



Product Manager Incentive Report 24/09/2026 11:55 PM

Information:  
LMTD : 01-09-2025 To 24-09-2025  
MTD : 01-09-2026 To 24-09-2026

MTD Target  
41,211.73 L

MTD Sales  
29,955.68 L

Target Ach %  
72.69 %

| 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 |
| JAGADEESAN.M             | 7,932.87    | 6,462.30  | 81.46%     | 18.06%         | 19.47% | 7.79%      | 89.25%    | 0      |
| DURAIRAJ.T               | 15,212.52   | 10,770.13 | 70.80%     | 6.29%          | 7.44%  | 18.32%     | 89.11%    | 0      |
| MURUGAN.K                | 14,379.92   | 10,359.29 | 72.04%     | 16.99%         | 16.07% | -5.42%     | 66.62%    | 0      |
| PRAKASH.T.R              | 2,485.90    | 1,764.76  | 70.99%     | 24.52%         | 22.39% | -8.68%     | 62.31%    | 0      |
| z_Not_Assigned           | 1,200.52    | 599.20    | 49.91%     | 62.02%         | 64.14% | 3.42%      | 53.34%    | 0      |
| Total                    | 41,211.73   | 29,955.68 | 72.69%     | 14.89%         | 15.03% | 0.93%      | 73.62%    | 0      |

|                 | Sales - MTD |           |            | Gross Profit % |        |            | Incentive |         |
|-----------------|-------------|-----------|------------|----------------|--------|------------|-----------|---------|
| Product Manager | Target      | Achieved  | Achieved % | LMTD           | MTD    | Variance % | Earned %  | Earned  |
| RIJURAJ.K       | 1,130.28    | 750.67    | 66.41%     | 4.62%          | 6.94%  | 50.17%     | 116.58%   | 50,000  |
| GOPINATH        | 1,088.56    | 898.82    | 82.57%     | 5.83%          | 7.20%  | 23.44%     | 106.01%   | 50,000  |
| SATHESKUMAR.L   | 5,708.81    | 4,968.75  | 87.04%     | 18.39%         | 20.64% | 12.20%     | 99.24%    | 25,000  |
| VASANTH.S       | 6,170.73    | 4,904.48  | 79.48%     | 14.67%         | 16.88% | 15.06%     | 94.54%    | 25,000  |
| DURAIRAJ.T      | 11,365.71   | 7,915.10  | 69.64%     | 6.51%          | 7.82%  | 20.03%     | 89.67%    | 0       |
| RANJITHKUMAR.A  | 1,612.91    | 1,056.08  | 65.48%     | 7.53%          | 8.36%  | 11.02%     | 76.50%    | 0       |
| BHARATH         | 2,004.72    | 1,472.84  | 73.47%     | 15.77%         | 16.21% | 2.77%      | 76.24%    | 0       |
| SAFIAHAMAD.K    | 802.90      | 519.84    | 64.75%     | 20.37%         | 22.04% | 8.20%      | 72.95%    | 0       |
| JEGANRAJ.S      | 1,156.87    | 930.59    | 80.44%     | 26.79%         | 23.60% | -11.91%    | 68.53%    | 0       |
| BALAJI.M        | 419.45      | 298.04    | 71.06%     | 18.19%         | 16.14% | -11.28%    | 59.78%    | 0       |
| GANESH          | 230.59      | 131.15    | 56.88%     | 22.73%         | 23.02% | 1.29%      | 58.16%    | 0       |
| VIJAYAN.K       | 4,757.55    | 3,243.94  | 68.18%     | 19.22%         | 16.74% | -12.91%    | 55.27%    | 0       |
| AJITHKUMAR.K    | 475.88      | 255.70    | 53.73%     | 20.16%         | 20.34% | 0.87%      | 54.61%    | 0       |
| FRANCISPRABHU.B | 1,200.52    | 595.34    | 49.59%     | 62.16%         | 64.41% | 3.62%      | 53.21%    | 0       |
| AKHIL.M         | 1,496.04    | 940.09    | 62.84%     | 15.07%         | 11.21% | -25.57%    | 37.27%    | 0       |
| VIJAYVARMA      | 200.44      | 184.32    | 91.96%     | 11.44%         | 5.04%  | -56.00%    | 35.95%    | 0       |
| LAKHITHA        | 1,144.62    | 482.41    | 42.15%     | 16.24%         | 14.26% | -12.19%    | 29.95%    | 0       |
| BALAMURALI.B    | 245.15      | 155.21    | 63.31%     | 27.68%         | 14.22% | -48.62%    | 14.69%    | 0       |
| OTHERS          | 0.00        | 252.30    | 0.00%      | 1.40%          | -3.76% | -368.68%   | -368.68%  | 0       |
| Total           | 41,211.73   | 29,955.68 | 72.69%     | 14.89%         | 15.03% | 0.93%      | 73.62%    | 150,000 |

