

JAPAN SALARY SURVEY

Marketing / Sales / Developers / Creatives

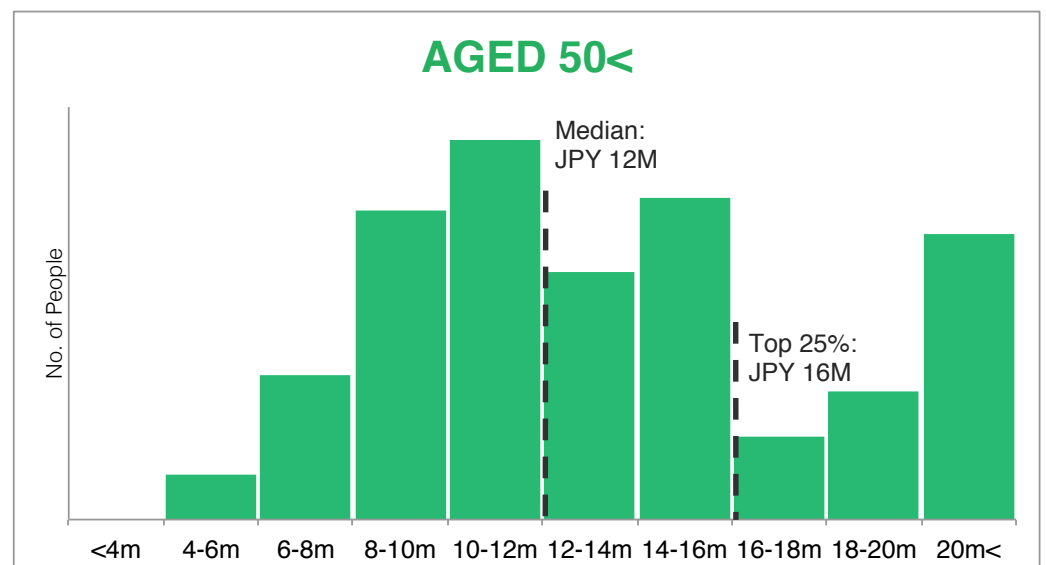
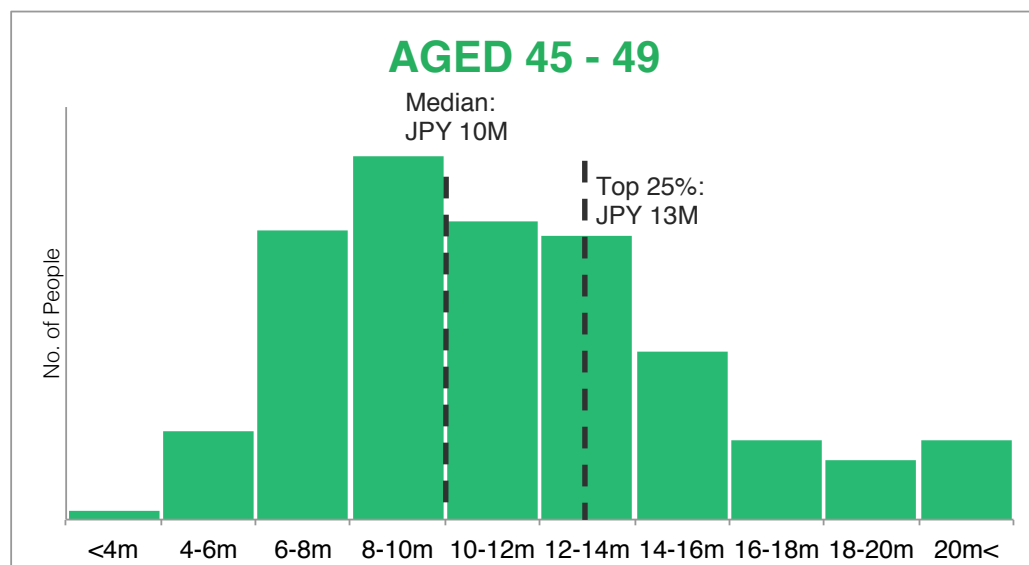
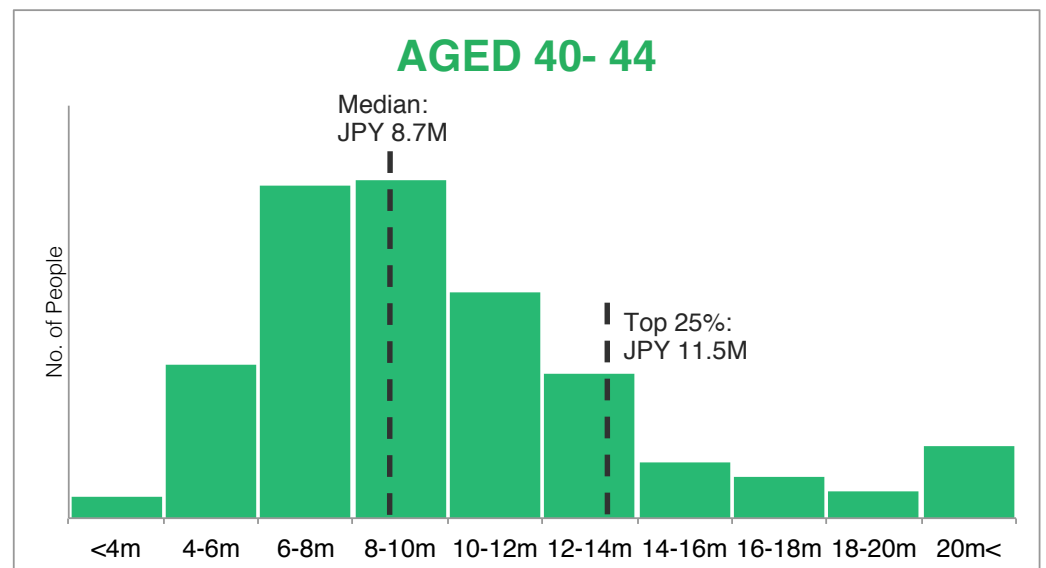
