

ASIA-PACIFIC ALL INDUSTRIES MOBILE PHONE POLICY SURVEY REPORT.

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1) ABOUT THIS REPORT.

This report consists of information about the mobile phone policies/practices of 98 companies in 14 Asia Pacific from various industries. Participating industries include Logistics, Business Services, Banking & Finance, High Tech, Construction Materials, Environmental Services, Public service, Consumer, Hospitality, and NGO.

2) SURVEY METHODOLOGY.

1) Data collection period.

The survey was conducted during the period 30 December 2008 to 29 January 2009.

2) Mode of data collection.

Survey forms were send via email.

3) Mode of data verification.

All of the data contained in this report has been reviewed for accuracy and reliability. Participants were contacted via email & telephone to resolve any potential data distortion.

4) Target respondents.

The survey was send to companies in all industries with operations in any countries in Asia Pacific region.

5) Currency.

All figures in the report are in US dollar.

3) DEFINITIONS OF TERMINOLOGIES USED.

This section contains definitions of all terms used in the report.

1) Employee category

Terminologies	Definitions
Company head	Top position that is accountable for, manages and controls the work and results of all business lines and support functions such as HR, Finance, etc.
Function head	Top position of a function, e.g. Head of HR, Head of Finance, Head of Sales, etc.
Manager (sales)	Directs and drives performance of a sales team to achieve sales targets; develops and implements sales plans and budgets; manages and maintains relationship with customers; identifies new and potential customers; guides and trains field sales force.
Manager (non-sales)	Typically, managers responsible for day to day operational management and reporting to Function Head. Work typically involves planning and supervision of subordinates' work as well as fulfillment of internal or external client needs in assigned specialty or work area.
Sales employees	Employees performing sales role and carrying sales quota, e.g. Sales Reps, Account Reps, Channel Sales Reps, or Managers.

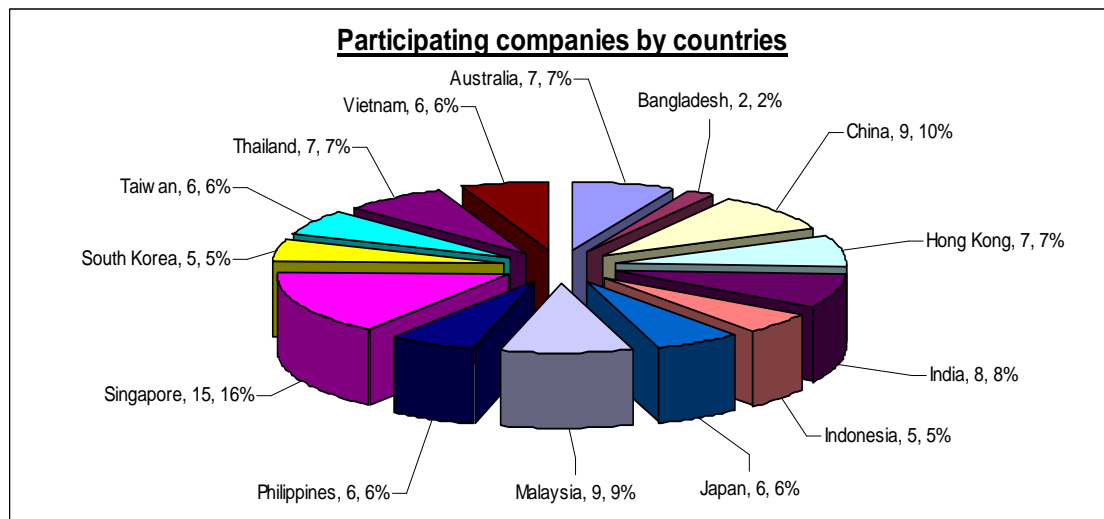
2) Statistical terms

Terminologies	Definitions
% of sample	The percentage of number of companies providing a benefit item against the total number of companies reported.
Mean	Obtained by dividing the total sum of the data for a particular item by the number of individual observations.
Median	The figure below which 50% of the relevant data falls.
Min	The lowest data of the relevant data falls.
Max	The highest data of the relevant data falls.

4) PARTICIPATING COMPANIES BY COUNTRIES.

This section presents a summary of the 98 participating companies by countries. Most of the participants are multinational companies.

Countries surveyed	No. of participating companies	Percentage of sample
Australia	7 participating companies	7%
Bangladesh	2 participating companies	2%
China	9 participating companies	9%
Hong Kong	7 participating companies	7%
India	8 participating companies	8%
Indonesia	5 participating companies	5%
Japan	6 participating companies	6%
Malaysia	9 participating companies	9%
Philippines	6 participating companies	6%
Singapore	15 participating companies	15%
South Korea	5 participating companies	5%
Taiwan	6 participating companies	6%
Thailand	7 participating companies	7%
Vietnam	6 participating companies	6%
Total:	98 participating companies	100%

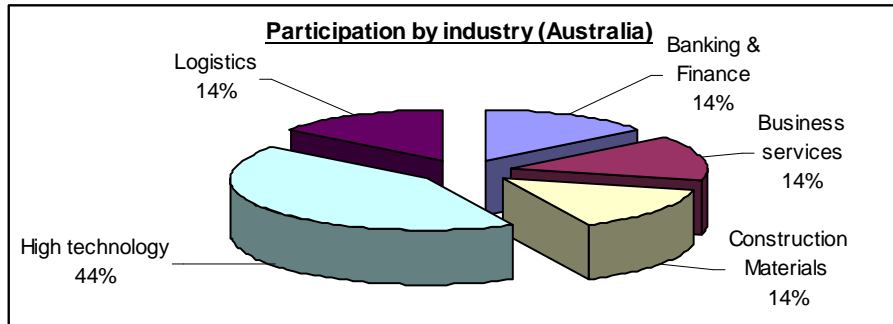


5) LIST OF PARTICIPATING COMPANIES & PARTICIPATING COMPANIES BY INDUSTRIES.

The full list of participants is included in this section. By reviewing this section, you will gain a better understanding of the sources of data, helping you to better interpret and apply the report's results.

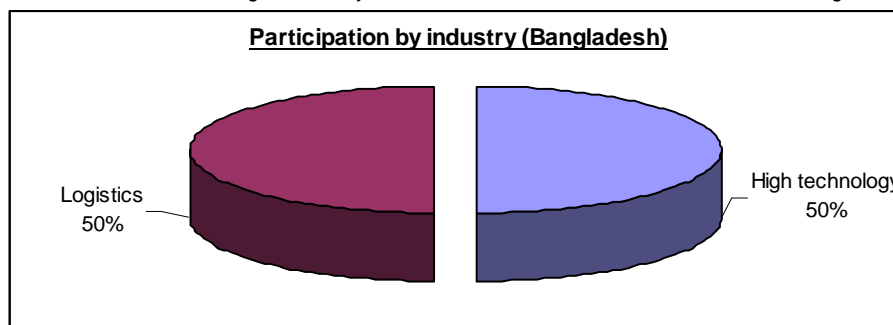
1) Australia (7 companies)

