



Abbott

ELEVATE' 26

EVERY **STEP**. EVERY **EFFORT**. EVERY **GOAL**

Q1 2026 Commission Circular

TBM | General Medicine





RAMANATHAN V.

MANAGING DIRECTOR AND GENERAL MANAGER
ABBOTT PRIMARY CARE

Dear Team,

As we welcome 2026, I want to start by saying thank you—your passion and commitment have been the driving force behind everything we've achieved so far.

This year, our theme is Elevate—because success isn't just about moving forward, it's about moving forward with purpose:

- ✓ **Every Step:** How we progress as one team
- ✓ **Every Effort:** How we work smarter and stay disciplined
- ✓ **Every Goal:** How we aim higher and deliver excellence

Yes, growth expectations are more modest than before, but that only means we need to focus harder, execute better, and think smarter.

Our 2026 priorities are clear:

- **Strengthen margins with the right product mix**
- **Deliver on focus brands and NPIs**
- **Maintain business hygiene and compliance**
- **Keep customers at the center of everything we do**

What will make the difference this year is consistency, integrity, and passion. Every call, every interaction, every decision matters.

Together, we can turn challenges into opportunities and make 2026 a year we'll all be proud of.

Let's Elevate Every Step, Every Effort, Every Goal—and make it count!

Dear Colleague,

Welcome to 2026! With Elevate as the mindset for 2026, we move forward to strengthen our fundamentals, drive smarter execution, and create impact in every interaction. This year is about making every step purposeful, every effort count, and every goal a steppingstone to sustainable success.

Key Priorities for 2026

- **Margin Improvement:** Strengthen profitability by optimizing product mix and minimizing claims and discounts.
- **Focus Brand Delivery:** Execute with precision—timely doctor coverage, balanced specialty mix, and strong NPI performance.
- **Business Hygiene:** Keep claims and returns within norms and uphold compliance—integrity is our foundation.
- **Field Excellence:** Meet field working norms, ensure optimal DVL coverage, and maintain accurate reporting.

Continuing Our Core Focus Areas:

- **Build brands & accelerate NPIs**—make them the centerpiece of your calls.
- **Embrace RCPA culture**—understand HCP preferences and use data to sharpen Rx strategy.
- **Execute with discipline**—2-visit frequency, CLM adoption, and RCPA documentation for 2PC doctors.
- **Put customers first**—meet their needs and build lasting loyalty.
- **Stay consistent**—sustained excellence brings bigger rewards.

Together, let's turn priorities into achievements and make 2026 a year of resilience and success.

Here's to Elevating Every Step, Every Effort, Every Goal!



VIVEK NAIR

COMMERCIAL DIRECTOR
ABBOTT PRIMARY CARE

CIRCULAR CHANGES

Summary 2025 vs 2026

Type of Commission	2025	2026
Overall and month slabs revised	100-102-105	100-105-110
Brand PMPM based slabs for Stemetil MD (units) and Claribid Group (value)	4 – 5 slabs	3 slabs
Quarter Brand Commission introduced for >=105% based on average PMPM	NA	Introduced for Stemetil MD and Tixylix Group as separate flat payout
Capping removed on Stemetil on month and brand for Q1 2026 only	Capped at 120% value ach.	No capping
Quarter and Annual Winback – Month and Brand	90% payout for >=90% of missed month value	80% payout for >=80% of missed month value
Annual and Quarter Winback on Month Overall Kicker Clause	NA	Stemetil Group value achievement in missed month should be >= 100%

DIVISION ARCHITECTURE

Brand classification and commission categories

Focus Brand	<ul style="list-style-type: none">• Tixylix Group• Bilazest• Solspre• Stemetil• Claribid 500 OD
NPI	<ul style="list-style-type: none">• Claribid 1000 OD• Solspre F• Tixylix G• Stemetil VM

