Sales and Remuneration Policy

TNFX is the trade name of TNFX Ltd., a company registered in the Seychelles and authorized as a Securities Dealer by the Financial Services Authority (FSA) of Seychelles with license number SD133 and its principal office located at CT House, Office 3A, Providence, Mahe, Seychelles.

These Terms constitute a legally binding contract between you and **TNFX** which you accept for yourself and on behalf of any principal or principals on whose behalf you are acting as agent by giving us instructions to deal or accepting services from us. These Terms supersede any other general terms of business or similar documents that may have been previously issued to you by us.

For your own protection, you should read and fully understand these Terms prior to submitting your account application to **TNFX**. If you do not understand anything in these Terms or the documents incorporated by reference, you should contact **TNFX** to ask for further information or seek independent professional advice before you open an account, place any order or enter into a transaction with **TNFX**.

Sales and Remuneration Policy

1. Purpose

This Sales and Remuneration Policy sets out the principles governing the remuneration, incentives, and sales practices of *TNFX LTD* (hereinafter referred to as the Company") to ensure:

- Fair treatment of clients
- Prevention of mis-selling and abusive sales practices
- Alignment of staff incentives with long-term client outcomes
- Compliance with applicable regulatory and conduct requirements

2. Scope

This Policy applies to:

- Sales representatives and account managers
- Retention and customer success teams
- Introducing Brokers (IBs), affiliates, and agents
- Senior management where remuneration is linked to sales performance

3. Sales Conduct Principles

All sales and client-facing staff must adhere to the following principles:

- Act honestly, fairly, and professionally in the best interests of clients
- Provide clear, fair, and not misleading information
- Avoid aggressive, misleading, or high-pressure sales tactics
- Ensure clients understand product risks before engaging in trading
- Respect suitability, appropriateness, and risk-disclosure requirements

No employee or agent may:

- Guarantee profits or minimize trading risks
- Encourage excessive trading for remuneration purposes
- Promote bonuses or incentives in a misleading manner

4. Remuneration Structure

Remuneration may consist of:

- Fixed salary or base compensation
- Variable remuneration (commissions, performance bonuses)
- Non-financial incentives (recognition, training, career development)

Variable remuneration must:

- Be proportionate and transparent
- Reflect quality of service, not solely trading volume or deposits
- Be aligned with client retention, satisfaction, and compliance outcomes

5. Controls on Variable Remuneration

To mitigate conflicts of interest and mis-selling risks:

- Commissions are capped and subject to periodic review
- Remuneration is **not directly linked** to client losses
- Negative client outcomes, complaints, or regulatory breaches may result in:
  - Reduction or clawback of bonuses
  - Suspension of incentive eligibility

Deferred or adjustable remuneration mechanisms may be applied where appropriate.

6. Introducing Brokers and Affiliates

Remuneration paid to IBs and affiliates must:

- Comply with applicable regulatory standards
- Prohibit misleading marketing or unfair client inducement
- Be monitored for quality, client behavior, and compliance outcomes

The Company reserves the right to suspend or terminate IB arrangements for misconduct or regulatory risk.

7. Conflicts of Interest

The Company identifies and manages conflicts of interest arising from sales incentives by:

- Separating sales functions from compliance and risk oversight
- Implementing approval processes for promotional campaigns
- Monitoring sales communications and client interactions
- Enforcing remuneration adjustments where conflicts arise

8. Oversight and Governance

The Compliance and Senior Management functions are responsible for:

- Monitoring sales practices and remuneration outcomes
- Reviewing incentive structures periodically

- Ensuring alignment with regulatory expectations
- Reporting material risks or breaches to management and regulators where required

9. Training and Awareness

All sales and client-facing personnel must receive:

- Regular training on conduct rules and ethical selling
- Product knowledge and risk-disclosure training
- Updates on regulatory changes affecting remuneration or sales practices

10. Breaches and Disciplinary Measures

Any breach of this Policy may result in:

- Disciplinary action
- Reduction or recovery of remuneration
- Termination of employment or contractual relationships
- Regulatory reporting where applicable

11. Record-Keeping

The Company maintains records of:

- Remuneration structures and payments
- Sales performance assessments
- Compliance monitoring and reviews

Records are retained in accordance with regulatory requirements.

12. Review and Amendments

This Policy is reviewed at least annually or upon regulatory change. Amendments are approved by senior management and communicated to relevant staff.