Salmon Bank

Salmon Bank (Rural Bank) Inc.

SALMON BANK (RURAL BANK) INC. BRING-A-FRIEND ("BAF") TIME DEPOSIT FEATURE TERMS AND CONDITIONS

(as of 22 October 2026)

The Bring-a-Friend ("BAF") feature for Salmon Time Deposits of the Salmon Bank (Rural Bank) Inc. ("Bank") started on 20 February 2024 and continues until amended or discontinued by the Bank.

1. This BAF feature is open to persons who have deposit accounts with the Bank prior to the start of the BAF feature or those who open a deposit account during the BAF feature who meet the criteria set out below ("Referrer").

2. Referrers may refer any individual who meets the Referral eligibility criteria set out in Section 6 and who will open a new Salmon Time Deposit with at least a 12-month term with the Bank ("Referral"). The Referrer will be entitled to receive a referral reward on the fresh funds the Referral newly deposited in a Salmon Time Deposit with at least a 12-month term, in the amount set out in the Reward Table published in the Salmon App and/or on the Bank's website and updated from time to time ("Reward"), provided that the Salmon Time Deposit remains funded and is not pre-terminated for at least seven (7) days from the date it is funded. Notwithstanding the foregoing, where a Referral exercises a statutory or regulatory cooling-off right within the seven (7)-day period in accordance with applicable BSP consumer protection regulations, such exercise shall not constitute a breach of these Terms and Conditions by the Referral. In such event, no Reward shall be payable to the Referrer in respect of that referral. The status of Rewards will be reflected in the Salmon App. Rewards are credited only for referrals that satisfy all applicable conditions. Consistent with applicable bank secrecy and data privacy laws, the Bank will not disclose to the Referrer any information about the Referral's deposit, including its amount, term, status, or the reason a Reward was not credited.

3. Referral validity periods. A referral is registered when the Referral begins an application or account-opening for an eligible product. For a Reward to be payable:

A. the Referral must receive a decision (approval or rejection) within sixty (60) days of registration;

B. if an application is rejected, the Referral must obtain an approval within sixty (60) days thereafter; and

C. once approved, the Referral must open and fund the Salmon Time Deposit within sixty (60) days of approval.

If any applicable period lapses without the required event, the referral expires, no Reward is payable. Re-application depends on the stage reached:

a. If the Referral had only begun an application but had not yet opened an account (i.e. had not completed onboarding, KYC and account issuance), they remain a new customer and may re-apply and qualify as a Referral again, subject to entering the referral code on the new application;

b. If the Referral had already opened an account but did not fund it (or pre-terminated it within seven (7) days of issuance), they no longer qualify as a new customer, and no Reward will be payable for that individual under the BAF feature, including on any subsequent application.

4. The BAF feature is a customer promotional and marketing campaign of the Bank. The Reward is a promotional incentive offered in connection with the Bank's customer acquisition campaign and is not a commission or fee and is not intended to compensate participants for any services rendered to the Bank. It is not contingent on persuading or convincing others to avail of any product. Participation in the BAF feature does not create any agency, employment, brokerage, intermediary, independent contractor, or similar relationship between any participant (Referrer or Referral) and the Bank. Participants act solely in their personal capacity and are not authorized to represent, market, solicit for, or bind the Bank in any manner.

5. The Reward will be paid in full by the Bank. The Reward is net of any applicable taxes, which shall be shouldered by the Bank. Where applicable, the Referrer and the Referral may be required to provide a valid and subsisting Philippine Tax Identification Number ("TIN") and any other information reasonably required for tax, regulatory, or compliance purposes, and failure to provide such information may result in the forfeiture of the Reward.

6. The following criteria must all be met for the Referrer to be eligible to avail of BAF:

A. The Referrer:

- Should not be a current employee or director of the Bank, nor have been an employee of the Bank since the start of the BAF feature, nor be a spouse or a relative within the fourth civil degree of consanguinity or affinity (whether legitimate, illegitimate, or common-law) of any such employee or director.
- Should be an existing deposit customer of the Bank.
- Referrer and Referral cannot refer each other.
- Should obtain the consent of his/her Referral to disclose and share the Referral's personal information such as name, phone number, email address and other contact information to Bank employees which will be processed according to the Bank's Privacy Policy available at https://s.slmn.ph/docs/privacy_policy/SLMNB-Data_Privacy_notice.pdf
- The Referrer should not be part of the newly established account of the Referral.
- The Referrer has not received more than ₱250,000.00 in cumulative Rewards from the BAF feature of the Bank (i.e., across all Salmon Bank (Rural Bank) Inc. product referrals; Rewards under referral programs of other Salmon entities do not count toward, and are not counted against, this cap).

B. The Referral:

- Should not be a current employee or director of the Bank, nor have been an employee of the Bank since the start of the BAF feature, nor be a spouse or a relative within the fourth civil degree of consanguinity or affinity (whether legitimate, illegitimate, or common-law) of any such employee or director.
- Should be a new customer bringing in fresh funds and opening a Salmon Time Deposit in accordance with the rules of the Salmon Time Deposit product and a minimum of a 12-month term.
- Should be a new customer who has never had and does not currently have any Salmon Bank (Rural Bank) Inc. account.
- The Referral must enter the referral code during their application. If the referral code is not entered at the time of application, it cannot be added or restored retroactively, and no Reward will be payable for that referral.