Commission Categories

1	Monthly Overall
2	Monthly Brand – Stemetil MD tab units
3	Monthly Brands - value
4	Quarter Brand Commission
5	Quarter NPI Champion
6	Quarter Consistency
7	Month Win-back
8	Brand Win-back
9	Quarter Consistency Win-back
10	NPI Champion Win-back
11	Deduction on claims & doctor coverage norms
12	Connect Excellence Club (CEC)
13	New Joiners Commission

Monthly Overall Commission

Monthly	Slab 1	Slab 2	Slab 3
Overall Achievement	100%	105%	110%
Payout on Overall Ach (of net Primary sales 100% to max 110% ach)	1.90%	2.25%	2.60%



Mid month commission	Payout (INR)
>=40% target achievement by mid month	1500

Maximum payout = Rs. 22,500/-
(excluding mid month commission)

Commission Eligibility:

- Next month value target achievement should be >=95%
- For mid month, month end target should be >=100%
- Month 2pc Dr frequency coverage should be >=90% or else 10% deduction on eligible payout
- Overall achievement will be capped at 110% for commission calculation
- Target achievements will be rounded off to nearest whole number

Illustration: Monthly Overall Commission

Scenario	1	2	3	4	5	6
PMPM in Lakh	5.5					
Primary target (Ach in Lakh)	5.2	5.5	5.61	5.77	5.77	6.05
Target ach %	95%	100%	102%	105%	105%	110%
Next month target ach %	95%	95%	95%	95%	93%	95%
% Earnings	0%	1.9%	1.9%	2.25%	0%	2.6%
Calculations	5.2*0%	5.5*1.9%	5.61*1.9%	5.77*2.25%	5.77*0%	6.05*2.6%
Monthly overall earnings (INR)	0	10450	10659	12982	-	15730

Monthly Focus Brand Commission – Stemetil MD (units)

Stemetil MD Tab (On Unit)			
Target Unit PMPM slab	Payout @100% unit ach	Payout @105% unit ach	Payout @110% unit ach
<700	If Primary Ach value ≥ 700 , then flat payout of Rs. 2,000		
>700 to <1,200	2,500	3,200	4,000
$\geq 1,200$ to <1,650	4,500	6,000	7,500
$\geq 1,650$	8,500	10,000	11,000

Commission Eligibility:

- Stemetil group monthly value ach should be $\geq 100\%$
- Overall month value ach should be $\geq 95\%$
- Month 2pc dr frequency coverage should be $> 90\%$ or else 10% deduction on eligible payout
- Next month Stemetil group value target achievement should be $\geq 95\%$

Illustration: Monthly Focus Brand – Stemetil MD (units)

Target Units PMPM slab for Stemetil MD	Month Brand Unit Ach %	Month Overall Value Ach %	Stemetil group Value Ach	Next month Stemetil group Value Ach	Earnings (INR)
700	100%	94%	98%	100%	-
900	99%	100%	100%	100%	-
1000	100%	95%	100%	95%	2,500
1300	105%	97%	100%	95%	6,000
1500	102%	98%	100%	94%	-
1700	100%	100%	101%	95%	8,500
2000	105%	102%	100%	97%	10,000

Assuming all other qualifying conditions are met

Month Brand Commission - Claribid group (value)

Claribid Group (On Value)			
Target Value PMPM slab	Payout @100% value ach	Payout @105% value ach	Payout @110% value ach
<20,000	If Primary Ach value $\geq 20,000$, then flat payout of Rs. 1,500		
>20,000 to <70,000	2,000	2,500	3,000
$\geq 70,000$ to <1,75,000	3,000	4,500	5,000
$\geq 1,75,000$	7,500	9,000	10,000

Commission Eligibility:

- Claribid monthly value ach should be $\geq 100\%$
- Overall month value ach should be $\geq 95\%$
- Month 2pc dr frequency coverage should be $\geq 90\%$ or else 10% deduction on eligible payout
- Next month Claribid group tab value target achievement should be $\geq 95\%$