Company	Description	Industry
⚡ APL Co. Pte Ltd	- Shipping/Transport/Logistics. Singapore MNC.	- Logistics
⚡ Catlin	- Insurance / Reinsurance. UK MNC.	- Banking & Finance
⚡ Diethelm	- Market Expansion & Distribution Services. Swiss MNC	- Business services
⚡ Future Electronics Inc.	- Distributor of electronics components. US MNC	- High technology
⚡ Gemalto Pte Ltd	- Digital Security business. French MNC	- High technology
⚡ NatSteel Holdings Pte Ltd	- Iron and steel manufacturing. India MNC.	- Construction Materials
⚡ Sybase	- IT business. US MNC.	- High technology



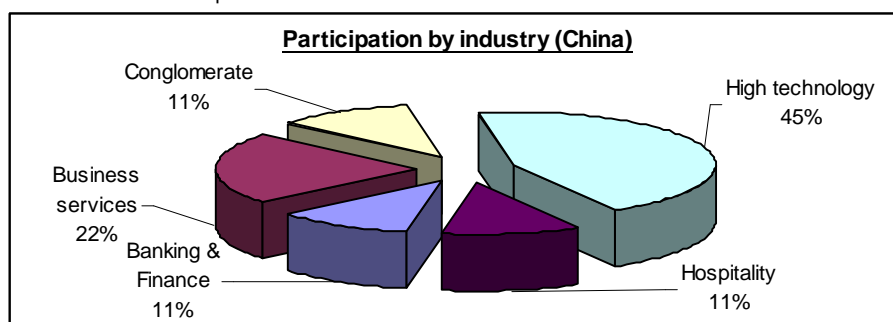
2) Bangladesh (2 companies)

Company	Description	Industry
⚡ APL Co. Pte Ltd	- Shipping/Transport/Logistics. Singapore MNC.	- Logistics
⚡ Gemalto Pte Ltd	- Digital Security business. French MNC	- High technology



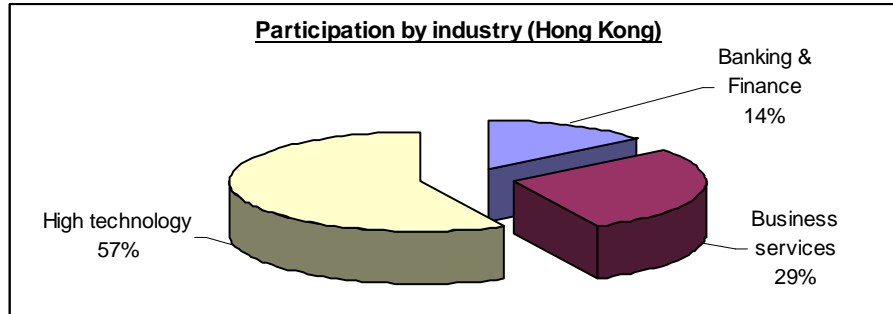
3) China (9 companies)

Company	Description	Industry
⚡ Banta Global Turnkey	- Print-related & logistics services. US MNC.	- Business services
⚡ Catlin	- Insurance / Reinsurance. UK MNC.	- Banking & Finance
⚡ Diethelm	- Market Expansion & Distribution Services. Swiss MNC	- Business services
⚡ Future Electronics Inc.	- Distributor of electronics components. US MNC	- High technology
⚡ Gemalto Pte Ltd	- Digital Security business. French MNC	- High technology
⚡ Hong Leong Asia Ltd	- Property, hotels, financial services, trade & industry, and e-business. Singapore Conglomerate.	- Conglomerate
⚡ Super 8 Hotels (China) co. Ltd.	- Hospitality business. US MNC.	- Hospitality
⚡ Sybase	- IT business. US MNC.	- High technology
⚡ Volex Asia	- Electronic and fibre optic cable assemblies, electrical power cords and harnesses. British MNC	- High technology



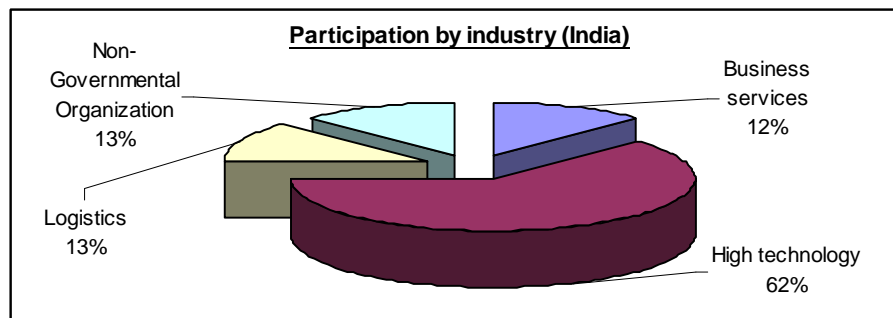
4) Hong Kong (7 companies)

Company	Description	Industry
⚡ Banta Global Turnkey	- Print-related & logistics services. US MNC.	- Business services
⚡ Catlin	- Insurance / Reinsurance. UK MNC.	- Banking & Finance
⚡ Diethelm	- Market Expansion & Distribution Services. Swiss MNC	- Business services
⚡ Future Electronics Inc.	- Distributor of electronics components. US MNC	- High technology
⚡ Gemalto Pte Ltd	- Digital Security business. French MNC	- High technology
⚡ Sybase	- IT business. US MNC.	- High technology
⚡ Volex Asia	- Electronic and fibre optic cable assemblies, electrical power cords and harnesses. British MNC	- High technology



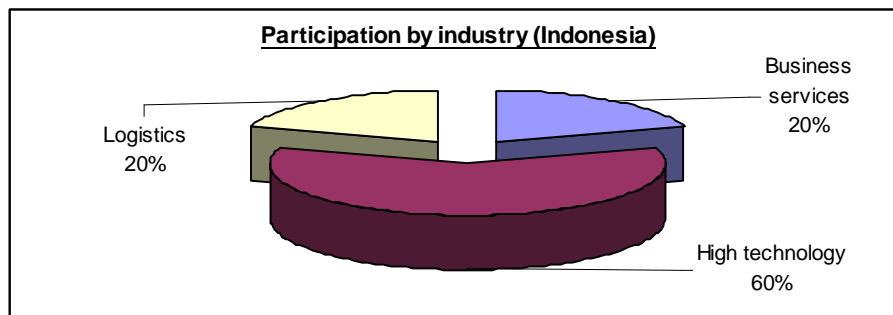
5) India (8 companies)

Company	Description	Industry
⚡ APL Co. Pte Ltd	- Shipping/Transport/Logistics. Singapore MNC.	- Logistics
⚡ Cadence Design Systems	- IT business. US MNC.	- High technology
⚡ Diethelm	- Market Expansion & Distribution Services. Swiss MNC	- Business services
⚡ Future Electronics Inc.	- Distributor of electronics components. US MNC	- High technology
⚡ Gemalto Pte Ltd	- Digital Security business. French MNC	- High technology
⚡ Population Services International	- Address health problems of low-income and vulnerable populations in developing countries. US-based organization.	- Non-Governmental Organization
⚡ Sybase	- IT business. US MNC.	- High technology
⚡ Volex Asia	- Electronic and fibre optic cable assemblies, electrical power cords and harnesses. British MNC	- High technology