| TN - Achieved % | CHENNAI-01 | NORTH ARCOT | TRICHY-01 | SOUTH ARCOT | WEST-03 | CHENNAI-02 | SOUTH-03 | WEST-02 | WEST-01 | SOUTH-01 | Total |
|-----------------|------------|-------------|-----------|-------------|---------|------------|----------|---------|---------|----------|-------|
| SATHESKUMAR.L   | 100%       | 96%         | 90%       | 92%         | 80%     | 88%        | 80%      | 86%     | 77%     | 82%      | 87%   |
| JEGANRAJ.S      | 83%        | 78%         | 88%       | 90%         | 75%     | 74%        | 80%      | 86%     | 65%     | 83%      | 80%   |
| VASANTH.S       | 87%        | 95%         | 86%       | 73%         | 104%    | 76%        | 89%      | 85%     | 62%     | 65%      | 79%   |
| BALAJI.M        | 77%        | 72%         | 85%       | 73%         | 81%     | 76%        | 47%      | 77%     | 78%     | 70%      | 71%   |
| DURAIRAJ.T      | 78%        | 75%         | 67%       | 73%         | 76%     | 72%        | 67%      | 68%     | 74%     | 59%      | 70%   |
| VIJAYAN.K       | 79%        | 70%         | 71%       | 67%         | 61%     | 71%        | 70%      | 72%     | 52%     | 63%      | 68%   |
| RANJITHKUMAR.A  | 59%        | 67%         | 71%       | 82%         | 62%     | 80%        | 72%      | 52%     | 72%     | 57%      | 65%   |
| SAFIAHAMAD.K    | 78%        | 74%         | 66%       | 62%         | 48%     | 78%        | 57%      | 56%     | 69%     | 60%      | 65%   |
| AJITHKUMAR.K    | 64%        | 51%         | 43%       | 45%         | 36%     | 56%        | 50%      | 53%     | 59%     | 61%      | 54%   |
| FRANCISPRABHU.B | 53%        | 64%         | 36%       | 49%         | 39%     | 38%        | 69%      | 28%     | 34%     | 69%      | 51%   |
| Total           | 82%        | 79%         | 75%       | 75%         | 74%     | 74%        | 74%      | 71%     | 67%     | 66%      | 74%   |



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| ROTN-Achieved % | TIRUPATI-01 | VIJAYAWAD A-01 | KL-CENTRAL | KL-NORTH | KL-SOUTH | HYDERABAD -01 | Total |
|-----------------|-------------|----------------|------------|----------|----------|---------------|-------|
| VIJAYVARMA      | 110%        | 83%            |            |          |          | 36%           | 93%   |
| GOPINATH        | 79%         | 89%            |            |          |          | 55%           | 83%   |
| BHARATH         | 86%         | 66%            |            |          |          | 34%           | 74%   |
| RIJURAJ.K       |             |                | 108%       | 66%      | 62%      |               | 66%   |
| BALAMURALI.B    |             |                | 66%        | 70%      | 49%      |               | 63%   |
| AKHIL.M         |             |                | 54%        | 71%      | 53%      |               | 63%   |
| GANESH          | 60%         | 56%            |            |          |          | 30%           | 57%   |
| FRANCISPRABHU.B | 63%         | 39%            | 43%        | 27%      | 40%      | 27%           | 43%   |
| LAKHITHA        | 46%         | 40%            |            |          |          | 23%           | 42%   |
| Total           | 74%         | 64%            | 67%        | 67%      | 55%      | 36%           | 66%   |