Illustration: Month Brand Commission – Claribid group

Target Value PMPM slab	Month Brand Value Ach %	Month Overall Value Ach %	Next month Claribid group Value Ach	Earnings (INR)
15,000	100%	93%	100%	-
50,000	99%	95%	100%	-
70,000	100%	99%	94%	-
85,000	102%	100%	95%	4,500
1,28,000	105%	98%	98%	-
1,50,000	102%	94%	95%	-
2,10,000	105%	95%	97%	9,000

Note: Contributing SKUs for Claribid - Claribid 500mg, 250mg, Syp 125 & 250 DS

Assuming all other qualifying conditions are met

Month Brand Commission – Solspre (value)

Solspre (On Value)			
Target value PMPM slab	Payout @100% value ach	Payout @105% value ach	Payout @110% val ach
<11,000	If Primary Ach value >=11,000, then flat payout of Rs. 500		
>=11,000 to <25000	800	1,200	1,500
>=25,000 to <55,000	1,500	2,000	2,200
>=55,000	2,200	3,200	3,500

Commission Eligibility:

- Solspre monthly value ach should be >=100%
- Overall month value ach should be >=95%
- Month 2pc dr frequency coverage should be >-90% or else 10% deduction on eligible payout
- Next month Solspre value target achievement should be >=95%

Month Brand Commission – Tixylix group

Tixylix Group (On Value)			
Target Value PMPM slab	Payout @100% val ach	Payout @105% val ach	Payout @110% val ach
<10,000	If Primary Ach value >=10,000, then flat payout of Rs. 500		
>=10,000 to <50,000	900	1,300	1,800
>=50,000 to <1,10,000	2,000	3,000	3,500
>=1,10,000	4,500	8,500	9,000

Commission Eligibility:

- Tixylix group monthly value ach should be >=100%
- Tixylix wet cough (LS/LS Jr) Value ach should be >=90%
- Overall month value ach should be >=95%
- Month 2pc dr frequency coverage should be >-90% or else 10% deduction on eligible payout
- Next month Tixylix group value target achievement should be >=95%

Illustration: Month Brand Commissions – Solspre & Tixylix group

Target value PMPM slab for Solspre	Month Brand value Ach %	Month Overall value Ach %	Next month Solspre group Value Ach	Earnings (INR)
8000	100%	100%	94%	-
11000	99%	100%	100%	-
12000	105%	95%	95%	1,200
25000	102%	95%	95%	1,500
35000	105%	98%	98%	2,000
55000	100%	93%	99%	-
60000	100%	102%	100%	2,200

Tixylix Group Target Value PMPM slab	Month Brand Value Ach %	Month Overall Value Ach %	Tixylix Month Value Ach %	Next month Tixylix group Value Ach	Earnings (INR)
9,000	100%	93%	89%	100%	-
12,000	99%	95%	95%	100%	-
25,000	100%	99%	99%	94%	-
40,000	102%	100%	100%	95%	900
70,000	105%	98%	98%	96%	3,000
1,00,000	102%	94%	90%	100%	-
1,20,000	105%	95%	95%	98%	8,500

Assuming all other qualifying conditions are met

Month Brand Commission – Bilazest (value)

Bilazest (On Value)			
Target value PMPM slab	Payout @100% value ach	Payout @105% value ach	Payout @110% val ach
<11,000	If Primary Ach value >=10,000, then flat payout of Rs. 750		
>11,000 to <20,000	1000	1,200	1,500
>=20,000 to <37,000	1,500	1,800	2,200
>=37,000	2,200	2,500	3,000

Commission Eligibility:

- Bilazest monthly value ach should be >=100%
- Overall month value ach should be >=95%
- Month 2pc dr frequency coverage should be >-90% or else 10% deduction on eligible payout
- Next month Bilazest value target achievement should be >=95%

