

| <b>Title</b> | <b>Heading</b>                                     | <b>Page Number</b> |
|--------------|--|--------------------|
| 1            | <b>Message From MMRD</b>                           | 5                  |
| 2            | <b>Data Source &amp; Method</b>                    | 6                  |
| 3            | <b>General Profile</b>                             | 7                  |
| 4            | <b>Salary Coverage</b>                             | 8-9                |
| 5            | <b>Individual Respondent Profile</b>               | 10                 |
| 6            | <b>Salary survey findings (By Department)</b>      |                    |
| 6.1          | General Management                                 | 12                 |
| 6.2          | Admin & Office Support                             | 13                 |
| 6.3          | Human Resource                                     | 14                 |
| 6.4          | Operation & Production                             | 15                 |
| 6.5          | Sale & Marketing                                   | 16                 |
| 6.6          | Accounting & Finance                               | 17                 |
| 6.7          | Business Development                               | 18                 |
| 6.8          | Information Technology                             | 19                 |
| 6.9          | Warehouse  | 20                 |
| 6.10         | Engineering  | 21                 |
| 7            | <b>Salary Survey Findings (By sector)</b>          |                    |
| 7.1          | FMCG   | 24-25              |
| 7.2          | Pharmaceutical                                     | 26-27              |
| 7.3          | Telecom  | 28                 |
| 7.4          | Logistics  | 29                 |
| 7.5          | Energy   | 30-31              |
| 7.6          | Trading  | 32-33              |
| 7.7          | Banking and Finance                                | 34                 |
| 7.8          | Distribution                                       | 35                 |
| 7.9          | Modern Trade                                       | 36                 |
| 7.10         | Advertising  | 37                 |
| 7.11         | Construction                                       | 38-39              |
| 7.12         | Travel and Tour                                    | 40                 |
| 7.13         | IT & Electronics                                   | 41                 |
| 7.14         | Legal & Financial                                  | 42                 |
| 7.15         | Hotel  | 43                 |
| 7.16         | INGOs  | 44                 |
| 7.17         | Others   | 45-46              |
| 8            | <b>HR findings</b>                                 |                    |
| 8.1          | Incremental Policy                                 | 48-49              |
| 8.2          | Recruitment Issues                                 | 50                 |
| 8.3          | Benefits   | 51                 |
| 8.4          | Pay Model  | 52                 |
| 8.5          | Training & Performance Review                      | 53                 |
| 8.6          | Factors that make company attractive to candidates | 54                 |
| 9            | <b>Useful Information</b>                          |                    |
| 9.1          | Employment Rules and Regulations                   | 56-58              |
| 9.2          | Holidays in 2018                                   | 59                 |

| <b>Title</b> | <b>Heading</b>   | <b>Page Number</b> |
|--------------|--|--------------------|
| 10           | Myanmar Country Profile  | 62-63              |
| 10.1         | Population by State/Region   | 64                 |
| 10.2         | Country Administrative Structure                                       | 65                 |
| 10.3         | Key Economic Indicator   | 66                 |
| 10.4         | Inflation Rate Trend (%)   | 67                 |
| 10.5         | Monthly Exchange Rate Kyat/USD   | 67                 |
| 10.6         | Per Capita GDP by States and Regions/Kyat (2016 – 2017)                | 68                 |
| 10.7         | SEC Pyramid  | 69                 |
| 10.8         | SEC (By Urbanization and Region)                                       | 70                 |
| 10.9         | Monthly Household Income (By Urbanization & Region)                    | 71                 |
| 10.10        | Monthly Household Income (By SEC)                                      | 72                 |
| 10.11        | Monthly Household Expenditure (By Urbanization & Region)               | 73                 |
| 10.12        | Monthly Household Expenditure (By SEC)                                 | 74                 |
| 10.13        | Household durables (Audio Visual Products)                             | 75                 |
| 10.14        | Audio Visual Products  | 76-77              |
| 10.15        | Household durables (PC/PH/Electrical Appliances/Transportation/Others) | 78-79              |
| 10.16        | Incidence of Mobile Ownership  | 80                 |
| 10.17        | Type of Mobile Phone used  | 81                 |
| 10.18        | Internet usage incidence   | 82                 |
| 10.19        | Incidence of bank service usage  | 83                 |