



Product Manager Incentive Report 02/10/2026 11:55 PM

Information:  
LMTD : 01-10-2025 To 02-10-2025  
MTD : 01-10-2026 To 02-10-2026

MTD Target  
4,466.81 L

MTD Sales  
2,930.81 L

Target Ach %  
65.61 %

| Achieved % - Color Legend |       |       |        | Earned % Definition |                                    |  |  |  |
|---------------------------|-------|-------|--------|---------------------|------------------------------------|--|--|--|
| < 50                      | 50-70 | 70-90 | 90-100 | 100+                | Target Achieved % + GP% Variance % |  |  |  |

|                          | Sales - MTD |          |            | Gross Profit % |        |            | Incentive |        |
|--------------------------|-------------|----------|------------|----------------|--------|------------|-----------|--------|
| Regional Product Manager | Target      | Achieved | Achieved % | LMTD           | MTD    | Variance % | Earned %  | Earned |
| MURUGAN.K                | 1,534.33    | 1,329.20 | 86.63%     | 16.39%         | 16.49% | 0.64%      | 87.27%    | 0      |
| DURAIRAJ.T               | 1,595.82    | 745.51   | 46.72%     | 6.26%          | 7.73%  | 23.48%     | 70.20%    | 0      |
| JAGADEESAN.M             | 927.07      | 653.88   | 70.53%     | 18.62%         | 18.41% | -1.12%     | 69.41%    | 0      |
| PRAKASH.T.R              | 279.51      | 151.66   | 54.26%     | 26.00%         | 22.08% | -15.07%    | 39.18%    | 0      |
| z_Not_Assigned           | 130.07      | 50.56    | 38.87%     | 62.42%         | 62.34% | -0.12%     | 38.75%    | 0      |
| Total                    | 4,466.81    | 2,930.81 | 65.61%     | 15.65%         | 15.77% | 0.80%      | 66.41%    | 0      |

|                 | Sales - MTD |          |            | Gross Profit % |        |            | Incentive |         |
|-----------------|-------------|----------|------------|----------------|--------|------------|-----------|---------|
| Product Manager | Target      | Achieved | Achieved % | LMTD           | MTD    | Variance % | Earned %  | Earned  |
| VASANTH.S       | 456.75      | 652.75   | 142.91%    | 15.88%         | 18.96% | 19.40%     | 162.31%   | 50,000  |
| RIJURAJ.K       | 60.07       | 75.64    | 125.93%    | 7.74%          | 6.14%  | -20.77%    | 105.16%   | 50,000  |
| BHARATH         | 210.86      | 163.05   | 77.32%     | 13.96%         | 17.03% | 22.03%     | 99.35%    | 25,000  |
| GOPINATH        | 131.22      | 50.09    | 38.17%     | 5.76%          | 8.06%  | 39.99%     | 78.16%    | 0       |
| DURAIRAJ.T      | 1,250.92    | 533.13   | 42.62%     | 6.01%          | 7.98%  | 32.74%     | 75.36%    | 0       |
| VIJAYVARMA      | 22.78       | 9.16     | 40.20%     | 12.86%         | 16.56% | 28.76%     | 68.96%    | 0       |
| BALAJI.M        | 46.33       | 34.70    | 74.90%     | 17.26%         | 15.69% | -9.10%     | 65.81%    | 0       |
| SATHESKUMAR.L   | 709.16      | 497.87   | 70.21%     | 20.73%         | 19.63% | -5.29%     | 64.92%    | 0       |
| LAKHITHA        | 136.33      | 54.32    | 39.84%     | 11.65%         | 13.44% | 15.38%     | 55.22%    | 0       |
| GANESH          | 24.48       | 12.44    | 50.83%     | 26.02%         | 25.79% | -0.87%     | 49.95%    | 0       |
| AKHIL.M         | 115.13      | 101.36   | 88.04%     | 17.76%         | 9.96%  | -43.95%    | 44.09%    | 0       |
| JEGANRAJ.S      | 136.44      | 75.48    | 55.32%     | 25.45%         | 22.38% | -12.06%    | 43.26%    | 0       |
| RANJITHKUMAR.A  | 155.34      | 105.69   | 68.04%     | 9.02%          | 6.52%  | -27.73%    | 40.31%    | 0       |
| FRANCISPRABHU.B | 130.07      | 50.28    | 38.66%     | 62.92%         | 62.57% | -0.55%     | 38.11%    | 0       |
| VIJAYAN.K       | 714.70      | 431.09   | 60.32%     | 19.42%         | 14.55% | -25.09%    | 35.23%    | 0       |
| SAFIAHAMAD.K    | 94.13       | 45.81    | 48.67%     | 26.98%         | 23.07% | -14.50%    | 34.17%    | 0       |
| AJITHKUMAR.K    | 53.68       | 17.37    | 32.35%     | 21.87%         | 21.27% | -2.74%     | 29.62%    | 0       |
| BALAMURALI.B    | 18.42       | 14.84    | 80.56%     | 25.32%         | 12.17% | -51.95%    | 28.61%    | 0       |
| OTHERS          | 0.00        | 5.74     | 0.00%      | 20.25%         | 2.02%  | -90.01%    | -90.01%   | 0       |
| Total           | 4,466.81    | 2,930.81 | 65.61%     | 15.65%         | 15.77% | 0.80%      | 66.41%    | 125,000 |