Illustration: Month Brand Commission – Bilazest

Target value PMPM slab for Bilazest	Month Brand value Ach %	Month Overall Val Ach %	Next month Bilazest group Value Ach	Earnings (INR)
8000	100%	100%	94%	-
11000	99%	100%	100%	-
12000	105%	94%	95%	-
25000	102%	95%	95%	1,500
36000	105%	98%	96%	1,800
40000	100%	93%	98%	-
45000	110%	102%	100%	3,000

Assuming all other qualifying conditions are met

Quarterly Brand Commission – Stemetil MD & Tixylix Group

Criteria:

If quarter brand value achievement $\geq 105\%$,
then flat payout

Focus Brand: Stemetil MD

Criteria:

If quarter brand group value achievement $\geq 105\%$,
then flat payout

Focus Brand: Tixylix Group

Quarter Slabs	$\geq 105\%$
< 1500	2,500
≥ 1500	5,000

Quarter Slabs	$\geq 105\%$
< 65,000	2,500
$\geq 65,000$	5,000

Commission Eligibility:

- Overall quarter value ach should be $\geq 100\%$
- Month 2pc dr frequency coverage should be $>90\%$ or else 10% deduction on eligible payout
- Next month Stemetil MD tab value target achievement should be $\geq 95\%$

Commission Eligibility:

- Overall quarter value ach should be $\geq 100\%$
- Month 2pc dr frequency coverage should be $>90\%$ or else 10% deduction on eligible payout
- Next month Tixylix group value target achievement should be $\geq 95\%$

Quarterly NPI Champions

Criteria : If quarter NPI combined value target ach $\geq 100\%$, flat payout of INR 5,000
Multiplier (N) is applicable on below value achievement slabs

NPI Brands: Claribid 1000 OD, Solspre F, Tixylix G, Stemetil VM

Quarter NPI Value Ach slab	Multiplier	Payout amount
$\geq 50,000$ - $< 65,000$	1	5,000
$\geq 65,000$ - $< 90,000$	1.2	$5,000 * 1.2 = \text{INR } 6,000$
$\geq 90,000$	1.5	$5,000 * 1.5 = 7,500$

Commission Eligibility

- Overall quarter value ach should be 95%
- 2pc dr frequency coverage should be $> 90\%$ or else 10% deduction on eligible payout

Illustration: Quarterly NPI Champions

NPI Quarter Value Ach slab	NPI group ach %	Quarter Overall Ach %	Multiplier	Quarter Payout (INR)
45,000	100%	95%	1	0
55,000	101%	99%	1	5,000
70,000	100%	100%	1.2	$5,000 * 1.2 = 6,000$
1,02,000	100%	94%	1.5	0
1,05,000	100%	98%	1.5	$5,000 * 1.5 = 7,500$

Assuming all other qualifying conditions are met

Quarter Consistency Award

Quarterly consistency commission if overall quarter value ach $\geq 100\%$ INR 6,000 * M

M = number of consecutive consistent performance in quarters

Illustration

Scenarios	Q1	Q2	Q3	Q4	Payout
Scenario 1	101%	102%	102%	103%	$= 6000 * 1 + 6000 * 2 + 6000 * 3 + 6000 * 4$ 60,000
Scenario 2	99%	102%	98%	102%	$= 0 + 6000 * 1 + 0 + 6000 * 1$ 12,000
Scenario 3	99%	102%	103%	96%	$= 0 + 6000 * 1 + 6000 * 2 + 0$ 18,000
Scenario 4	100%	103%	102%	99%	$= 6000 * 1 + 6000 * 2 + 6000 * 3 + 0$ 36,000

Commission Eligibility:

- Next month after quarter overall value ach should be $\geq 95\%$
- 2pc Dr. frequency coverage of quarter should be $\geq 90\%$ or else 10% deduction of eligible payout

Month Win-back on same Quarter

Criteria: If monthly commission is missed due to month overall ach <100% **OR** due to next month ach < 95%