7. In case of multiple applications by a single Referral and submitted through different Referrers, the Referrer of the application which was submitted first shall be eligible for the Reward.

Multiple eligible products. Where a Referral opens or is issued more than one eligible Salmon Bank product within the applicable validity period, the Bank will assess the referral across those products and grant a single Reward corresponding to the product that yields the highest applicable Reward under the Reward Table. Only one Reward is payable per Referral per referral event.

8. The Bank's default method for giving the Reward to the Referrer will be credit to his/her existing checking or savings account where he/she is the primary accountholder.

9. The Bank will give the Reward to the eligible recipient within one (1) month from the Referral's funding of the Salmon Time Deposit. For example:

If the Referral funded the Salmon Time Deposit on:	**Then the Qualified Referrers will receive the Reward by:**
1 October 2026	1 November 2026
15 October 2026	15 November 2026
30 October 2026	30 November 2026

and so on ...

a. Qualified Referrers will receive a notification on the day they will receive the Reward they are entitled to on the schedule stated above through the Referrer's contact information on record with the Bank.

b. The Reward is not transferable to another person. It can only be received by the Referrer entitled to the Reward.

10. By participating in the BAF feature, the Referrer and the Referral hereby agree to be bound by these terms and conditions, as well as consent to and authorize the collection, processing, transfer, disclosure, and communication of their personal and account information by the Bank to any subsidiary or affiliate and relevant third parties, strictly for the following purposes:

A. verification of eligibility and identity;

B. validation and processing of the referral and Reward;

C. fulfillment of the Reward payment; and

D. compliance with applicable legal and regulatory obligations.

Personal information shall not be used for general marketing or promotional purposes without a separate, specific consent obtained in accordance with the Data Privacy Act of 2012 (Republic Act No. 10173) and its Implementing Rules and Regulations. Personal data collected solely for the purpose of a referral shall be retained only for as long as necessary to fulfill the referral and Reward, and in any event no longer than the applicable statutory retention period, after which it shall be securely disposed of or anonymized. A list of the Bank's authorized data recipients under this feature is available upon written request to the Bank's Data Protection Officer.

11. In the event that the Bank is prevented from giving the Reward or continuing with the BAF feature by any event beyond its control, including but not limited to fire, flood, epidemic, earthquake, explosion, labor dispute or strike, act of God or public enemy, satellite or equipment failure, riot or civil disturbance, terrorist threat or activity, war (declared or undeclared) or any national or local government law, order, or regulation, public health crisis, order of any court or jurisdiction, or other cause not reasonably within the Bank's control (each a "Force Majeure" event or occurrence), then the Bank has the right to modify, suspend, or terminate the BAF feature.

12. Fraud, abuse, misrepresentation, contracting by the Referrer with another person directly or indirectly in order to accumulate Referrals to gain the maximum amount of Reward or any unauthorized action relating to the Referral made, the participation in the BAF feature, or receipt of the Reward may result in disqualification of the Referrer and/or Referral from the BAF feature, suspension or cancellation of the banking privileges, closing of the accounts in the Bank or the forfeiture of the Reward, at the Bank's discretion, as the case may be. Where a Reward has already been paid or credited, the Bank may recover or claw back the corresponding amount, including by debiting the recipient's account. Prior to exercising any clawback, the Bank shall:

A. provide the affected Referrer or Referral with written notice of the clawback and its basis under these Terms and Conditions;

B. afford the affected party a period of fifteen (15) calendar days from receipt of such notice to submit a written response or contest the finding; and

C. issue a final written determination within ten (10) banking days of receiving the response, or upon lapse of the contestation period, whichever is earlier.

Only upon issuance of a final decision adverse to the affected party may the Bank debit the recipient's account or apply other recovery measures. Where the Bank's investigation results in a finding of fraud, the matter shall be referred to the Bank's Compliance function for assessment of Suspicious Transaction Report (STR) obligations under the Bank's Anti-Money Laundering and Anti-Fraud policies. This shall be without prejudice to any legal action that may be taken by the Bank.

13. In case of any question or dispute relating to the BAF feature, the Referrer or Referral may raise it by submitting a written notice via baf@salmon.ph, setting forth the nature and details of the matter and including relevant documentation. The Bank shall acknowledge receipt within one (1) banking day and shall resolve the matter within the following periods, consistent with the Bank's Customer Assistance and Complaints Management Policy:

A. simple complaints within five (5) calendar days from receipt;

B. complex complaints within fifteen (15) calendar days from receipt.

All disputes received through this channel shall be logged in the Bank's complaint management system and shall be subject to the same governance, escalation, and reporting requirements applicable to complaints received through the Bank's regular channels. Should the Referrer or Referral remain unsatisfied with the Bank's resolution, they may escalate the matter to the Bangko Sentral ng Pilipinas through its Consumer Assistance Mechanism (consumeraffairs@bsp.gov.ph or BSP Online Buddy).