

## Amazon Seller

### Partner Incentive Structure

**1. Performance based Payouts** (Applicable for Sellers Launched on & After 1st Mar 2026)

**1.1 GMS based payout** (L+2M Duration) all sellers: Performance-based payouts (P4P) are tied to seller performance (Gross Merchandise Sales (GMS)) during the Launch + 2 months period, with partners eligible to earn up to INR 15,000 based on GMS and the inputs adopted by the seller, as outlined in the GMS slab-wise payout and bonus details below.

Bonus payout will be given for a slab if seller meets either FBA VOGS or SP spends Condition in L+2M for that Slab.

Pay For Performance					
Sl No	Slab (INR)	FBA VDS in L2M (INR)	SP Spends in L2M (INR)	P4P (INR)	FBA/SP Bonus Pay (INR)
1	<15k -50k			1000	
2	50k-1L			4000	
3	1L-2L	75000	7500	5000	500
4	2L-3L	125000	15000	5000	1000
5	3L-4L	150000	22500	6000	1200
6	4L-5L	200000	30000	7000	1300
7	5L-6L	250000	37500	8000	1500
8	6L-7L	300000	45000	9000	2000
9	7L-8L	350000	52500	10000	2200
10	8L-9L	400000	60000	10000	2400
11	9L-10L	450000	67500	11000	2500
12	>=10L	500000	75000	12000	3000

The Partner may provide guidance, recommendations, and best-practice suggestions solely to such sellers; however, all commercial, operational, and business decisions shall remain exclusively within the seller's discretion, and the partner acknowledges and agrees that it shall have no authority to control, direct, or override such decisions.

#### 1. GMS-Based Payout Terms & Conditions

1. Applicability: The revised GMS slabs and payout mechanics apply only to seller launches on or after 1 March 2026. The revised Manufacturer/Distributor and FBA related payouts apply to seller launches on or after 1 February 2026.



# Snexipay Fintech Co.

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**2. GMS Consideration:** Net Fulfilled GMS (excluding returns, refunds, cancellations, and failed deliveries) achieved during the Launch Month and the subsequent two (2) calendar months ("L+2 Period") shall be considered for payout slab determination. For clarity, payout slab determination during the Launch Month and Launch +1 Month shall be provisional and subject to final determination upon completion of the L+2 Period based on cumulative Net Fulfilled GMS

**3. Eligibility:** No payout shall be payable in respect of a Seller if, at any time during the period commencing from the Seller's Launch date and ending two (2) months thereafter ("L+2 Month Period"), or as of the last day of the L+2 Month Period, such Seller:(a) is suspended, terminated, or blocked from selling on the Marketplace; or (b) is identified as non-compliant with applicable Amazon policies; or (c) has inactive, suppressed, or unavailable listings preventing normal sale of products, as determined by Amazon in its sole discretion.

**4. Monthly Pro-Rata Payouts:** Monthly payouts made during the Launch Month and Launch +1 Month shall be provisional pay-for-performance payouts based on GMS accrued up to the relevant month and shall be subject to reconciliation and adjustment in accordance with Clause 6.

**5. Bonus Payouts:** Bonus payouts, if any, shall be calculated and disbursed only at the end of the L+2 Period.

**6. Retention Mechanism:** In implementation of the payout slab determination under Clause 2, the following retention and reconciliation mechanism shall apply: A portion of payouts shall be retained during L+0 and L+1 and released with the final payout upon completion of the L+2 Period:

- i. L+0 Month: Payout slab determined based on L+0 GMS; 20% retained, balance paid.
- ii. L+1 Month: GMS as of L+1M considered; prior payouts deducted; 20% retained from L1M GMS payout and balance is paid.
- iii. L+2 Month (Final / L+2M Completion): Cumulative GMS of L+0, L+1, and L+2 considered; all prior payouts deducted; all retained amounts added back and paid as the final payout. If reconciliation results in excess payout, Amazon shall be entitled to set off or recover such excess from future payouts or otherwise.

**7. Retention Variability:** Retention percentages may be revised at Snexipay Fintech Co.'s sole discretion and may vary across partners or programs. Any such changes will be communicated 30 days in advance.

**The payout shall be applicable only with respect to Service Provider Launched Seller (partner launched sellers) operating in the group lines specified below.**

1. Apparel
  2. Automotive
  3. Baby Product
  4. Beauty
  5. Book
  6. Camera
  7. Electronics
  8. Furniture
  9. Grocery
  10. Home Entertainment & Improvement
  11. Kitchen
  12. Office Product
  13. Personal Care Appliances
  14. Personal Computers & Accessories
  15. Pet Products
  16. Protein
  17. Shoes
  18. Software
  19. Sports
  20. Tools
  21. Toy
  22. Watch
  23. Wireless Accessory
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