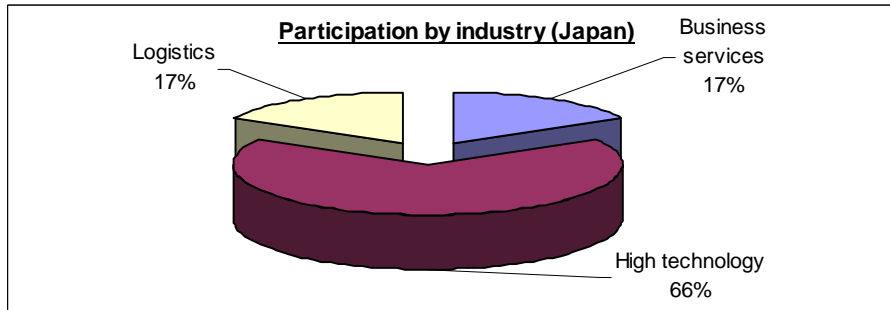
6) Indonesia (5 companies)

Company	Description	Industry
⚡ APL Co. Pte Ltd	- Shipping/Transport/Logistics. Singapore MNC.	- Logistics
⚡ Datacard Asia Pacific Limited	- Financial cards & identification documents issuance systems. US MNC	- High technology
⚡ Diethelm	- Market Expansion & Distribution Services. Swiss MNC	- Business services
⚡ Gemalto Pte Ltd	- Digital Security business. French MNC	- High technology
⚡ Volex Asia	- Electronic and fibre optic cable assemblies, electrical power cords and harnesses. British MNC	- High technology



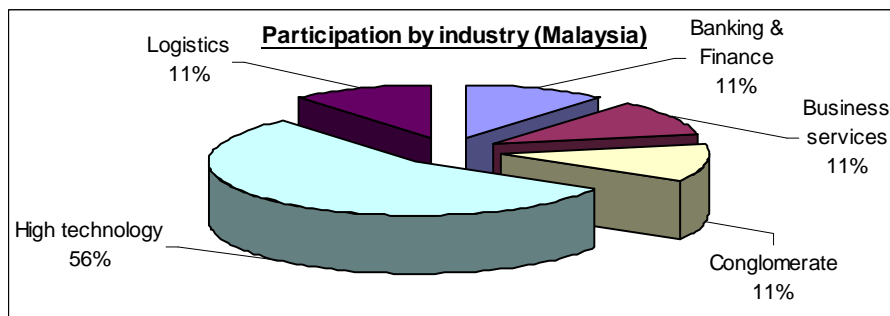
7) Japan (6 companies)

Company	Description	Industry
APL Co. Pte Ltd	- Shipping/Transport/Logistics. Singapore MNC.	- Logistics
Diethelm	- Market Expansion & Distribution Services. Swiss MNC	- Business services
Future Electronics Inc.	- Distributor of electronics components. US MNC	- High technology
Gemalto Pte Ltd	- Digital Security business. French MNC	- High technology
Sybase	- IT business. US MNC.	- High technology
Volex Asia	- Electronic and fibre optic cable assemblies, electrical power cords and harnesses. British MNC	- High technology



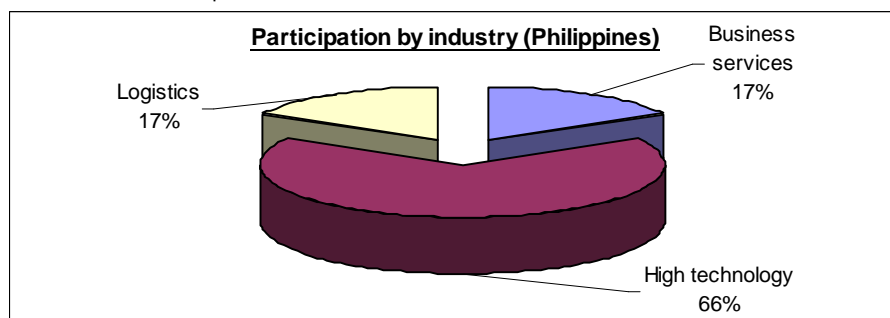
8) Malaysia (9 companies)

Company	Description	Industry
APL Co. Pte Ltd	- Shipping/Transport/Logistics. Singapore MNC.	- Logistics
Catlin	- Insurance / Reinsurance. UK MNC.	- Banking & Finance
Datacard Asia Pacific Limited	- Financial cards & identification documents issuance systems. US MNC	- High technology
Diethelm	- Market Expansion & Distribution Services. Swiss MNC	- Business services
Future Electronics Inc.	- Distributor of electronics components. US MNC	- High technology
Gemalto Pte Ltd	- Digital Security business. French MNC	- High technology
Hong Leong Asia Ltd	- Property, hotels, financial services, trade & industry, and e-business. Singapore Conglomerate.	- Conglomerate
Sybase	- IT business. US MNC.	- High technology
Volex Asia	- Electronic and fibre optic cable assemblies, electrical power cords and harnesses. British MNC	- High technology



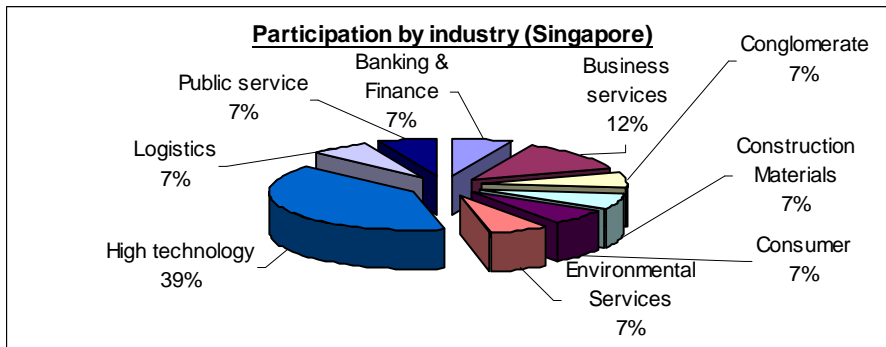
9) Philippines (6 companies)

Company	Description	Industry
APL Co. Pte Ltd	- Shipping/Transport/Logistics. Singapore MNC.	- Logistics
Datacard Asia Pacific Limited	- Financial cards & identification documents issuance systems. US MNC	- High technology
Diethelm	- Market Expansion & Distribution Services. Swiss MNC	- Business services
Future Electronics Inc.	- Distributor of electronics components. US MNC	- High technology
Gemalto Pte Ltd	- Digital Security business. French MNC	- High technology
Volex Asia	- Electronic and fibre optic cable assemblies, electrical power cords and harnesses. British MNC	- High technology



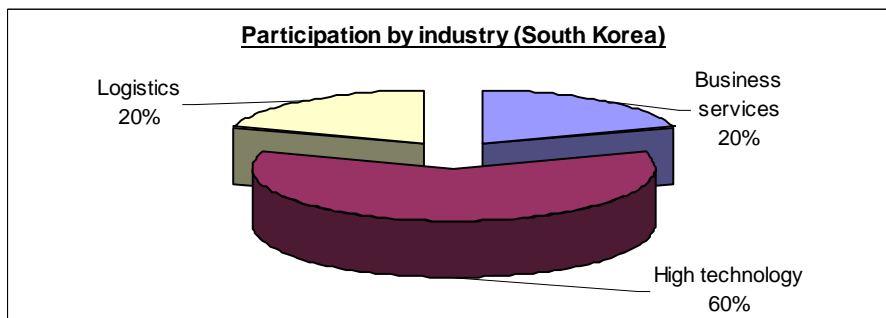
10) Singapore (15 companies)

