cash Reward was in fact received by the Eligible Employee.
11. Applications for the Eligible Products by Eligible Employees that are not taken up or policies that are cancelled during the 14 days' free look period shall not qualify for this Promotion. If the Eligible Employee cancels the policy within the 14 days' free-look period or if the policy lapses or is surrendered within 12 months from the date of the issuance, Etiqa reserves the right to recover the amount equivalent to the Cash Reward in any manner at its sole discretion.

### Etiqa Growth Assure II Promotion Details and Eligibility

12. Eligible Employees who have purchased any eligible insurance plans via an Etiqa Assurance Manager from the list below ("**Eligible Insurance Plans**") during the Qualifying Period (as defined below) and Etiqa Growth Assure II will be eligible to receive the rewards ("**Rewards**") set out below:

**Qualifying Period:** 1 February 2026 to 28 February 2026 (both dates inclusive) or end of tranche, whichever is earlier.

Eligible Insurance Plans (including attaching riders)	Range of Annualised Premium of the Eligible Insurance Plans (including attaching riders) <sup>1</sup>	Rewards	
		(a) Maximum Single Premium of Etiqa Growth Assure II with 5.08% p.a. guaranteed maturity return <sup>3</sup>	(b) Additional 10% Cashback <sup>4</sup> on guaranteed maturity returns
Essential Cancer Care, Essential term life cover, Essential lifetime secure, Essential critical secure, Enrich flex plus <sup>2</sup> , Enrich income <sup>2</sup> , Invest flex pro, Invest smart flex II	S\$10,000 to < S\$11,000	S\$10,000	S\$50.80
	S\$11,000 to < S\$12,000	S\$11,000	S\$55.88
	S\$12,000 to < S\$13,000	S\$12,000	S\$60.96
	S\$13,000 to < S\$14,000	S\$13,000	S\$66.04
	...	...	...
	S\$24,000 to < S\$25,000	S\$24,000	S\$121.92
	S\$25,000 to < S\$26,000	S\$25,000	S\$127.00
	...	...	...
	S\$48,000 to < S\$49,000	S\$48,000	S\$243.84
	S\$49,000 to < S\$50,000	S\$49,000	S\$248.92
	...	...	...
	≥S\$100,000	S\$100,000	S\$508.00

<sup>1</sup> Annualised Premium is defined as the total net premiums paid in the first policy year of an Eligible Insurance Plan including attached cash-paying riders, if any. Premiums can be combined from two (2) or more Eligible Insurance Plans provided it is under the same policy owner. For every bracket of a thousand range of the Annualised Premium, the corresponding Maximum Single Premium indicated as Reward (a) shall be the respective lower bracket amount within the same thousand range.

<sup>2</sup> Excluding 3-year premium term plan. Only applicable for plans with premium term of 5 and 10 to 20 years.

<sup>3</sup> This is the maximum Single Premium amount of Etiqa Growth Assure II that the customer is allowed to purchase under this Campaign, in relation to the corresponding annualised premium of their Eligible Insurance Plan. Any purchase amount exceeding this limit will not be entitled to the 5.08% p.a. guaranteed maturity return (“**Guaranteed Maturity Return**”) and may be subject to rejection.

<sup>4</sup> The Additional 10% Cashback will be payable in the form of encashable TiqConnect eWallet credits withdrawable via PayNow. Eligible Employees must have a TiqConnect account on Etiqa’s customer portal to receive the Additional Cash Rewards in their eWallet.

### Terms and Conditions for the Guaranteed Maturity Return:

- a. The named policy owner for both the Eligible Insurance Plan and Etiqa Growth Assure II must be the same.
- b. The Eligible Insurance Plan must be a new application which:
  - (i) is purchased through an Etiqa Assurance Manager;
  - (ii) is submitted between 1 February 2026 to 28 February 2026 (both dates inclusive);
  - (iii) must be issued by 31 March 2026;
  - (iv) must have passed its free look period;
  - (v) not related to any of the existing policies (such as but not limited to renewal of an existing policy, changes to or conversion of an existing policy, or top-ups);
  - (vi) has an annualised premium that is a minimum of S\$10,000 or when combined with one or more other Eligible Insurance Plans, the total annualised premium is a minimum of S\$10,000; and
  - (vii) must be held in force without reducing the premium or insurance coverage till the maturity date of Etiqa Growth Assure II.
- c. In the event that the Eligible Insurance Plans are subjected to the free-look period, canceled or if the premium or insurance coverage is reduced prior to the maturity of Etiqa Growth Assure II, the Guaranteed Maturity Return will revert to the lower yield of 2.26% p.a.
- d. Eligible Employees who wish to participate in this Campaign will be provided with a uniform resource locator (“**URL**”) from their Etiqa Assurance Manager to sign up for Etiqa Growth Assure II after the 14-day freelook period of the Eligible Insurance Plan purchased within the Qualifying Period.
- e. Etiqa Growth Assure II must be a new application which:
  - (i) is submitted **within 14 days** after the 14-day freelook period of the Eligible Insurance Plan; and
  - (ii) must be held in force till the maturity date.
- f. Eligible Employees will be entitled to a guaranteed maturity return of 5.08% p.a. on his/her Etiqa Growth Assure II plan that is equivalent to the Annualised Premium of the Eligible Insurance Plan, rounded down to the nearest S\$1,000 and capped at S\$100,000 per policy.