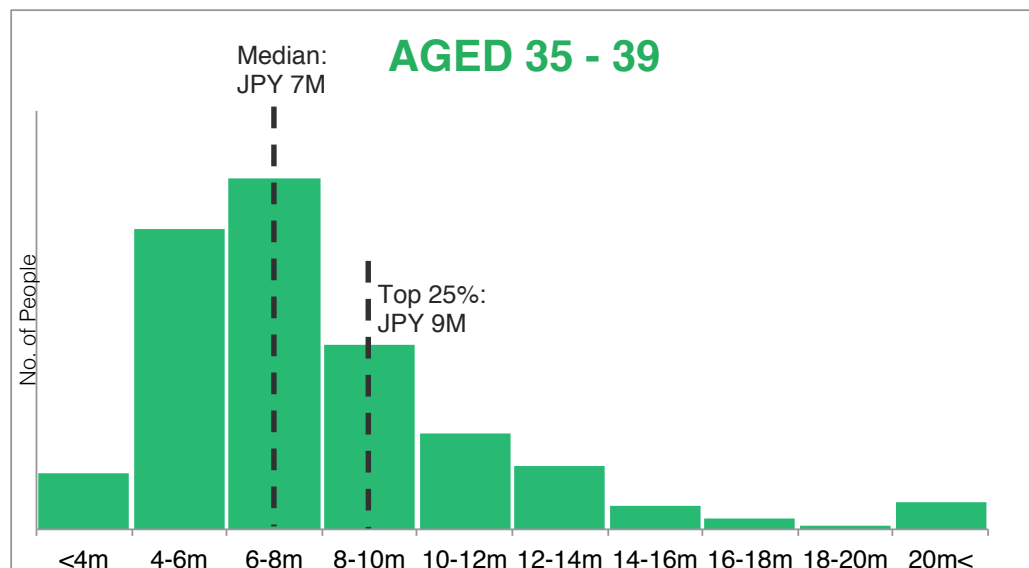
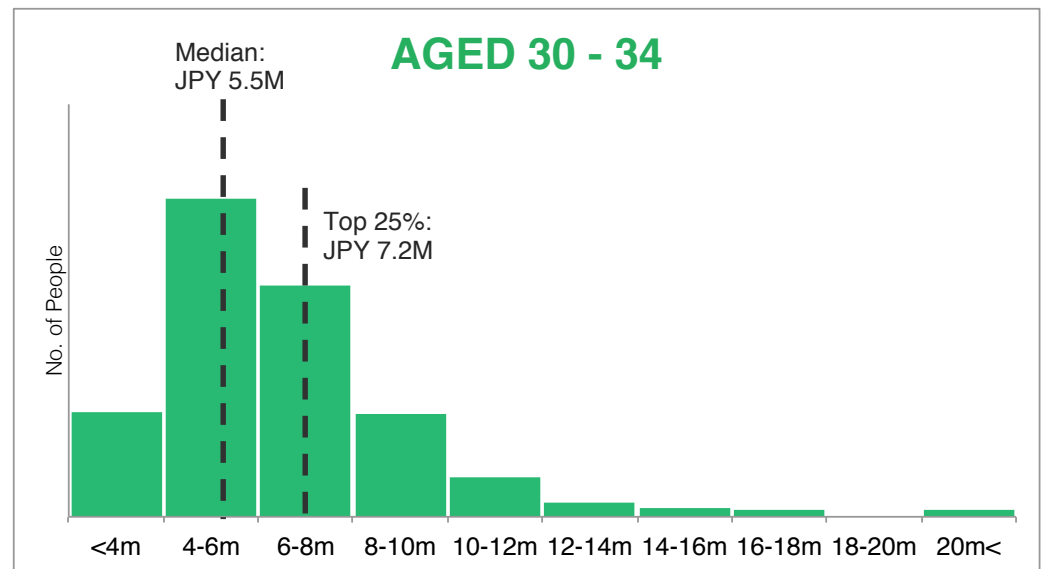
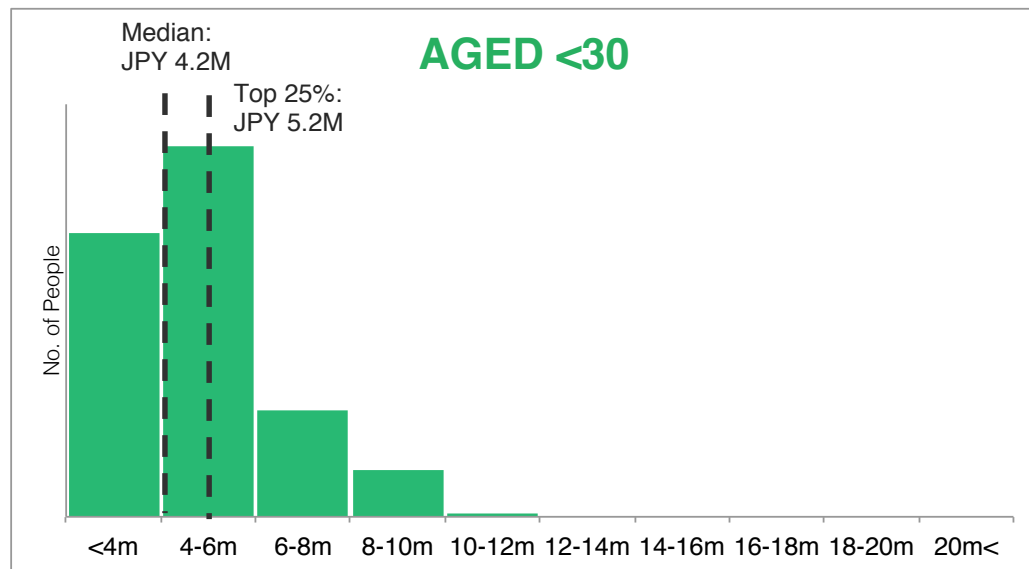
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