Company	Description	Industry
APL Co. Pte Ltd	- Shipping/Transport/Logistics. Singapore MNC.	- Logistics
Banta Global Turnkey (Singapore) Pte Ltd.	- Print-related & logistics services. US MNC.	- Business services
Catlin Singapore Pte. Ltd	- Insurance / Reinsurance. UK MNC.	- Banking & Finance
Datacard Asia Pacific Limited	- Financial cards & identification documents issuance systems. US MNC	- High technology
Diethelm Singapore Pte. Ltd	- Market Expansion & Distribution Services. Swiss MNC	- Business services
Future Electronics Inc.	- Distributor of electronics components. US MNC	- High technology
Gemalto Pte Ltd	- Digital Security business. French MNC	- High technology
Hong Leong Asia Ltd	- Property, hotels, financial services, trade & industry, and e-business. Singapore Conglomerate.	- Conglomerate
NatSteel Holdings Pte Ltd	- Iron and steel manufacturing. India MNC.	- Construction Materials
PureChem Veolia Environmental Services Pte Ltd	- Integrated waste management. French MNC.	- Environmental Services
Supreme Court of Singapore	- Singapore institution.	- Public service
Sybase (Singapore) Pte Ltd	- IT business. US MNC.	- High technology
Taiyo Yuden	- Electronic components & recordable media. Japanese MNC.	- High technology
Varta Microbattery Pte Ltd	- Electrochemical energy storage systems for electronic devices. Germany MNC.	- Consumer
Volex Asia	- Electronic and fibre optic cable assemblies, electrical power cords and harnesses. British MNC	- High technology



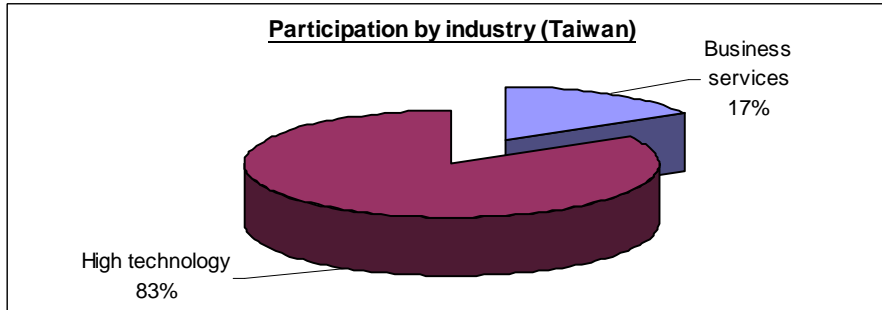
11) South Korea (5 companies)

Company	Description	Industry
APL Co. Pte Ltd	- Shipping/Transport/Logistics. Singapore MNC.	- Logistics
Diethelm	- Market Expansion & Distribution Services. Swiss MNC	- Business services
Future Electronics Inc.	- Distributor of electronics components. US MNC	- High technology
Gemalto Pte Ltd	- Digital Security business. French MNC	- High technology
Sybase	- IT business. US MNC.	- High technology



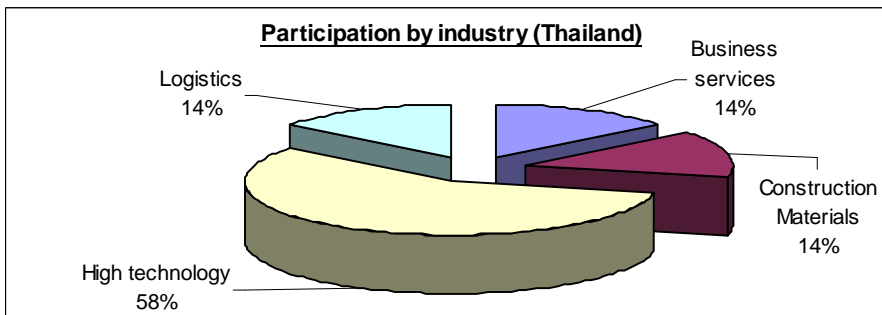
12) Taiwan (6 companies)

Company	Description	Industry
✚ Datacard Asia Pacific Limited	- Financial cards & identification documents issuance systems. US MNC	- High technology
✚ Diethelm	- Market Expansion & Distribution Services. Swiss MNC	- Business services
✚ Future Electronics Inc.	- Distributor of electronics components. US MNC	- High technology
✚ Gemalto Pte Ltd	- Digital Security business. French MNC	- High technology
✚ Sybase	- IT business. US MNC.	- High technology
✚ Volex Asia	- Electronic and fibre optic cable assemblies, electrical power cords and harnesses. British MNC	- High technology



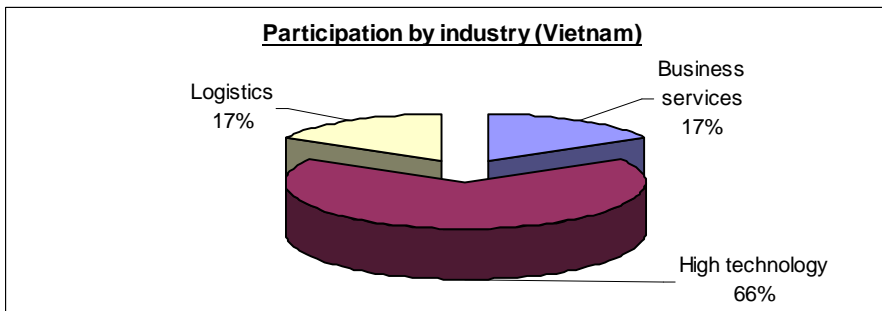
13) Thailand (7 companies)

Company	Description	Industry
✚ APL Co. Pte Ltd	- Shipping/Transport/Logistics. Singapore MNC.	- Logistics
✚ Datacard Asia Pacific Limited	- Financial cards & identification documents issuance systems. US MNC	- High technology
✚ Diethelm	- Market Expansion & Distribution Services. Swiss MNC	- Business services
✚ Future Electronics Inc.	- Distributor of electronics components. US MNC	- High technology
✚ Gemalto Pte Ltd	- Digital Security business. French MNC	- High technology
✚ NatSteel Holdings Pte Ltd	- Iron and steel manufacturing. India MNC.	- Construction Materials
✚ Volex Asia	- Electronic and fibre optic cable assemblies, electrical power cords and harnesses. British MNC	- High technology



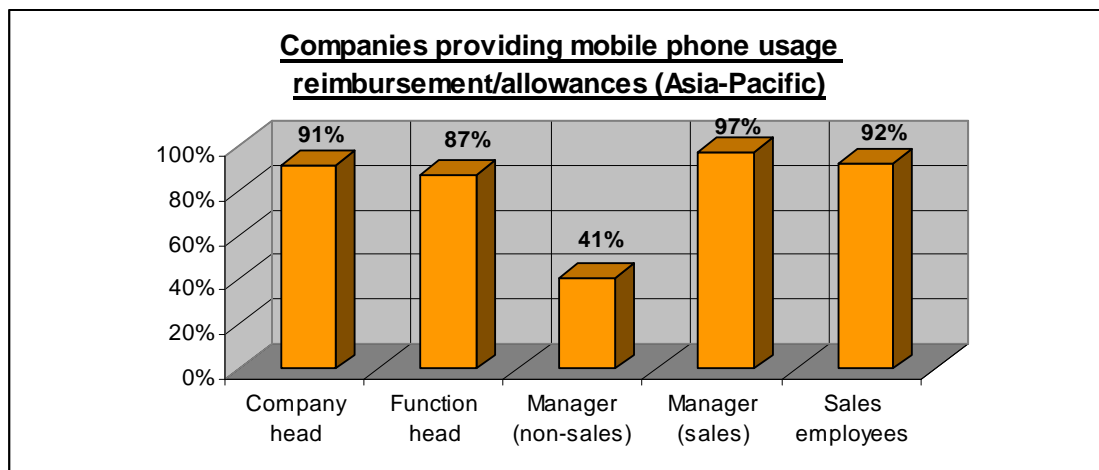
14) Vietnam (6 companies)