Example: An Eligible Employee purchases an Eligible Insurance Plan with an Annualised Premium of S\$15,500 within the Qualifying Period. Based on the campaign reward table, the Eligible Employee qualifies to purchase a maximum of S\$15,000 in Etiqa Growth Assure II with a 5.08% p.a. guaranteed maturity return.

- g. Eligible Employees will receive a letter from Etiqa via their registered email within thirty (30) days from the date we issue the Eligible Insurance Plan or Etiqa Growth Assure II plan, whichever is later, which sets out the amount of Rewards the Eligible Employee is entitled to under this Etiqa Growth Assure II Promotion.
- h. Existing terms and conditions of the Eligible Insurance Plan and Etiqa Growth Assure II applies.
- i. The Additional 10% Cashback is limited to once per Eligible Employees.
- j. The Additional 10% Cashback will be credited to the Eligible Employees' TiqConnect eWallet within 8 weeks from the inception of Etiqa Growth Assure II, provided that the Eligible Insurance Plan and Etiqa Growth Assure II have not been cancelled, free-look right has not been exercised and premium or insurance coverage has not been reduced.
- k. Should the Eligible Employees cancel their Eligible Insurance Plan or Etiqa Growth Assure II after the Additional 10% Cashback has been issued, Etiqa is entitled to deduct an equivalent amount of the total Cashback value from any amount we may be due to pay you under the Eligible Insurance Plan or Etiqa Growth Assure II.
- l. The Additional 10% Cashback is not transferable nor exchangeable for any item in part or whole and is not replaceable.

## General

- 13. Only Etiqa Assurance Managers are eligible to offer you this exclusive Promotion.
- 14. This Promotion is not valid in conjunction with any on-going existing insurance promotions, coupons, discounts and privileges, unless otherwise stated. For the avoidance of doubt, Eligible Employees are restricted to participate only in either the Cashback Promotion or the Etiqa Growth Assure II Promotion, but not both.
- 15. Etiqa shall have the sole discretion and right to disqualify the participation of any Eligible Employee under this Promotion if the employee is subsequently identified that he/she is not under a contract or permanent employees of any entities under the Singtel group of companies.
- 16. Each Eligible Employee is solely responsible for ensuring that participating in the Promotion is not illegal or prohibited by the laws or regulations of any country relevant or applicable to such Eligible Employee.
- 17. Etiqa reserves the right to disqualify an otherwise Eligible Employee from participating in the Promotion and/or receiving any items given under the Promotion if Etiqa in its absolute discretion believes that such person may have contravened, will contravene or has contravened any of these T&Cs and/or may bring Etiqa into disrepute. In the event that the Cash Reward or Rewards has already been awarded to such a person, the Cash Reward or Rewards must be returned to Etiqa at such person's cost and expense. Eligible Employees are deemed to have accepted and agreed to be bound by these T&Cs upon registering for the Promotion.