BUT if same quarter (that contains missed month) ach >= 100%

THEN employee is eligible for winback of missed month earning if missed month ach is min 80%

Reward: 80% of month payout on 100% slab

Period	Overall Value Ach%	Overall Commission	Eligible amount (assume 5.5 lakh PMPM)
Month 1	83%	80% of month win-back	$5.5 \text{ lakh} * 1.9\% * 80\% = 8360$
Month 2	100%	Earned	
Month 3	118%	Earned	
Quarter	100%		

Commission Eligibility :

- Missed month overall ach should be >= 80% to be eligible for win-back
- Missed month Stemetil group value ach >=100% to be eligible for win-back
- Missed month 2pc dr frequency coverage should be 90% or else 10% deduction applicable on eligible amount
- Monthly win-back is not applicable to mid-month phasing Commission
- Subsequent month clause is not applicable for month win-back

Month Win-back on Annual

Criteria: If monthly commission is missed due to month overall ach < 100% **OR** due to next month ach < 95%

AND missed winback due to same quarter ach < 100%

BUT Annual i.e., YTD Dec'26 overall ach >=100%

THEN employee is eligible for winback of missed month earning if missed month ach is min 80%

Reward: 80% of month payout on 100% slab

Period	Overall Value Ach%	Overall Commission	Eligible amount (at 5 Lakh PMPM)
Month 1	85%	80% of month win-back	$5L * 80\% * 1.9\% * 80\% = 7,600$
Month 2	100%	Earned	Actual
Month 3	115%	Earned	Actual
Quarter	99%	-	-
Annual	101%	80% of Month 1 month commission	

Commission Eligibility :

- Missed month overall ach should be >= 80% to be eligible for win-back
- Missed month Stemetil group value ach >=100% to be eligible for win-back
- Missed month 2pc dr frequency coverage should be 90% or else 10% deduction applicable on eligible amount
- Monthly win-back is not applicable to mid-month phasing
- Subsequent month clause is not applicable for month win-back

Brand Win-back on same Quarter

IF Monthly brand commission is missed due to **Brand Value Ach % <100% or Due to next month Brand ach<95%**

THEN 80% win-back of missed brand monthly commission will be applicable at 100% payout slab

Eligible brands: Stemetil MD(units), Claribid Group, Solspre, Tixylix group & Bilazest

Win-back is also applicable for brands based on units i.e., if commission is missed due to either unit Ach% OR value Ach% <100%)

Eligibility clauses:

For the Quarter (in which Brand monthly commission was missed):

- Brand value ach% $\geq 100\%$
- Overall quarter value ach% $\geq 95\%$
- For brands based on units, both unit ach % AND value % ach of the brand $\geq 100\%$

For the Missed month:

- Brand value ach % $\geq 80\%$
- Brand unit ach % $\geq 80\%$ (Only for brands based on units)
- Overall month value ach % $\geq 95\%$
- Dr 2PC frequency coverage $\geq 90\%$, else 10% deduction applicable on the eligible amount.

Brand Win-back on Annual

IF Monthly brand commission is missed due to **Brand Value Ach % <100% and Quarter Brand Value Ach of the missed month <100% or Due to next month Brand ach <95%**

THEN 80% win-back of missed brand monthly commission will be applicable at 100% payout slab

Eligible brands: Stemetil MD(units), Claribid Group, Solspre, Tixylix group & Bilazest

(Win-back is also applicable for brands based on units i.e. if commission is missed due to either unit Ach % or value Ach % <100%)

Eligibility clauses:

For Annual:

- Brand value ach% $\geq 100\%$
- Overall Annual value ach% $\geq 95\%$
- For brands based on units, both unit ach % AND value % ach of the brand $\geq 100\%$

For the Missed month:

- Brand value ach % $\geq 80\%$
- Brand unit ach % $\geq 80\%$ (Only for brands based on units)
- Overall month value ach % $\geq 95\%$
- Dr 2PC frequency coverage $\geq 90\%$, else 10% deduction applicable on the eligible amount.