Company	Description	Industry
✚ APL Co. Pte Ltd	- Shipping/Transport/Logistics. Singapore MNC.	- Logistics
✚ Datacard Asia Pacific Limited	- Financial cards & identification documents issuance systems. US MNC	- High technology
✚ Diethelm	- Market Expansion & Distribution Services. Swiss MNC	- Business services
✚ Future Electronics Inc.	- Distributor of electronics components. US MNC	- High technology
✚ Gemalto Pte Ltd	- Digital Security business. French MNC	- High technology
✚ Volex Asia	- Electronic and fibre optic cable assemblies, electrical power cords and harnesses. British MNC	- High technology



**6) COMPANIES PROVIDING MOBILE PHONE USAGE
REIMBURSEMENT/ALLOWANCES.**

Country	Sample size	Company head	Function head	Manager (non-sales)	Manager (sales)	Sales employees
Australia	7	100% (7)	100% (7)	14% (1)	100% (7)	86% (6)
Bangladesh	2	100% (2)	100% (2)	50% (1)	100% (2)	100% (2)
China	9	100% (9)	89% (8)	78% (7)	100% (9)	89% (8)
Hong Kong	7	86% (6)	71% (5)	29% (2)	86% (6)	71% (5)
India	8	88% (7)	88% (7)	38% (3)	100% (8)	100% (8)
Indonesia	5	100% (5)	100% (5)	40% (2)	100% (5)	100% (5)
Japan	6	84% (5)	84% (5)	17% (1)	100% (6)	100% (6)
Malaysia	9	78% (7)	66% (6)	44% (4)	100% (9)	88% (8)
Philippines	6	83% (5)	83% (5)	34% (2)	100% (6)	100% (6)
Singapore	15	100% (15)	94% (14)	67% (10)	87% (13)	80% (12)
South Korea	5	100% (5)	100% (5)	20% (1)	100% (5)	100% (5)
Taiwan	6	83% (5)	83% (5)	67% (4)	100% (6)	100% (6)
Thailand	7	86% (6)	86% (6)	14% (1)	100% (7)	100% (7)
Vietnam	6	83% (5)	83% (5)	17% (1)	100% (6)	100% (6)
Asia Pacific	98	91% (89)	87% (85)	41% (40)	97% (95)	92% (90)



7) MONTHLY MOBILE PHONE USAGE REIMBURSEMENT/ALLOWANCES AMOUNT.

1) Australia (sample size: 7 companies)

Employee category	Allowance/ maximum claimable usage quantum per month (US\$)					Full reimbursement	Not eligible
	% of sample	Mean	Median	Min	Max	% of sample	% of sample
Company head	0% (0)	-	-	-	-	100% (7)	0% (0)
Function head	0% (0)	-	-	-	-	100% (7)	0% (0)
Manager (non-sales)	0% (0)	-	-	-	-	14% (1)	86% (6)
Manager (sales)	14% (1)	US\$71	-	-	-	86% (6)	0% (0)
Sales employees	14% (1)	US\$42	-	-	-	72% (5)	14% (1)

2) Bangladesh (sample size: 2 companies)

Employee category	Allowance/ maximum claimable usage quantum per month (US\$)					Full reimbursement	Not eligible
	% of sample	Mean	Median	Min	Max	% of sample	% of sample
Company head	50% (1)	US\$269	-	-	-	50% (1)	0% (0)
Function head	50% (1)	US\$269	-	-	-	50% (1)	0% (0)
Manager (non-sales)	50% (1)	US\$269	-	-	-	0% (0)	50% (1)
Manager (sales)	50% (1)	US\$269	-	-	-	50% (1)	0% (0)
Sales employees	50% (1)	US\$269	-	-	-	50% (1)	0% (0)

3) China (sample size: 9 companies)

Employee category	Allowance/ maximum claimable usage quantum per month (US\$)					Full reimbursement	Not eligible
	% of sample	Mean	Median	Min	Max	% of sample	% of sample
Company head	44% (4)	US\$155	US\$148	US\$29	US\$293	56% (5)	0% (0)
Function head	56% (5)	US\$110	US\$117	US\$29	US\$150	33% (3)	11% (1)
Manager (non-sales)	56% (5)	US\$85	US\$73	US\$29	US\$150	22% (2)	22% (2)
Manager (sales)	44% (4)	US\$100	US\$95	US\$58	US\$150	56% (5)	0% (0)
Sales employees	56% (5)	US\$74	US\$73	US\$29	US\$150	33% (3)	11% (1)

4) Hong Kong (sample size: 7 companies)

Employee category	Allowance/ maximum claimable usage quantum per month (US\$)					Full reimbursement	Not eligible
	% of sample	Mean	Median	Min	Max	% of sample	% of sample
Company head	29% (2)	US\$90	US\$90	US\$30	US\$150	57% (4)	14% (1)
Function head	29% (2)	US\$90	US\$90	US\$30	US\$150	42% (3)	29% (2)
Manager (non-sales)	29% (2)	US\$90	US\$90	US\$30	US\$150	0% (0)	71% (5)
Manager (sales)	43% (3)	US\$63	US\$27	US\$13	US\$150	43% (3)	14% (1)
Sales employees	57% (4)	US\$62.5	US\$46	US\$8	US\$150	14% (1)	29% (2)

5) India (sample size: 8 companies)

Employee category	Allowance/ maximum claimable <u>usage</u> quantum per month (US\$)					Full reimbursement % of sample	Not eligible % of sample
	% of sample	Mean	Median	Min	Max		
Company head	12.5% (1)	US\$270	-	-	-	75% (6)	12.5% (1)
Function head	25% (2)	US\$156	US\$156	US\$42	US\$270	62.5% (5)	12.5% (1)
Manager (non-sales)	25% (2)	US\$145.5	US\$145.5	US\$21	US\$270	12.5% (1)	62.5% (5)
Manager (sales)	60% (3)	US\$187	US\$261	US\$21	US\$279	62.5% (5)	0% (0)
Sales employees	60% (3)	US\$155	US\$174	US\$21	US\$270	62.5% (5)	0% (0)

6) Indonesia (sample size: 5 companies)

Employee category	Allowance/ maximum claimable <u>usage</u> quantum per month (US\$)					Full reimbursement % of sample	Not eligible % of sample
	% of sample	Mean	Median	Min	Max		
Company head	0% (0)	-	-	-	-	100% (5)	0% (0)
Function head	40% (2)	US\$93	-	US\$50	US\$137	60% (3)	0% (0)
Manager (non-sales)	20% (1)	US\$68	-	-	-	20% (1)	60% (3)
Manager (sales)	40% (2)	US\$88	-	US\$40	US\$137	60% (3)	0% (0)
Sales employees	40% (2)	US\$60	-	US\$30	US\$68	60% (3)	0% (0)