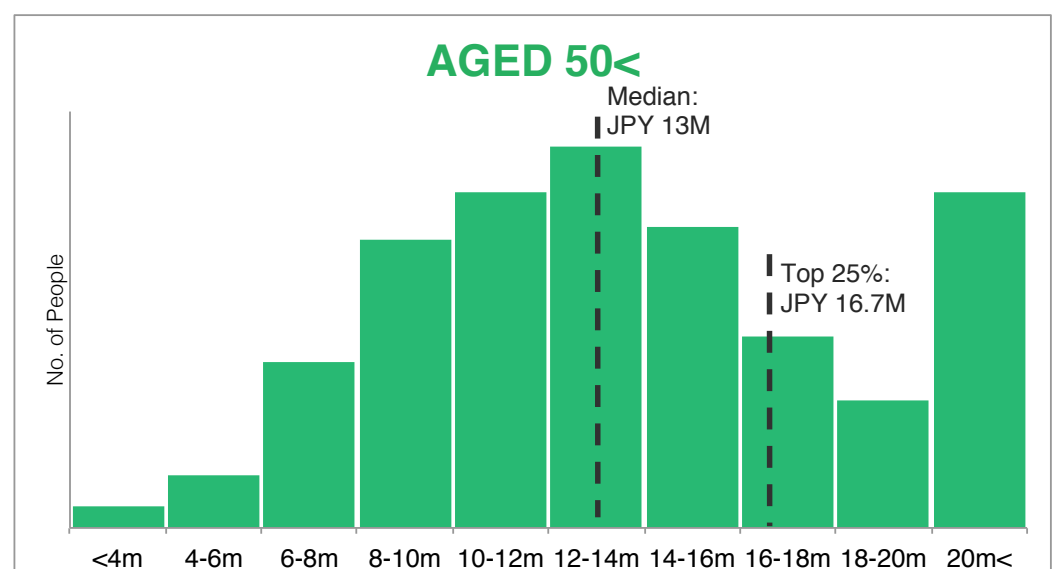
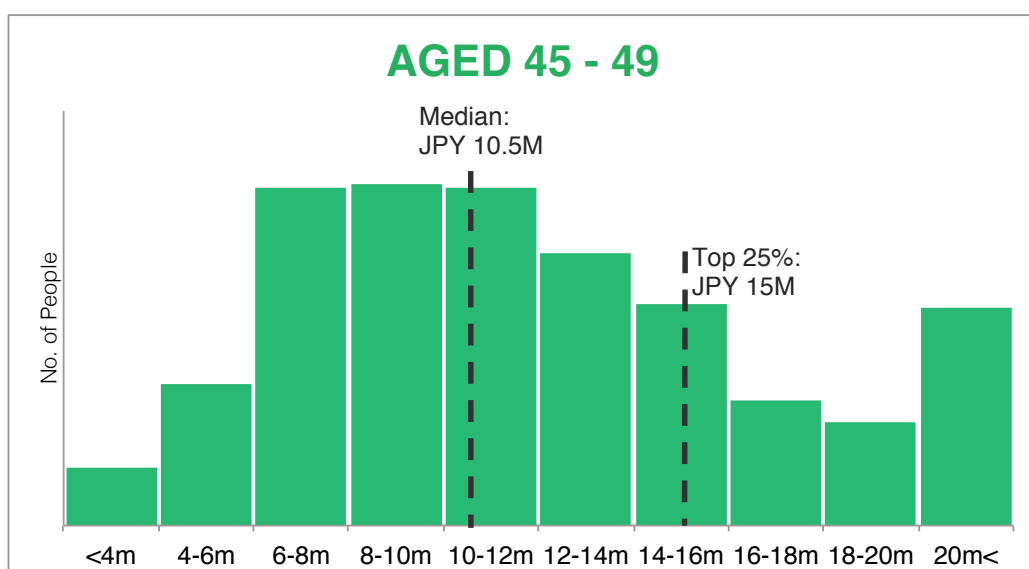
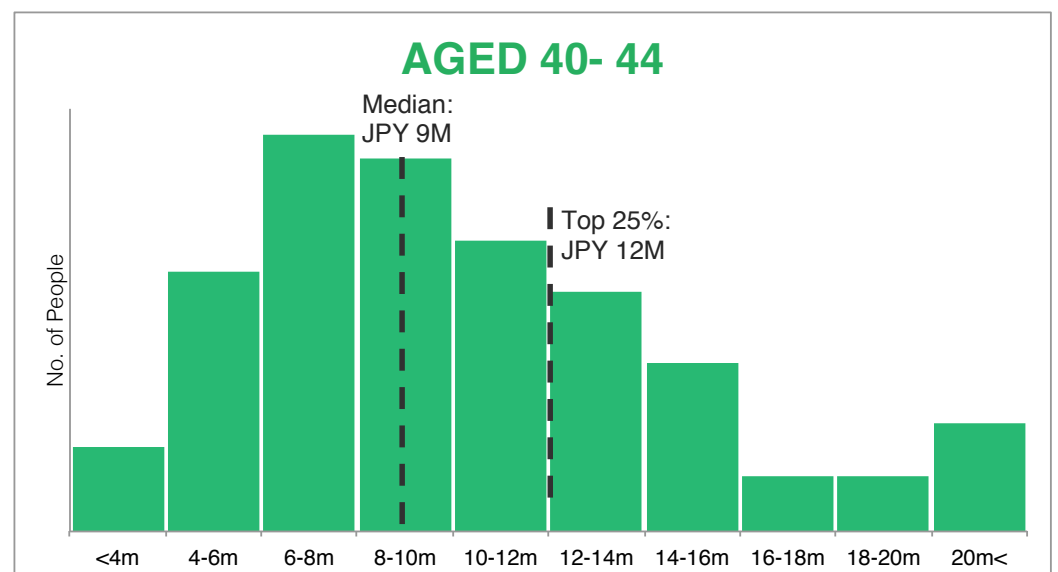
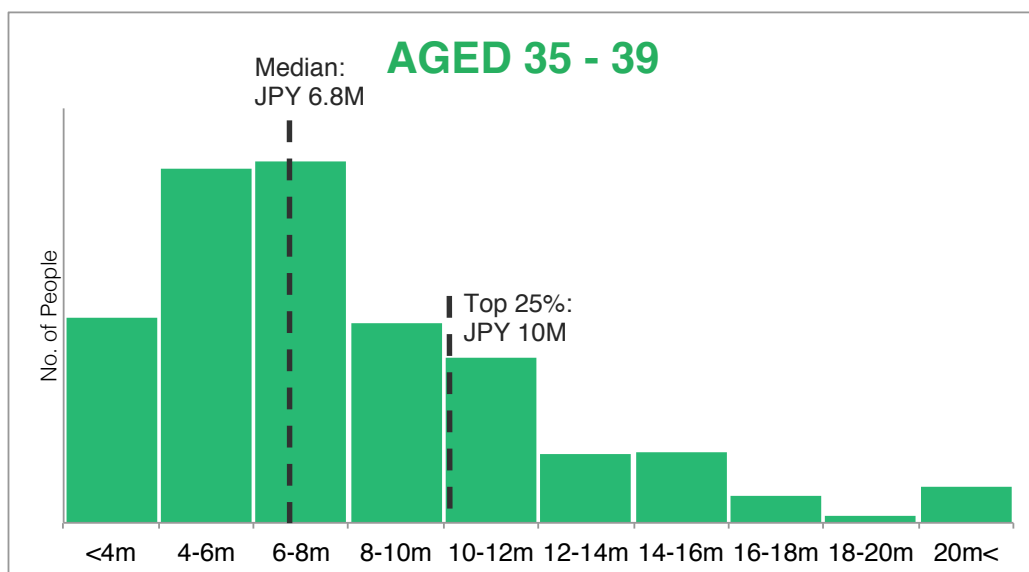