Illustration for Brand Win-back (Quarter/Annual)

Illustration for Stemetil MD Brand commission (same will be applicable for all brands) :

- Assuming Brand Ach <100% for any of the month/s and
- All relevant clause for Brand win-back are met

Missed Month Target PMPM Unit Slabs (Stemetil MD)	Earnings (INR) @Unit Ach 100%	Eligible win-back amount for missed month for the brand (INR)
<700	2000(On ach on min 700 unit)	$80\% * 2,000 = 1600$
>700 to <1,200	2,500	$80\% * 2,500 = 2,000$
>=1,200 to <1,650	4,500	$80\% * 4,500 = 3,600$
>=1,650	8,500	$80\% * 8,500 = 6,800$

Quarter Consistency Win-back

Criteria : In case employee has missed earning quarter consistency commission for any quarter due to quarter overall ach <100%
OR due to next month ach < 95%

BUT Annual i.e., YTD Dec'26 overall ach >= 100%

THEN Employee is eligible for winback of missed quarter earning

Win-back Reward = $90\% \times 6000 = \text{Rs.}5,400$ (no multiplier is applicable)

Scenario	Q1	Q2	Q3	Q4	Annual	Win-back reward
Scenario 1	101%	102%	103%	98%	101%	$0 + 0 + 0 + 90\% \times 6,000(\text{Q4}) = 5,400$
Scenario 2	102%	99%	98%	105%	101%	$0 + 90\% \times 6,000(\text{Q2}) + 90\% \times 6,000(\text{Q3}) + 0 = 10,800$

Commission Eligibility :

- Missed quarter overall ach should be >= 90% to be eligible for winback
- Missed quarter 2pc dr frequency coverage should be 90% or else 10% deduction applicable on eligible amount
- Subsequent month clause is not applicable for quarter winback

Assuming all other qualifying conditions are met

NPI Champions Quarter Win-back

Criteria : If Annual NPI value target ach $\geq 100\%$, 90% payout of eligible slabs of missed quarter

NPI Brands: Claribid 1000 OD, Solspre F, Tixylix G, Stemetil VM

Annual NPI Qtr PMPM Value Ach slab	Payout amount for missed Qtr
$\geq 50,000$ - $< 65,000$	$90\% * 5,000 = 4,500$
$\geq 65,000$ - $< 90,000$	$90\% * 6,000 = 5,400$
$\geq 90,000$	$90\% * 7,500 = 6,750$

Commission Eligibility

- Overall missed quarters value ach should be $\geq 95\%$
- NPI combined YTD value ach should be $\geq 100\%$
- 2pc dr frequency coverage should be $> 90\%$ or else 10% deduction on eligible payout

Deduction on Claims

If actual claims >1.60%, then 0.5x deduction from net sales on monthly, quarter, CEC, new joiner and all eligible commissions

Division claims benchmark 1.60%

Illustration: Assuming Target of 5 lakh

Scenario	Claims Value	Primary Sales value (Net Sales Value)	% Claims of Net Sales value	Deduction from Net Primary Sales value	Additional claims deduction from Net Primary sales value	Primary Value for Commission Calculation	Final Target % Ach for Commission
Scenario 1	20,000	5,00,000	4%	0.5x	10,000	4,90,000	98%
Scenario 2	5,000	5,10,000	1%	Nil	0	5,10,000	102%

Deduction on Doctor Coverage

If 2pc frequency for the month/quarter (post consideration*) is <90%, there will be 10% deduction of the eligible commission payout

Applicable on monthly, quarter, NPI Champions , CEC and all eligible commissions

For CEC eligibility, 2pc frequency and Dr coverage (post consideration*) of >=90% is a must

