

KRA Category : Business  
KRA Weightage : 40 \_

| Key Performance Indicator (KPI) description  | Unit       | KPI Weightage | Value | (1)<br>Unsatisfactory Performance | (2)<br>Needs Improvement | (3)<br>Good Solid Performance | (4)<br>Superior Performance | (5)<br>Outstanding Performance |
|--|------------|---------------|-------|-----------------------------------|--------------------------|-------------------------------|-----------------------------|--------------------------------|
| OTIF-Production  | Percentage |               |       | 93                                | 94                       | 96                            | 97                          | 98                             |
| Reduction in days of inventory in hand (RM) After cancellation of Plan)                                  | Text       |               |       | 22                                | 20                       | 18                            | 17                          | 16                             |
| Reduction in days of inventory in hand (PM) After cancellation of Plan)                                  | Text       |               |       | 20                                | 18                       | 16                            | 15                          | 14                             |
| Identify SMOG inventories of COB/CMB and review for liquidation plans with marketing (30% from March'16) | Percentage |               |       | 20                                | 25                       | 30                            | 33                          | 35                             |

KRA Category : People  
KRA Weightage : 15 \_

| Key Performance Indicator (KPI) description                 | Unit | KPI Weightage | Value | (1)<br>Unsatisfactory Performance | (2)<br>Needs Improvement | (3)<br>Good Solid Performance | (4)<br>Superior Performance | (5)<br>Outstanding Performance |
|---|------|---------------|-------|-----------------------------------|--------------------------|-------------------------------|-----------------------------|--------------------------------|
| Multitasking/ Additional responsibility (to Run MRP in SAP) | Text |               |       | Not Available                     | Not Available            | JBP                           | JBP & Nivea                 | JBP, Nivea & oriflamme         |

KRA Category : Customer  
KRA Weightage : 30 \_

| Key Performance Indicator (KPI) description                         | Unit       | KPI Weightage | Value | (1)<br>Unsatisfactory Performance | (2)<br>Needs Improvement | (3)<br>Good Solid Performance | (4)<br>Superior Performance | (5)<br>Outstanding Performance |
|---|------------|---------------|-------|-----------------------------------|--------------------------|-------------------------------|-----------------------------|--------------------------------|
| Innovation led business development (new product/business) NPD OTIF | Percentage |               |       | 90                                | 93                       | 95                            | 96                          | 97                             |
| costlmer feed back (incl. CPD)                                      | Text       |               |       | 2.5                               | 3                        | 3.5                           | 3.6                         | 3.7                            |
| S&OP compliance (Production OTIF) with extra mile correction        | Percentage |               |       | 93                                | 94                       | 96                            | 97                          | 98                             |

KRA Category : Process  
KRA Weightage : 15 \_

| Key Performance Indicator (KPI) description                      | Unit | KPI Weightage | Value | (1)<br>Unsatisfactory Performance | (2)<br>Needs Improvement | (3)<br>Good Solid Performance | (4)<br>Superior Performance | (5)<br>Outstanding Performance |
|--|------|---------------|-------|-----------------------------------|--------------------------|-------------------------------|-----------------------------|--------------------------------|
| Reduction of FAC – 20% YOY & Reduction of fire incident --20%YOY | Text |               |       | 80                                | 90                       | 100                           | 105                         | 110                            |
| SBO -- 5 per month   | Text |               |       | 80                                | 90                       | 100                           | 105                         | 110                            |