

2025 Asia Pacific High Tech Total Remuneration Database (TRD)





**Want to upgrade your
compensation strategy?**

Find the right solution with Mercer High Tech Compensation Survey



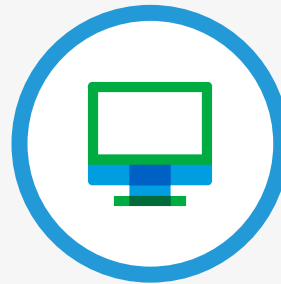
up to
13 markets
in APAC



information based on
close to
5 million incumbents



more than
2,500 organizations surveyed



survey delivered
online through
Mercer WIN 2.0





Consider these questions ...

- Are you easily able to source data and compare your company's compensation and benefits against competitors?
- Does your pay strategy ensure external competitiveness whilst maintaining internal equity?
- Are you able to generate instant and fully customised comparisons of your organization against the market?

Obtain the right solution

Be part of Mercer's High Tech Total Remuneration Database and get access to reliable, up-to-date trends on pay and benefits intelligence to ensure your reward packages remain cost effective and competitive in the marketplace.

Overview

The survey consists of executive and non-executive compensation data for the High Tech industry from organizations in the hardware, software, telecommunications, semiconductor, consulting, professional services and internet sectors.

The High Tech Total Remuneration Database is a structured Career Level framework methodology, designed by Mercer in conjunction with industry representatives. The survey takes place in the following Asia Pacific locations:

- Australia
- China*
- Hong Kong
- India
- Indonesia
- Japan
- Malaysia
- Philippines
- Singapore
- South Korea
- Taiwan
- Thailand
- Vietnam

* 1st Tier and 2nd Tier

Participation in Mercer's High Tech TRD entitles you to:

1. Access to consistent, accurate and high quality data covering the full reward package, including cash compensation, long-term incentives and benefits information.
2. Get the latest industry specific executive summary and insights into policy and practices applied by organizations.
3. Exclusive online data mining capabilities using Mercer Workforce Intelligence Network® (Mercer WIN®.)
4. Access to the latest market information through regular survey updates. (Get access to 2 reports released per year - 1st Edition in February and 2nd Edition in August. An additional report is release in November for China and India.)
5. Conduct analysis using various filters such as revenue, head count geographic responsibility and industry segment.
6. Premium subscribers also have the capability to conduct peer group comparisons and to create customized reports.
7. Invitation to Mercer industry events and webinars.

Total Remuneration components

The Mercer High Tech Total Remuneration Database provides a quantitative study that covers various cash components such as base salary, other guaranteed cash payments, short-term incentives as well as valuation of long-term incentives and benefits.

Mercer Total Remuneration Database Total Rewards Package



Annual base salary

Monthly base salary times the number of months guaranteed.



Total guaranteed cash compensation

Base salary plus the annualized value of guaranteed allowances.



Annual total cash compensation

Total guaranteed cash compensation plus annualized value of short-term incentive, sales incentive, profit sharing or other incentive awards.



Total direct compensation

Total cash compensation plus the annualized value of any long-term incentive awards, valued using Black-Scholes methodology for appreciation-based awards.



Annual total remuneration

Total direct compensation plus the annualized value of benefits.



Mercer job library

Nature of work job families

Administration, Facilities and Secretarial

Artificial Intelligence

Communications and Corporate Affairs

Creative and Design

Customer Service and Contact
Center Operations

Data

Engineering and Science

Finance

General Management

Human Resources

IT, Telecom and Internet

Legal, Compliance and Audit

Media

Outsourcing and Global Capability Centers

Project/Program Management

Quality Management

Real Estate Management, Property
Development and Investment

Retail

Sales, Marketing and
Product Management

Supply Chain

Transportation Services



High tech industry specific specialization

(Non-exhaustive)

Artificial Intelligence:

- Artificial Intelligence Research
- Computer Vision Research
- Natural Language Processing Research
- Artificial Neural Networks
- Speech Recognition
- Machine Learning Research

Cloud Computing:

- Cloud Software-As-A-Service (SAAS)
- Cloud Platform-As-A-Service (PAAS)
- Cloud Infrastructure-As-A-Service (IAAS)

Design Engineering:

- General Integrated Circuit (IC) Design Engineering
- Integrated Circuit (IC) Analog Design Engineering
- Integrated Circuit (IC) Digital Design Engineering
- Integrated Circuit (IC) Layout Engineering
- Integrated Circuit (IC) Verification Engineering
- Computer/Peripheral Hardware Engineering
- Hardware/Software Product Usability Engineering

External Client IT Consulting:

- General IT Consulting and Implementation
- Strategic IT Business Consulting
- IT Applications Functional Consulting
- Cyber Security Consulting
- Cloud Enablement Consulting

Network:

- Network Product Development Engineering
- Network Field Installation and Integration Engineering
- Network Operations and Maintenance

Software Engineering:

- Software Architecture Engineering
- Application Architecture Engineering
- Software Development Engineering
- Software Development Engineering: R&D
- Software Development Engineering: End User Applications
- Web Applications Development Engineering
- Back-End Server Application Development Engineering
- Systems Software Engineering
- Firmware Engineering
- Integrated Solutions

Tech Sales:

- Pre-Sales Solution Architect
- Software Tools and Applications Sales
- Hardware Sales
- Integrated Solutions Sales
- IT Solutions and Services Sales



The door to the new Mercer WIN[®], is now open!

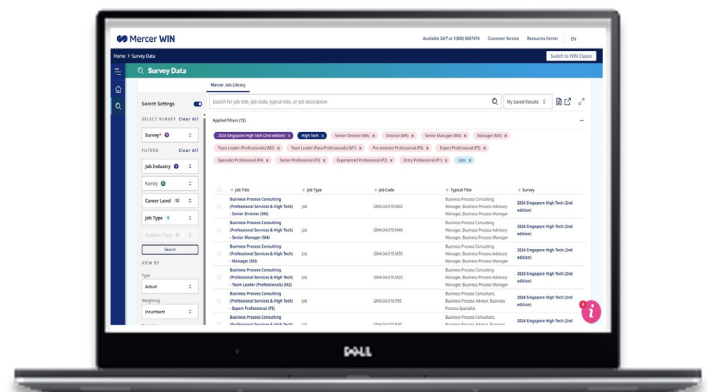
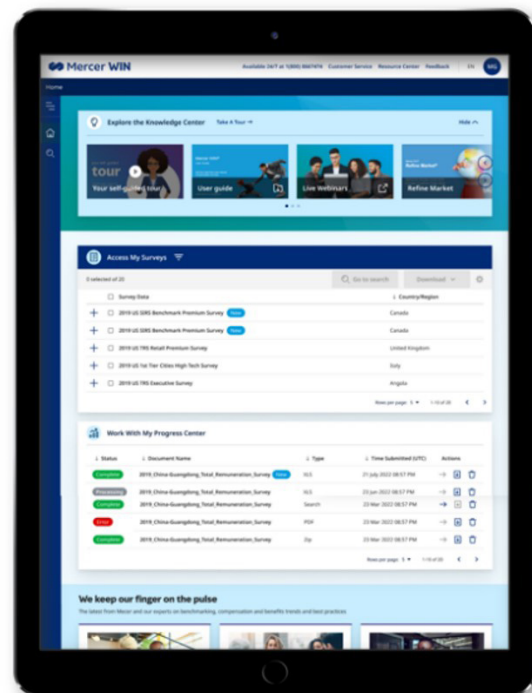
Get the most value from your salary surveys using Mercer WIN[®].

All the powerful features you love with a new, modern and intuitive user interface!

Mercer WIN[®] provides a single point of access to Mercer's unparalleled survey data and analytics.

- Intuitive, modern UI, with a clear starting point
- Effortless export of entire survey data sets with one click of a button.
- Quick data customization
- Improved system performance
- Easily accessible and customized enablement materials
- Regular newsletter for subscribers

Mercer WIN[®] screenshots



AI revolutionizes remuneration data from a manual spreadsheet process to implementation of award winning online data collection.

Asia Pacific High Tech Total Remuneration Database



Report pricing and subscription form

Prices are in USD.

Market	Total Remuneration Database Premium (USD)
Australia	9,950
China - 1 st Tier Cities	
- Beijing	
- Guangzhou	
- Shenzhen	10,600
- Shanghai	
China - Internet Industry	9,450
China - 2 nd Tier Cities	9,200
China - All Cities	16,400
Hong Kong	8,400
India	9,350
Indonesia	9,500
Japan	9,000
Malaysia	7,400
Philippines	6,800
Singapore	9,950
South Korea	9,650
Taiwan	7,100
Thailand	8,950
Vietnam	5,250

* Access to 2 reports released per year - 1st Edition in February and 2nd Edition in August. An additional report is release in November for China and India.

* Non-participant fee is 2 times the standard fee with the exception of China. For China, non-participant fee is 3 times the standard free.

For more information contact:

To learn more about any of our products and services to help you improve your competitive position and to better manage this critical expense, please contact our regional team or your local Mercer consultant.

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