18. Etiqa reserves the right in its sole and absolute discretion to replace the Cash Reward or Rewards given under the Promotion with another item, withdraw this Promotion, or revise the T&Cs of this Promotion without having to give any person any notice or reason. Etiqa's decision on all matters relating to this Promotion (including the interpretation of these T&Cs) will be final and binding on all persons and no appeals will be entertained.
19. Item(s) given or provided under this Promotion by Etiqa or any third party is non-transferable unless stated otherwise, is non-exchangeable for cash or other items, and may be subject to availability. Etiqa is not obliged to replace any damaged, lost or defaced items. All items given or provided under this Promotion will be given or provided on an "as is" basis, and all warranties, express or implied, are disclaimed. Where item(s) contain specific date(s) during which the item(s) should be utilized, no requests for extensions or replacements whatsoever will be entertained.
20. Any trademarks, graphic symbols, logos or intellectual property contained in any materials used in connection with this Promotion, in particular that relating to the items given under the Promotion, are the property of their respective owners. Etiqa, and its affiliates and contractors are not affiliated with, or endorsed or sponsored by, such owners and their relevant affiliates.
21. Etiqa accepts no responsibility for any registration not successfully completed due to any reason whatsoever, including but not limited to a technical fault or malfunction, computer hardware or software failure, satellite, network or server failure of any kind.
22. To the fullest extent permitted by applicable laws, Etiqa, on behalf of its respective directors, officers, employees, suppliers, licensors, and service providers, exclude and disclaim liability for any losses and expenses of whatever nature and howsoever arising including, without limitation, any and all direct and indirect loss, liability, costs and/or damage in respect of any matter howsoever arising (whether in tort, negligence or otherwise) under and in connection with the Promotion, including loss of profit, loss of business, loss of use, loss of data, economical loss, general, special, punitive, incidental, direct and indirect and consequential damages.
23. Each Eligible Employee taking part in the Promotion shall fully indemnify and hold harmless Etiqa and each of its respective divisions, affiliates, subsidiaries, parent, directors, officers, employees and agents, and all others associated with the development and execution of this Promotion (collectively, the "Indemnified Parties") from any and all claims, damages, losses, demands, causes of action, proceedings, expenses (including without limitation reasonable attorneys' fees), and/or liabilities resulting or arising from or connected with, or claimed to have arisen, resulted from or be connected with: (i) the Eligible Employees's submission, participation, attempt to participate, or inability to participate, in the Promotion; (ii) submission and/or use by the Indemnified Parties of any submission (and/or any parts thereof); (iii) the Eligible Employee's failure to comply with any one or more of these terms and conditions or any applicable laws, rules or regulations; (iv) the unauthorized use by the Eligible Employee of, as applicable, the name, likeness, voice, work product, brand, trademark, logo of any person or entity; (v) the breach or alleged breach of any warranty, representation (including, without limitation any eligibility related representation) or covenant made by the Eligible Employee in

connection with the Promotion; (vi) acceptance and/or use of any items, prize or rewards awarded under the Promotion, if any; (vii) any right or benefit granted by the Eligible Employee to Etiqa in connection with the Promotion; and/or (viii) the Eligible Employee's negligence, wilful misconduct, violation of any applicable laws, rules or regulations or these terms and conditions, or his or her violation of any third party's intellectual property, privacy, publicity or other right.

24. If any provision of these T&Cs is held to be invalid or unenforceable, then such provision shall (so far as it is invalid or unenforceable) be given no effect and shall be deemed not to be included in these T&Cs without invalidating any of the remaining provisions of these T&Cs.
25. No failure or delay by Etiqa in exercising any right or remedy provided by law under or pursuant to these T&Cs shall impair such right or remedy or operate or be construed as a waiver or variation of it or preclude our exercise at any subsequent time and no single or partial exercise of any such right or remedy shall preclude any other or further exercise of it or the exercise of any other right or remedy. Etiqa's rights and remedies under or pursuant to these T&Cs are cumulative, may be exercised as often as we consider appropriate and are in addition to Etiqa's rights and remedies under general law.
26. These T&Cs and the relationship between you and Etiqa shall be governed by, and interpreted in accordance with, the laws of Singapore. In respect of any legal action or proceedings arising out of or in connection with these T&Cs, you shall irrevocably submit to the jurisdiction of the courts of Singapore. That submission shall not affect the right of Etiqa to institute proceedings in any other jurisdiction.
27. You, the Eligible Employee, agree to be bound by and comply with the T&Cs. Etiqa may, at any time, in its sole discretion and without prior notice or liability to you, vary, modify and/or amend these T&Cs. Please review these T&Cs periodically for changes and updates. To determine when these T&Cs were last revised, please refer to the "Last Revision Date" stated at the end of these T&Cs.
28. A person who is not a party to these T&Cs has no right under the Contracts (Rights of Third Parties) Act 2001, to enforce any of these T&Cs.
29. The policies are protected under the Policy Owners' Protection Scheme which is administered by the Singapore Deposit Insurance Corporation (SDIC). For more information on the types of benefits that are covered under the scheme as well as the limits of coverage, where applicable, please contact us or visit the Life Insurance Association (LIA) or SDIC websites ([www.lia.org.sg](http://www.lia.org.sg) or [www.sdic.org.sg](http://www.sdic.org.sg)).

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