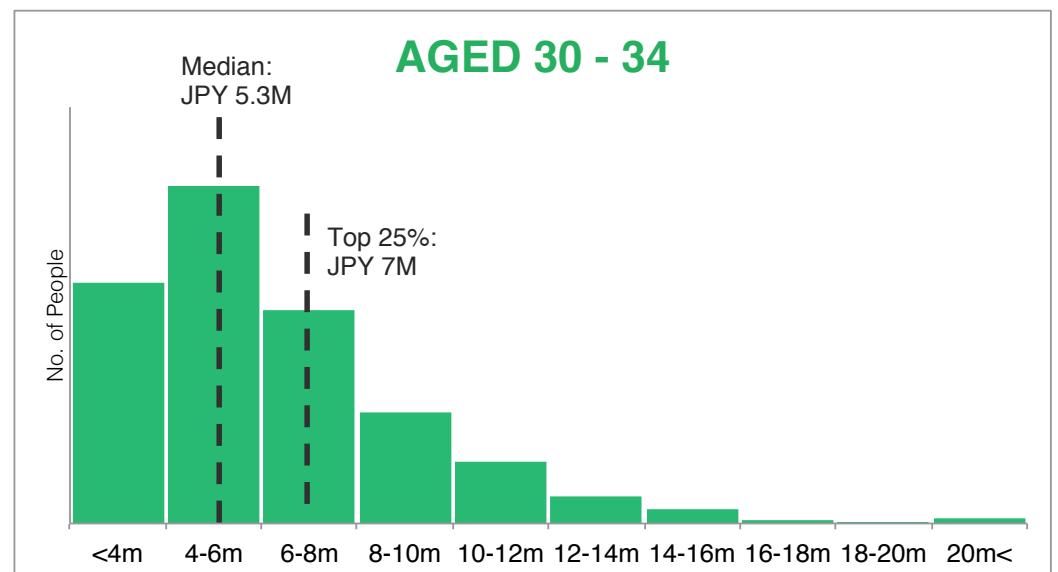
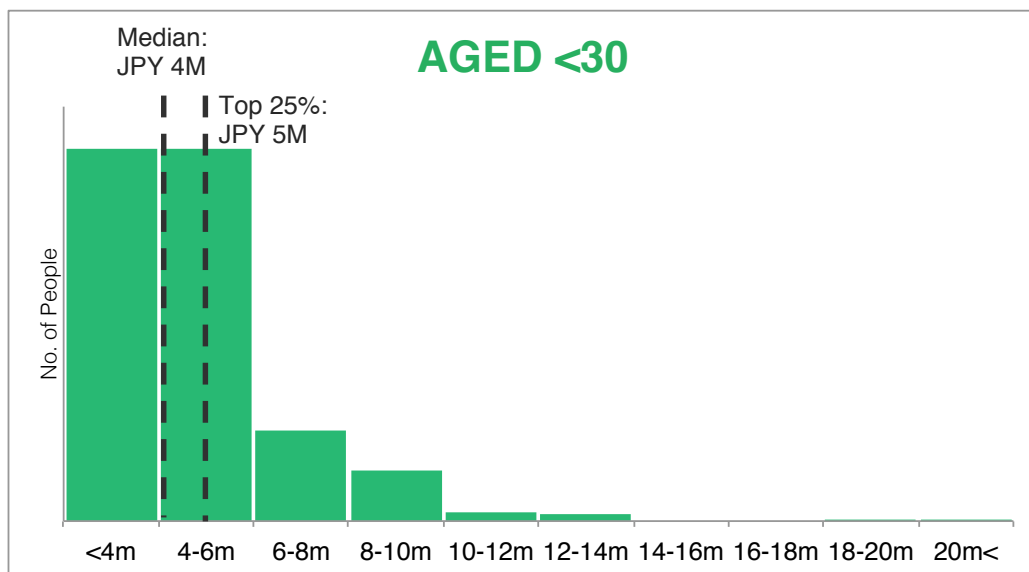
MARKETING

The salary figures below show annual base salary + bonuses. On average, marketing salary packages comprise **89% base salary** and **11% bonus**. For example, a JPY 6 million salary figure below means, on average, 5.34m base and 0.66m bonus.