Illustration

Scenarios	2pc frequency	Deduction Applicable	Eligible Pay	Actual Pay after deduction (INR)
Scenario 1	88%	10%	10,000	$10,000 - (10\% * 10,000) = 9,000$
Scenario 2	76%	10%	12,000	$12,000 - (10\% * 12,000) = 10,800$

For New Joiners , the same will be applicable on call average norms
Refer detailed eligibility clauses mentioned in Appendix



Connect Excellence Club

VIETNAM

CEC Eligibility	Requirement
Tickets Based on YTD Achievement	<ul style="list-style-type: none"> • 1 Ticket: Overall YTD Ach \geq 110% • 2 Tickets: Overall YTD Ach \geq 115%
Performance Requirements	<ul style="list-style-type: none"> • Focus Brand TA \geq 100% • NPI TA \geq 100% • January 2027 TA \geq 100%
Coverage & Frequency	<ul style="list-style-type: none"> • Annual Doctor Coverage \geq 90% • Annual 2-PC Doctor Frequency \geq 90%
Additional Conditions	<ul style="list-style-type: none"> • YTD Dec Months on Target \geq 8/12 • DOJ or before first onboarding on 1st of May 2026 • Q4 Max Capping for NPI is 120% for CEC

New Joiners Commission

New Joiners' Monthly Commission	
Overall Achievement	80% - 100% (max)
Payout on Overall Ach (of net Primary sales 100% max)	1.9%



Mid month commission	Payout (INR)
>=40% target achievement by mid month	1500

Maximum payout = Rs. 22,500/-
(excluding mid month commission)

Commission Eligibility:

- This Commission is applicable for the first 3 months post onboarding of the candidate.
- If the onboarding is after the 15th of the month, this Commission will be applicable from subsequent month – e.g. if DOJ is 16th Jan, this commission eligibility will start from Feb & onwards.
- Transfer cases will not be considered as new joiners
- For mid month commission, month end target ach should be >=100%
- Claims deduction will be applicable for new joiner's commission as outlined on claims page
- Dr. Call average of F2F calls >=11 per day or else 10% deduction on eligible payout
- For the month of joining and the next 2 months – the new joiners' Dr. coverage and 2pc frequency will be defaulted at 90% (If the actual coverage or 2 pc frequency coverage is higher than 90% , then the actuals will be considered)

Commission payment schedule and DOJ conditions

MONTHLY COMMISSION

Month+ Brand Commission	Payout Month
Jan'26	Mar'26
Feb'26	Apr'26
Mar'26	May'26
Apr'26	Jun'26
May'26	Jul'26
Jun'26	Aug'26
Jul'26	Sep'26
Aug'26	Oct'26
Sep'26	Nov'26
Oct'26	Dec'26
Nov'26	Jan'27
Dec'26	Feb'27

OTHER COMMISSIONS

Commission Type	Payout Month
NPI Champion Q1'26	May'26
NPI Champion Q2'26	Aug'26
NPI Champion Q3'26	Nov'26
NPI Champion Q4'26	Feb'27
Consistency Q1'26	May'26
Consistency Q2'26	Aug'26
Consistency Q3'26	Nov'26
Consistency Q4'26	Feb'27
Connect Excellence club	As per SLT decision

**Note-*

- 1. The payment schedule above is applicable for regular payouts.*
- 2. Payouts subject to exception approvals may vary case by case*

DOJ CLAUSE FOR COMMISSION

Commission period	DOJ Terms	Payout Month
Monthly /win-back Commission	On or before 15 th Calendar day of Month	May'26/Aug'26/Nov'26/Feb'27
Quarterly consistency win-back	On or before 15 th of 2 nd month of Quarter	Mar'26
Annual CEC Commission	On or before 1 st Onboarding of May'26	As per SLT discussion

Detailed Eligibility clauses – Coverage considerations

1. Only approved leaves will be considered for coverage.
 2. No consideration to be provided if **leaves are not applied/approved** in the system on time
 3. Effort Data will be extracted from system on **3rd calendar** day of the month. Employees are strongly advised to complete reporting for the previous month by **2nd calendar day** of the current month
 4. Leaves (for the previous month) which are applied and approved before the **3rd calendar** day of the month would only be considered
- Only the below category of absence will be considered for coverage. No other categories of absence (approved or unapproved) will be considered.**