7) Japan (sample size: 6 companies)

Employee category	Allowance/ maximum claimable <u>usage</u> quantum per month (US\$)					Full reimbursement % of sample	Not eligible % of sample
	% of sample	Mean	Median	Min	Max		
Company head	17% (1)	US\$150	-	-	-	67% (4)	17% (1)
Function head	17% (1)	US\$150	-	-	-	67% (4)	17% (1)
Manager (non-sales)	17% (1)	US\$150	-	-	-	0% (0)	83% (5)
Manager (sales)	50% (3)	US\$204	US\$150	US\$111	US\$352	50% (3)	0% (0)
Sales employees	50% (3)	US\$150	US\$150	US\$66	US\$235	50% (3)	0% (0)

8) Malaysia (sample size: 9 companies)

Employee category	Allowance/ maximum claimable <u>usage</u> quantum per month (US\$)					Full reimbursement % of sample	Not eligible % of sample
	% of sample	Mean	Median	Min	Max		
Company head	0% (0)	-	-	-	-	78% (7)	22% (2)
Function head	22% (2)	US\$60	US\$60	US\$49	US\$71	44% (4)	33% (3)
Manager (non-sales)	11% (1)	US\$28	-	-	-	33% (3)	56% (5)
Manager (sales)	44% (4)	US\$51	US\$53	US\$28	US\$71	56% (5)	0% (0)
Sales employees	44% (4)	US\$45	US\$46	US\$17	US\$71	44% (4)	11% (1)

9) Philippines (sample size: 6 companies)

Employee category	Allowance/ maximum claimable usage quantum per month (US\$)					Full reimbursement % of sample	Not eligible t % of sample
	% of sample	Mean	Median	Min	Max		
Company head	0% (0)	-	-	-	-	83% (5)	17% (1)
Function head	0% (0)	-	-	-	-	83% (5)	17% (1)
Manager (non-sales)	17% (1)	US\$106	-	-	-	17% (1)	67% (4)
Manager (sales)	17% (1)	US\$140	-	-	-	83% (5)	0% (0)
Sales employees	17% (1)	US\$106	-	-	-	83% (5)	0% (0)

10) Singapore (sample size: 15 companies)

Employee category	Allowance/ maximum claimable usage quantum per month (US\$)					Full reimbursement % of sample	Not eligible % of sample
	% of sample	Mean	Median	Min	Max		
Company head	7% (1)	US\$14	-	-	-	93% (14)	0% (0)
Function head	27% (4)	US\$96	US\$101	US\$14	US\$168	67% (10)	6% (1)
Manager (non-sales)	47% (7)	US\$63	US\$67	US\$14	US\$101	20% (3)	33% (5)
Manager (sales)	40% (6)	US\$83	US\$67	US\$47	US\$168	47% (7)	13% (2)
Sales employees	60% (9)	US\$71	US\$67	US\$34	US\$135	20% (3)	20% (3)

11) South Korea (sample size: 5 companies)

Employee category	Allowance/ maximum claimable usage quantum per month (US\$)					Full reimbursement % of sample	Not eligible % of sample
	% of sample	Mean	Median	Min	Max		
Company head	20% (1)	US\$150	-	-	-	80% (4)	0% (0)
Function head	20% (1)	US\$150	-	-	-	80% (4)	0% (0)
Manager (non-sales)	20% (1)	US\$150	-	-	-	0% (0)	80% (4)
Manager (sales)	20% (1)	US\$150	-	-	-	80% (4)	0% (0)
Sales employees	20% (1)	US\$150	-	-	-	80% (4)	0% (0)

12) Taiwan (sample size: 6 companies)

Employee category	Allowance/ maximum claimable usage quantum per month (US\$)					Full reimbursement % of sample	Not eligible % of sample
	% of sample	Mean	Median	Min	Max		
Company head	33% (2)	US\$180.5	US\$180.5	US\$150	US\$211	50% (3)	17% (1)
Function head	33% (2)	US\$120.5	US\$120.5	US\$91	US\$150	50% (3)	17% (1)
Manager (non-sales)	34% (2)	US\$90	US\$90	US\$30	US\$150	33% (2)	33% (2)
Manager (sales)	50% (3)	US\$126	US\$136	US\$91	US\$150	50% (3)	0% (0)
Sales employees	50% (3)	US\$111	US\$91	US\$91	US\$150	50% (3)	0% (0)

13) Thailand (sample size: 7 companies)

Employee category	Allowance/ maximum claimable usage quantum per month (US\$)					Full reimbursement % of sample	Not eligible % of sample
	% of sample	Mean	Median	Min	Max		
Company head	0% (0)	-	-	-	-	86% (6)	14% (1)
Function head	0% (0)	-	-	-	-	86% (6)	14% (1)
Manager (non-sales)	0% (0)	-	-	-	-	14% (1)	86% (6)
Manager (sales)	14% (1)	US\$129	-	-	-	86% (6)	0% (0)
Sales employees	29% (2)	US\$64.5	US\$64.5	US\$43	US\$86	71% (5)	0% (0)

14) Vietnam (sample size: 6 companies)

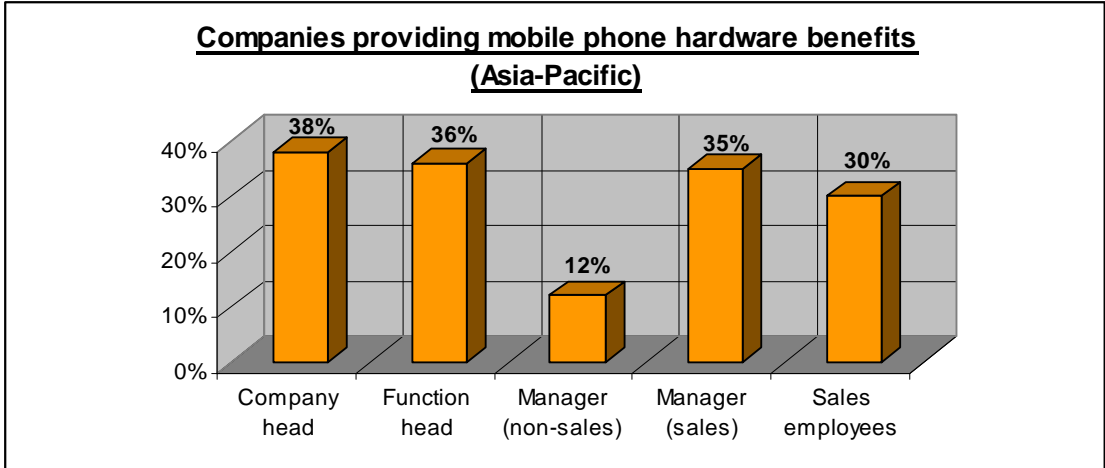
Employee category	Allowance/ maximum claimable usage quantum per month (US\$)					Full reimbursement % of sample	Not eligible % of sample
	% of sample	Mean	Median	Min	Max		
Company head	17% (1)	US\$67	-	-	-	67% (4)	17% (1)
Function head	33% (2)	US\$42	US\$42	US\$17	US\$67	50% (3)	17% (1)
Manager (non-sales)	0% (0)	-	-	-	-	17% (1)	83% (5)
Manager (sales)	50% (3)	US\$79	US\$67	US\$28	US\$141	50% (3)	0% (0)
Sales employees	50% (3)	US\$60	US\$67	US\$17	US\$95	50% (3)	0% (0)