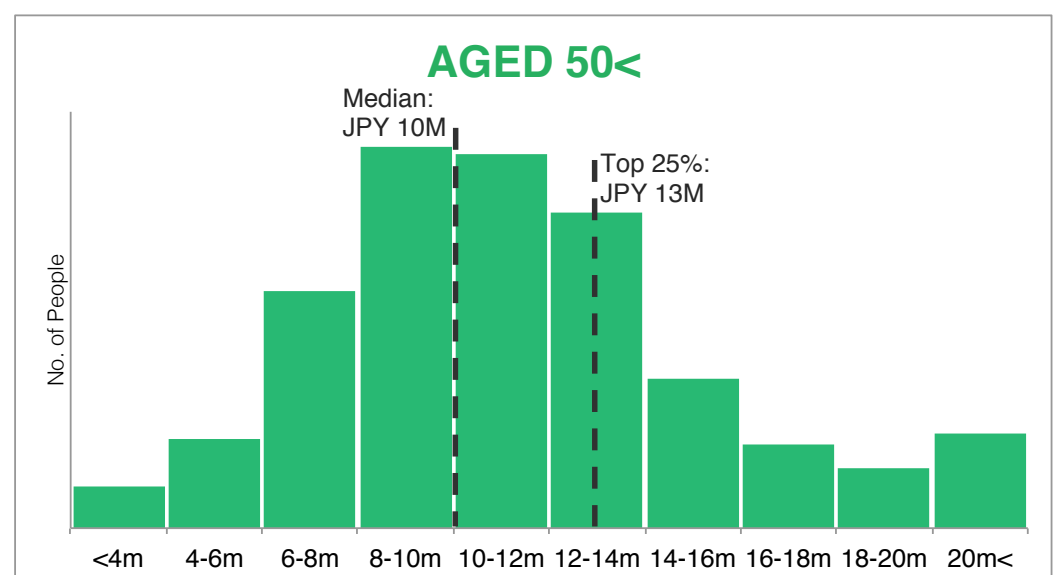
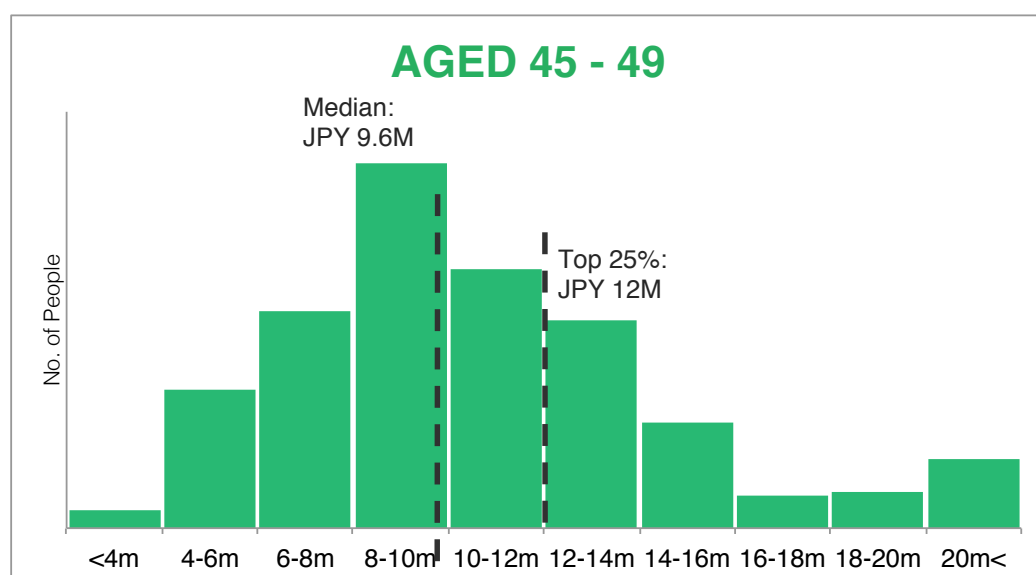
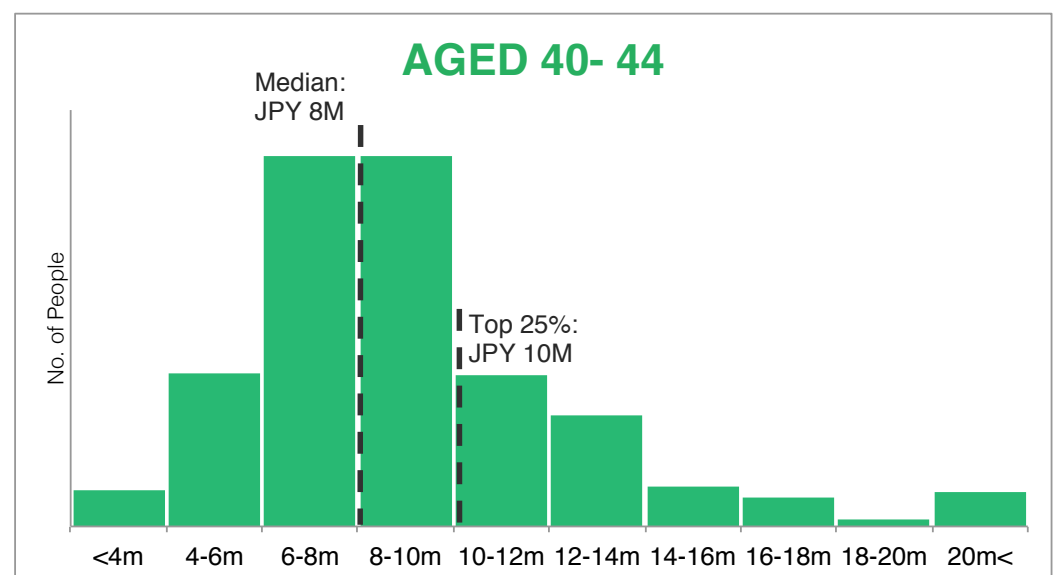
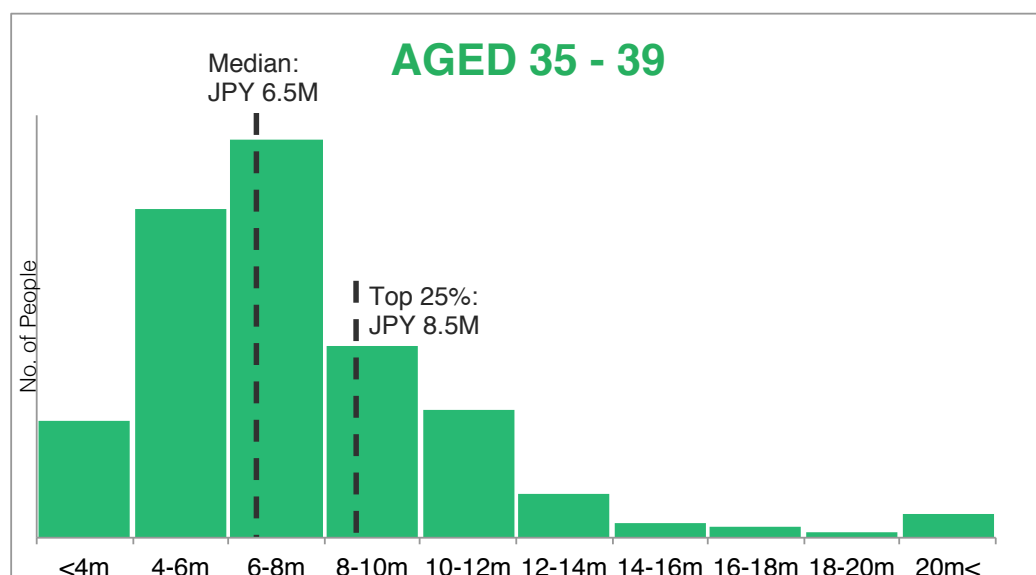
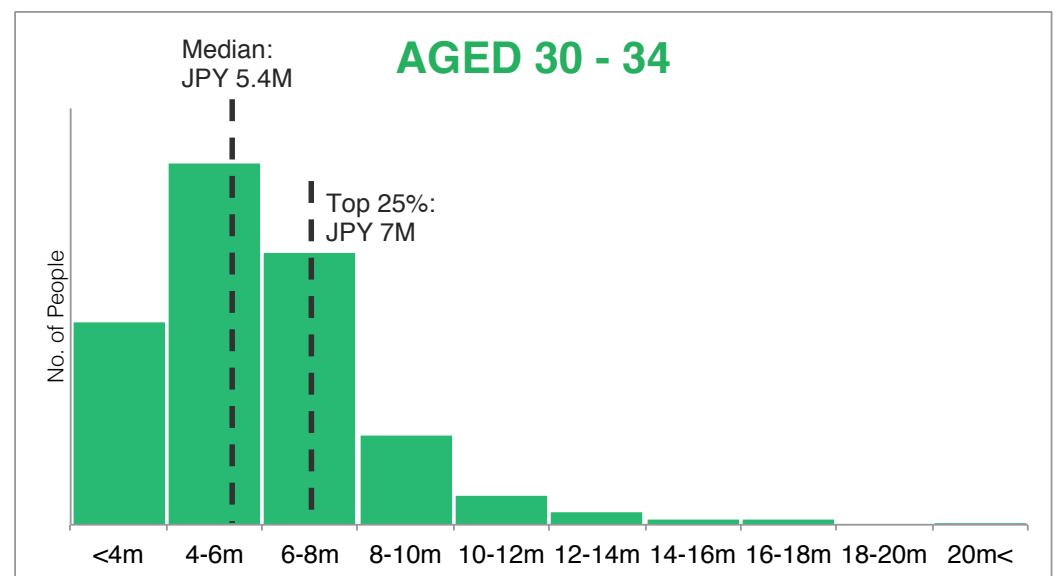
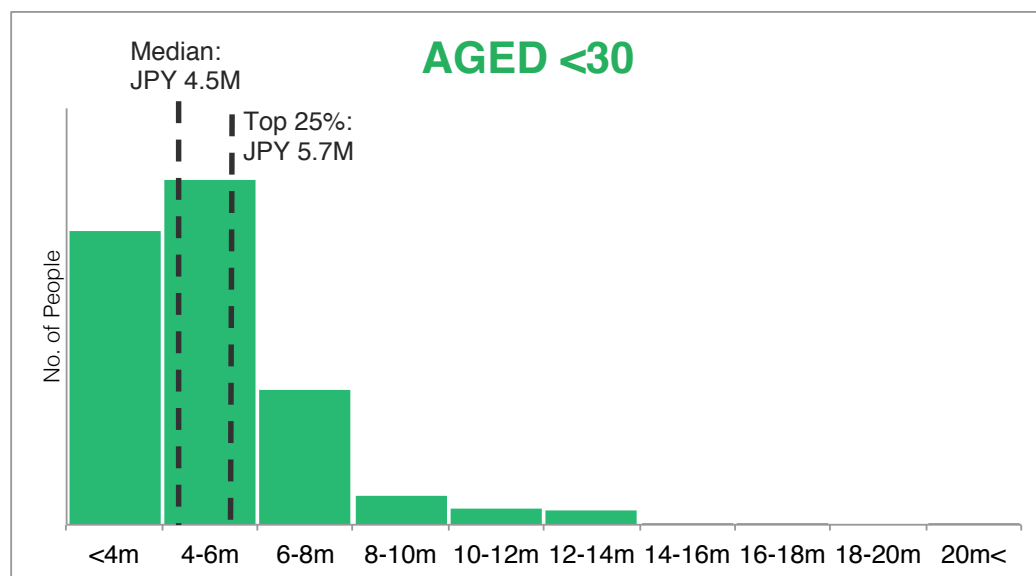
SALES

The salary figures below show annual base salary + bonuses. On average, sales salary packages comprise **84% base salary** and **16% bonus**. For example, a JPY 6 million salary figure below means, on average, 5.04m base and 0.96m bonus.



DEVELOPERS

The salary figures below show annual base salary + bonuses. On average, developers salary packages comprise **86% base salary** and **14% bonus**. For example, a JPY 6 million salary figure below means, on average, 5.16m base and 0.84m bonus.



CREATIVES

The salary figures below show annual base salary + bonuses. On average, creatives salary packages comprise **95% base salary** and **5% bonus**. For example, a JPY 6 million salary figure below means, on average, 5.70m base and 0.30m bonus.