CATEGORY OF APPROVED ABSENCE	COVERAGE CONSIDERATION?	REMARKS	CATEGORY OF APPROVED ABSENCE	COVERAGE CONSIDERATION?	REMARKS
Covid-19	Yes		Training/ Induction	Yes	
Need based leave	Yes	Sick should be mentioned as reason	Transit	Yes*	If Transit is more than 1 day in a month , Transit Day 2 onwards will be considered for coverage leeway
Sick leave	Yes		Taxi Tour	Yes	
Earned Leave	Yes*	*if Above 3 days of earned leaves are availed in a month . Earned leave from Day 4 will be considered for coverage leeway	Natural Calamity	Yes	
Bereavement Leave	Yes		I care Day	Yes	
Camp/Clinic/Activity (Health Clinic)	Yes		Election day	Yes	
Conference	Yes		Vaccination Day	Yes	
CSM	Yes	Residential and non-residential	Maternity Leave	Yes	
Meeting	Yes		Paternity Leave	Yes	

General terms and conditions

1. Actual net sales captured in the sales analyser report will be used for calculating Commission pay-outs of value sales
2. All sales achievement in % will be rounded off to nearest integer. For example: 99.5 will be considered as 100 and 99.49 as 99
3. **For all CEC qualifiers :**
 - a. In case an employee retires before actual trip, employee will be rewarded with cash as per company decision post trip completion
 - b. In case an employee leaves due to resignation before actual trip, employee will be rewarded with cash as per company decision, only if employee is in service (including notice period)
 - c. In case an employee is transferred/promoted within same BU or to different BU in APC before actual trip, employee will be Eligible for travel basis previous HQ/role
 - d. In case an employee is transferred/promoted to different affiliate from APC before actual trip, employee will be rewarded with cash as per company decision post trip completion.
 - e. Cash amount in lieu of the trip is at the discretion of the APC Senior Leadership Team
4. No consideration will be given for pending orders for any reason including non-availability, shortages, credit blocking, last moment of monthly billing, etc.
5. Taxation on Commissions will be applicable as per prevailing tax rules
6. **Any request raised after 45 days of Commission disbursement will not be entertained**, and no exception will be considered. All exception cases should be routed to SFE team through 1Point.
7. All Effort KPIs (Total doctor coverage, 2pc frequency coverage, Call average, Field workdays, Leaves, etc.) captured from Abbworld will be Final. Abbworld data will be extracted on **3rd calendar day of next month** for all Commission calculations. **Any addition, deletion & reporting done after 2nd calendar day of next month will not be considered for Commissions. No exception or recommendation will be considered without BU & Commex approval**

General terms and conditions

8. Employee should be in the service including notice period at the time of disbursement of Commissions
9. The management reserves the right to modify, revise or withdraw the Commission scheme either in part or in whole at any time during the year without assigning any reason
10. Any pending recoveries on account of cheque bounce will result in reversal of paid Commissions and up-holding of future Commissions including international trip (to the tune of unrecovered amount) as per management discretion
11. NSM/DH/Management has all the rights to withhold/recover Commissions if anyone is found influencing sales through unethical means
12. All decisions regarding disputes related to Commission scheme rests with Commercial Excellence team
13. Next month clause will be waived off for an Employee who is transferred to a different Abbott affiliate or transferred to HO or who is going to get Retired, after completion of entire Commission performance period
14. In case of any non-compliance of related policies, in addition to other remedies available to Abbott, Abbott reserves the right to deduct your commissions as per compliance guidelines.
15. For All Queries and Exception related to Commission please reach out to 1Point team at 1point@abbott.com or Toll-free no : 1800 120 1201



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