

COLLABORATION AGREEMENT

(For Independent Consultants/Non-Employment Relationship)

This Collaboration Agreement ("Agreement") is made and entered into on 3rd day of December 2025 by and between:

GTC Global Trade Capital Co. Limited

(Hereinafter referred to as "the Company"),

and

Consultant Name:

Address:

ID/Passport Number: (hereinafter referred to as "**Consultant**")

1. Non-Employment Relationship

This Agreement governs the Consultant's engagement under the Collaboration Plan ("Plan"). It does not constitute an employment relationship. The Consultant acts as an independent contractor, or external representative, and is not entitled to employee benefits, labor protections, or payroll tax treatment under Vanuatu applicable jurisdiction.

2. Scope and Role

The Consultant is designated as the following under the Plan:

2.1. Account Manager (AM)

Responsibilities include introducing new clients and Partners, supporting trading volume growth, and increasing net deposits, in accordance with Plan expectations.

3. Compliance Obligations

3.1 Prohibition on Client Fund Handling

Consultant shall not under any circumstances:

- i. Receive, hold, manage, or transfer client funds.

- ii. Represent themselves as authorized to control or access Company custodial or client accounts.

4. Performance and Compensation Structure

4.1 Account Manager (AM)

- i. **Net Deposit Targets:**
 - a) Month 1: Minimum \$10,000
 - b) Month 2: 3-month average between \$10,000–\$20,000
 - c) Month 3: 3-month average of at least \$20,000
- ii. **Partners/IB Recruitment:** Minimum 2 new sub-IBs or Partners/month
- iii. **Base Salary (If Eligible):**

Net Deposits (N)	Base Salary
$N < \$10,000$	Up to \$500 (case-by-case)
$\$10,000 \leq N < \$30,000$	\$800
$\$30,000 \leq N < \$50,000$	\$1,000
$\$50,000 \leq N < \$100,000$	\$1,750
$\$100,000 \leq N < \$200,000$	\$2,500
$\$200,000 \leq N < \$500,000$	\$3,500
$N > \$500,000$	\$3,500 + \$2,500 bonus

- iv. **Commissions and Net Deposit Incentives:**

a)

Account Type	Commission
Standard Accounts L0 / L5 / L10	USD 0.50 per lot
Standard Accounts L15 / L20 / L25 / L30	USD 0.30 per lot
Cent Accounts L0 / L10	USD 0.005 per lot

Account Type	Commission
Cent Accounts L20	USD 0.003 per lot
ECN Accounts	USD 0.50 per lot

b) Net Deposit:

Monthly Net Deposits (N)	Commission Rate
10,000 -50K	0.5% (first 3 months only)
50K – 100K	1%
100K – 500K	1.5%
500K+	2%

- v. If the Consultant AM cannot achieve the minimum deposits with 2 consecutive months then the Consultant will be terminated immediately.

3.2 Prohibition on Fake or Fraudulent Accounts

Consultants are strictly prohibited from:

- Creating, assisting, or facilitating false, duplicate, or dummy client accounts.
- Misusing identification documents or falsifying KYC information.
- Manipulating performance data (e.g., fake net deposits, ghost clients).

Violation will result in immediate and permanent termination from the Plan.

6. Reimbursements

Travel/Accommodation/Entertainment: All the said expenses will be reimbursed subject to internal company policies, and the same should be approved by the company.

7. Termination

The Company reserves the right to immediately terminate this Agreement and all compensation entitlements if the Consultant:

- 7.1. Breaches any clause of this Agreement or Company policy.
- 7.2. Fails to meet minimum performance thresholds as defined by role.
- 7.3. Engages in unethical behavior, non-compliance, or reputational harm to the Company.
- 7.4. Is inactive for more than 45 consecutive days without written notice.

Breach of the below clause will result in immediate termination from the Plan.

8. Confidentiality and Non-Disclosure

All Consultant activity, compensation details, client information, and business processes are strictly confidential. Unauthorized sharing or misuse will result in legal action and immediate termination.

9. Governing Law

This Agreement shall be governed by the laws of the Republic of Vanuatu. Any dispute shall be resolved through courts of the Republic of Vanuatu.

10. Entire Agreement

This document, along with any Plan policies referenced herein, represents the entire agreement between the parties. No verbal assurances or side agreements shall apply.

IN WITNESS WHEREOF, the parties have executed this Agreement on the date first above written and the details provided in the annexure is true to my knowledge.

GTC Global Trade Capital Co. Ltd	Consultant Name:
By: _____	Signature: _____
Date: _____	Date: _____

ANNEXURE: (KYC)

Name:	
Address:	
Contact No.:	
Emergency Contact No.:	
Passport or ID No.:	

Additional Note:

How Performance Is Calculated

This section determines how much you will actually receive each month, so please review it carefully.

Performance below the threshold may be carried forward. Falling short of the minimum threshold (USD 10,000) in a given month does not mean your work is lost. For example, if you generate USD 5,000 in January (no base salary) and another USD 5,000 in February, the cumulative amount reaches USD 10,000, and the corresponding base salary will be paid in February.

Negative performance must be recovered. If your historical performance remains positive, salary will be paid directly according to the tier table. However, if performance becomes negative in any month, cumulative calculations will begin from that month. Salary will resume only after cumulative performance becomes positive again and will be based on the actual positive amount.

Example:

Month	Monthly Performance	Actual Cumulative Performance	Salary
January	50,000 USD	50,000 USD	Paid According to Tier
February	100,000 USD	100,000 USD	Paid According to Tier
March	–50,000 USD	–50,000 USD	No Payment
April	30,000 USD	–20,000 USD	No Payment
May	50,000 USD	30,000 USD	Paid According to Tier

The company will retain or discontinue consultants based on performance.