| TN - Achieved % | CHENNAI-01 | CHENNAI-02 | WEST-01 | SOUTH-03 | SOUTH-01 | WEST-03 | NORTH ARCOT | SOUTH ARCOT | TRICHY-01 | WEST-02 | Total |
|-----------------|------------|------------|---------|----------|----------|---------|-------------|-------------|-----------|---------|-------|
| VASANTH.S       | 173%       | 136%       | 150%    | 209%     | 117%     | 242%    | 110%        | 116%        | 108%      | 116%    | 144%  |
| BALAJI.M        | 119%       | 109%       | 185%    | 90%      | 67%      | 58%     | 108%        | 103%        | 66%       | 84%     | 98%   |
| RANJITHKUMAR.A  | 53%        | 74%        | 98%     | 65%      | 67%      | 99%     | 71%         | 100%        | 62%       | 65%     | 72%   |
| SATHESKUMAR.L   | 102%       | 74%        | 68%     | 67%      | 58%      | 71%     | 87%         | 72%         | 60%       | 54%     | 70%   |
| VIJAYAN.K       | 80%        | 68%        | 59%     | 51%      | 80%      | 42%     | 67%         | 37%         | 51%       | 49%     | 60%   |
| JEGANRAJ.S      | 71%        | 62%        | 51%     | 48%      | 48%      | 43%     | 68%         | 55%         | 55%       | 64%     | 55%   |
| SAFIAHAMAD.K    | 39%        | 51%        | 82%     | 41%      | 48%      | 37%     | 37%         | 64%         | 51%       | 62%     | 49%   |
| DURAIRAJ.T      | 39%        | 65%        | 55%     | 33%      | 42%      | 21%     | 46%         | 49%         | 32%       | 35%     | 43%   |
| FRANCISPRABHU.B | 47%        | 32%        | 30%     | 40%      | 59%      | 26%     | 50%         | 42%         | 22%       | 19%     | 39%   |
| AJITHKUMAR.K    | 44%        | 43%        | 29%     | 27%      | 35%      | 19%     | 30%         | 36%         | 21%       | 23%     | 32%   |
| Total           | 85%        | 77%        | 69%     | 67%      | 65%      | 64%     | 62%         | 61%         | 55%       | 48%     | 66%   |



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| ROTN-Achieved % | VIJAYAWAD<br>A-01 | TIRUPATI-01 | KL-NORTH | HYDERABAD<br>-01 | KL-SOUTH | KL-CENTRAL | Total |
|-----------------|-------------------|-------------|----------|------------------|----------|------------|-------|
| RIJURAJ.K       |                   |             | 133%     |                  | 117%     | 121%       | 129%  |
| AKHIL.M         |                   |             | 90%      |                  | 84%      | 85%        | 88%   |
| BALAMURALI.B    |                   |             | 91%      |                  | 57%      | 31%        | 81%   |
| BHARATH         | 76%               | 76%         |          | 128%             |          |            | 77%   |
| GANESH          | 58%               | 45%         |          | 24%              |          |            | 51%   |
| VIJAYVARMA      | 39%               | 43%         |          | 10%              |          |            | 40%   |
| LAKHITHA        | 43%               | 34%         |          | 135%             |          |            | 40%   |
| GOPINATH        | 39%               | 38%         |          | 38%              |          |            | 38%   |
| FRANCISPRABHU.B | 34%               | 31%         | 41%      | 106%             | 55%      | 38%        | 37%   |
| Total           | 56%               | 51%         | 102%     | 92%              | 90%      | 90%        | 66%   |