15) Asia Pacific (sample size: 98 companies)

Employee category	Allowance/ maximum claimable usage quantum per month (US\$)					Full reimbursement % of sample	Not eligible % of sample
	% of sample	Mean	Median	Min	Max		
Company head	14% (14)	US\$148.5	US\$150	US\$14	US\$293	77% (75)	9% (9)
Function head	24% (24)	US\$122.3	US\$127	US\$14	US\$270	62% (61)	13% (13)
Manager (non-sales)	24% (24)	US\$97.3	US\$73	US\$14	US\$270	16% (16)	59% (58)
Manager (sales)	36% (36)	US\$122	US\$123	US\$21	US\$270	60% (59)	3% (3)
Sales employees	43% (42)	US\$98	US\$73	US\$8	US\$270	49% (48)	8% (8)
All categories	28%	US\$113	US\$100	US\$8	US\$293	53%	19%

8) COMPANIES PROVIDING MOBILE PHONE HARDWARE BENEFITS.

Country	Sample size	Company head	Function head	Manager (non-sales)	Manager (sales)	Sales employees
Australia	7	43% (3)	29% (2)	14% (1)	43% (3)	29% (2)
Bangladesh	2	100% (2)	100% (2)	50% (1)	100% (2)	100% (2)
China	9	22% (2)	22% (2)	11% (1)	22% (2)	11% (1)
Hong Kong	7	29% (2)	29% (2)	14% (1)	29% (2)	14% (1)
India	8	38% (3)	38% (3)	25% (2)	13% (1)	13% (1)
Indonesia	5	40% (2)	40% (2)	0% (0)	40% (2)	40% (2)
Japan	6	33% (2)	33% (2)	17% (1)	33% (2)	33% (2)
Malaysia	9	33% (3)	33% (3)	0% (0)	33% (3)	22% (2)
Philippines	6	33% (2)	33% (2)	0% (0)	33% (2)	33% (2)
Singapore	15	47% (7)	40% (6)	20% (3)	40% (6)	33% (5)
South Korea	5	40% (2)	40% (2)	20% (1)	40% (2)	40% (2)
Taiwan	6	33% (2)	33% (2)	17% (1)	33% (2)	33% (2)
Thailand	7	43% (3)	43% (3)	0% (0)	43% (3)	43% (3)
Vietnam	6	33% (2)	33% (2)	0% (0)	33% (2)	33% (2)
Asia Pacific	98	38% (37)	36% (35)	12% (12)	35% (34)	30% (29)



9) MOBILE PHONE HARDWARE BENEFITS AMOUNT.

1) Australia (sample size: 7 companies)

Employee category	Allowance/ maximum claimable quantum for mobile phone hardware (US\$)				Full reimbursement	Provide mobile phone	Not eligible
	% of sample	Mean	Min	Max	% of sample	% of sample	% of sample
Company head	14% (1)	US\$664	-	-	14% (1)	14% (1)	57% (4)
Function head	14% (1)	US\$664	-	-	14% (1)	14% (1)	57% (4)
Manager (non-sales)	0% (0)	-	-	-	14% (1)	0% (0)	86% (6)
Manager (sales)	14% (1)	US\$664	-	-	14% (1)	14% (1)	57% (4)
Sales employees	0% (0)	-	-	-	14% (1)	14% (1)	72% (5)

2) Bangladesh (sample size: 2 companies)

Employee category	Allowance/ maximum claimable quantum for mobile phone hardware (US\$)				Full reimbursement	Provide mobile phone	Not eligible
	% of sample	Mean	Min	Max	% of sample	% of sample	% of sample
Company head	100% (2)	US\$252	US\$270	US\$436	0% (0)	0% (0)	0% (0)
Function head	100% (2)	US\$244	US\$218	US\$270	0% (0)	0% (0)	0% (0)
Manager (non-sales)	50% (1)	US\$270	-	-	0% (0)	0% (0)	50% (1)
Manager (sales)	100% (2)	US\$244	US\$218	US\$270	0% (0)	0% (0)	0% (0)
Sales employees	100% (2)	US\$244	US\$218	US\$270	0% (0)	0% (0)	0% (0)

3) China (sample size: 9 companies)

Employee category	Allowance/ maximum claimable quantum for mobile phone hardware (US\$)				Full reimbursement	Provide mobile phone	Not eligible
	% of sample	Mean	Min	Max	% of sample	% of sample	% of sample
Company head	22% (2)	US\$429.5	US\$180	US\$679	0% (0)	0% (0)	78% (7)
Function head	22% (2)	US\$429.5	US\$180	US\$679	0% (0)	0% (0)	78% (7)
Manager (non-sales)	11% (1)	US\$180	-	-	0% (0)	0% (0)	89% (8)
Manager (sales)	22% (2)	US\$429.5	US\$180	US\$679	0% (0)	0% (0)	78% (7)
Sales employees	11% (1)	US\$180	-	-	0% (0)	0% (0)	89% (8)

4) Hong Kong (sample size: 7 companies)

Employee category	Allowance/ maximum claimable quantum for mobile phone hardware (US\$)				Full reimbursement	Provide mobile phone	Not eligible
	% of sample	Mean	Min	Max	% of sample	% of sample	% of sample
Company head	29% (2)	US\$429.5	US\$180	US\$679	0% (0)	0% (0)	71% (5)
Function head	29% (2)	US\$429.5	US\$180	US\$679	0% (0)	0% (0)	71% (5)
Manager (non-sales)	14% (1)	US\$180	-	-	0% (0)	0% (0)	86% (6)
Manager (sales)	29% (2)	US\$429.5	US\$180	US\$679	0% (0)	0% (0)	71% (5)
Sales employees	14% (1)	US\$180	-	-	0% (0)	0% (0)	86% (6)

5) India (sample size: 8 companies)

Employee category	Allowance/ maximum claimable quantum for mobile phone hardware (US\$)			Full reimbursement	Provide mobile phone	Not eligible	
	% of sample	Mean	Min	Max	% of sample	% of sample	% of sample
Company head	12.5% (1)	US\$270	-	-	0% (0)	25% (2)	62.5% (5)
Function head	12.5% (1)	US\$270	-	-	0% (0)	25% (2)	62.5% (5)
Manager (non-sales)	12.5% (1)	US\$270	-	-	0% (0)	25% (2)	62.5% (5)
Manager (sales)	12.5% (1)	US\$270	-	-	0% (0)	25% (2)	62.5% (5)
Sales employees	12.5% (1)	US\$270	-	-	0% (0)	12.5% (1)	75% (6)

6) Indonesia (sample size: 5 companies)

Employee category	Allowance/ maximum claimable quantum for mobile phone hardware (US\$)			Full reimbursement	Provide mobile phone	Not eligible	
	% of sample	Mean	Min	Max	% of sample	% of sample	% of sample
Company head	0% (0)	-	-	-	20% (1)	20% (1)	60% (3)
Function head	0% (0)	-	-	-	20% (1)	20% (1)	60% (3)
Manager (non-sales)	0% (0)	-	-	-	0% (0)	0% (0)	100% (5)
Manager (sales)	0% (0)	-	-	-	20% (1)	20% (1)	60% (3)
Sales employees	0% (0)	-	-	-	20% (1)	0% (0)	80% (4)

7) Japan (sample size: 6 companies)

Employee category	Allowance/ maximum claimable quantum for mobile phone hardware (US\$)			Full reimbursement	Provide mobile phone	Not eligible	
	% of sample	Mean	Min	Max	% of sample	% of sample	% of sample
Company head	17% (1)	US\$180	-	-	0% (0)	17% (1)	67% (4)
Function head	17% (1)	US\$180	-	-	0% (0)	17% (1)	67% (4)
Manager (non-sales)	17% (1)	US\$180	-	-	0% (0)	0% (0)	71% (5)
Manager (sales)	17% (1)	US\$180	-	-	0% (0)	17% (1)	67% (4)
Sales employees	17% (1)	US\$180	-	-	0% (0)	17% (1)	67% (4)

8) Malaysia (sample size: 9 companies)

Employee category	Allowance/ maximum claimable quantum for mobile phone hardware (US\$)			Full reimbursement	Provide mobile phone	Not eligible	
	% of sample	Mean	Min	Max	% of sample	% of sample	% of sample
Company head	11% (1)	US\$671	-	-	11% (1)	11% (1)	67% (6)
Function head	11% (1)	US\$671	-	-	11% (1)	11% (1)	67% (6)
Manager (non-sales)	0% (0)	-	-	-	0% (0)	0% (0)	100% (9)
Manager (sales)	11% (1)	US\$671	-	-	11% (1)	11% (1)	67% (6)
Sales employees	0% (0)	-	-	-	11% (1)	11% (1)	78% (7)

9) Philippines (sample size: 6 companies)

Employee category	Allowance/ maximum claimable quantum for mobile phone hardware (US\$)			Full reimbursement	Provide mobile phone	Not eligible	
	% of sample	Mean	Min	Max	% of sample	% of sample	% of sample
Company head	0% (0)	-	-	-	17% (1)	17% (1)	67% (4)
Function head	0% (0)	-	-	-	17% (1)	17% (1)	67% (4)
Manager (non-sales)	0% (0)	-	-	-	0% (0)	0% (0)	100% (6)
Manager (sales)	0% (0)	-	-	-	17% (1)	17% (1)	67% (4)
Sales employees	0% (0)	-	-	-	17% (1)	17% (1)	67% (4)

10) Singapore (sample size: 15 companies)

Employee category	Allowance/ maximum claimable quantum for mobile phone hardware (US\$)			Full reimbursement	Provide mobile phone	Not eligible	
	% of sample	Mean	Min	Max	% of sample	% of sample	% of sample
Company head	13% (2)	US\$455	US\$236	US\$674	13% (2)	20% (3)	53% (8)
Function head	13% (2)	US\$455	US\$236	US\$674	7% (1)	20% (3)	60% (9)
Manager (non-sales)	7% (1)	US\$236	-	-	0% (0)	13% (2)	80% (12)
Manager (sales)	13% (2)	US\$455	US\$236	US\$674	7% (1)	20% (3)	60% (9)
Sales employees	7% (1)	US\$236	-	-	7% (1)	20% (3)	67% (10)

11) South Korea (sample size: 5 companies)

Employee category	Allowance/ maximum claimable quantum for mobile phone hardware (US\$)			Full reimbursement	Provide mobile phone	Not eligible	
	% of sample	Mean	Min	Max	% of sample	% of sample	% of sample
Company head	20% (1)	US\$180	-	-	0% (0)	20% (1)	60% (3)
Function head	20% (1)	US\$180	-	-	0% (0)	20% (1)	60% (3)
Manager (non-sales)	20% (1)	US\$180	-	-	0% (0)	0% (0)	80% (4)
Manager (sales)	20% (1)	US\$180	-	-	0% (0)	20% (1)	60% (3)
Sales employees	20% (1)	US\$180	-	-	0% (0)	20% (1)	60% (3)

12) Taiwan (sample size: 6 companies)

Employee category	Allowance/ maximum claimable quantum for mobile phone hardware (US\$)			Full reimbursement	Provide mobile phone	Not eligible	
	% of sample	Mean	Min	Max	% of sample	% of sample	% of sample
Company head	17% (1)	US\$180	-	-	17% (1)	0% (0)	67% (4)
Function head	17% (1)	US\$180	-	-	17% (1)	0% (0)	67% (4)
Manager (non-sales)	17% (1)	US\$180	-	-	0% (0)	0% (0)	83% (5)
Manager (sales)	17% (1)	US\$180	-	-	17% (1)	0% (0)	67% (4)
Sales employees	17% (1)	US\$180	-	-	17% (1)	0% (0)	67% (4)

13) Thailand (sample size: 7 companies)

Employee category	Allowance/ maximum claimable quantum for mobile phone hardware (US\$)				Full reimbursement	Provide mobile phone	Not eligible
	% of sample	Mean	Min	Max	% of sample	% of sample	% of sample
Company head	0% (0)	-	-	-	14% (1)	29% (2)	57% (4)
Function head	0% (0)	-	-	-	14% (1)	29% (2)	57% (4)
Manager (non-sales)	0% (0)	-	-	-	0% (0)	14% (1)	86% (6)
Manager (sales)	0% (0)	-	-	-	14% (1)	29% (2)	57% (4)
Sales employees	0% (0)	-	-	-	14% (1)	29% (2)	57% (4)

14) Vietnam (sample size: 6 companies)

Employee category	Allowance/ maximum claimable quantum for mobile phone hardware (US\$)				Full reimbursement	Provide mobile phone	Not eligible
	% of sample	Mean	Min	Max	% of sample	% of sample	% of sample
Company head	0% (0)	-	-	-	17% (1)	17% (1)	67% (4)
Function head	0% (0)	-	-	-	17% (1)	17% (1)	67% (4)
Manager (non-sales)	0% (0)	-	-	-	0% (0)	0% (0)	100% (6)
Manager (sales)	0% (0)	-	-	-	17% (1)	17% (1)	67% (4)
Sales employees	0% (0)	-	-	-	17% (1)	17% (1)	67% (4)

15) Asia Pacific (sample size: 98 companies)

Employee category	Allowance/ maximum claimable quantum for mobile phone hardware (US\$)					Full reimbursement	Provide mobile phone	Not eligible
	% of sample	Mean	Median	Min	Max	% of sample	% of sample	% of sample
Company head	14% (14)	US\$408	US\$270	US\$180	US\$679	9% (9)	14% (14)	62% (61)
Function head	14% (14)	US\$391	US\$270	US\$180	US\$679	8% (8)	14% (14)	63% (62)
Manager (non-sales)	8% (8)	US\$214	US\$180	US\$180	US\$270	1% (1)	5% (5)	86% (84)
Manager (sales)	14% (14)	US\$391	US\$270	US\$180	US\$679	8% (8)	14% (14)	63% (62)
Sales employees	9% (9)	US\$214	US\$199	US\$180	US\$270	8% (8)	12% (12)	70% (69)
All categories	12%	US\$346	US\$236	US\$180	US\$679	7%	12%	69%