

METHODOLOGY

Best Employers Asia-Pacific 2026

in collaboration with



**BEST EMPLOYERS
ASIA-PACIFIC 2026**

Best Employers Asia-Pacific highlights multinational organisations in the Asia Pacific region as great places to work

Ranking's cornerstones



Methodology

For the second year, the *Best Employers Asia-Pacific* have been selected based on a vast sample of independent surveys completed by more than 50,000 employees. In total, over **300,000 evaluations** formed the basis for identifying the region's top employers.

Employees were consulted **anonymously** through online access panels. This process is conducted entirely independently of the companies themselves to ensure that respondents can answer openly and honestly, without concern that their feedback might be seen by their employers.

Each participant was asked, in which country and for which company or subsidiary of a corporate group they work. Responses were captured in an open-ended format with an autofill option. The ranking is open to corporate groups that employ more than **1,000 people** and operate in at least two of the countries in the Asia-Pacific region⁽¹⁾.

The survey, which took on average **10–12 minutes** to complete, was conducted periodically over the past two years, with the most recent fieldwork taking place from **May to June 2025**.

A corporate group's final score is determined at the global level and is based on two types of employee evaluations:

- **Personal Evaluations (Direct):** Provided by employees about their own employers, including their willingness to recommend their workplace to friends and family on a scale from 0 to 10.
- **Public Evaluations (Indirect):** Provided by friends and family of employees, or by industry peers familiar with the company.



Executive Summary

- **Title of ranking:** Best Employers Asia-Pacific 2026
- **Media partner:** The Financial Times
- **Edition:** 2nd
- **Number of awardees:** 500
- **Methodology:** Survey
- **Criteria used for determining rank:** Online survey assessing various evaluations of company performance. Companies were scored across multiple dimensions, with the highest scores determining the final ranking.

Employee Evaluations were Collected via Independent Panel and Open Survey

Data collection through online access panels



Online Access Panel / Open survey

Online access panel: a sample group set up by a survey company and available for custom-built surveys.

Open survey: survey ran on ft.com



Survey Participants

- ✓ **Full-Time** (> 35 hours per week)
- ✓ **Part-Time** (< 35 hours per week)
- ✗ **Unemployed**
- ✗ **Self-employed**
- ✗ **Company size** < 1,000 employees



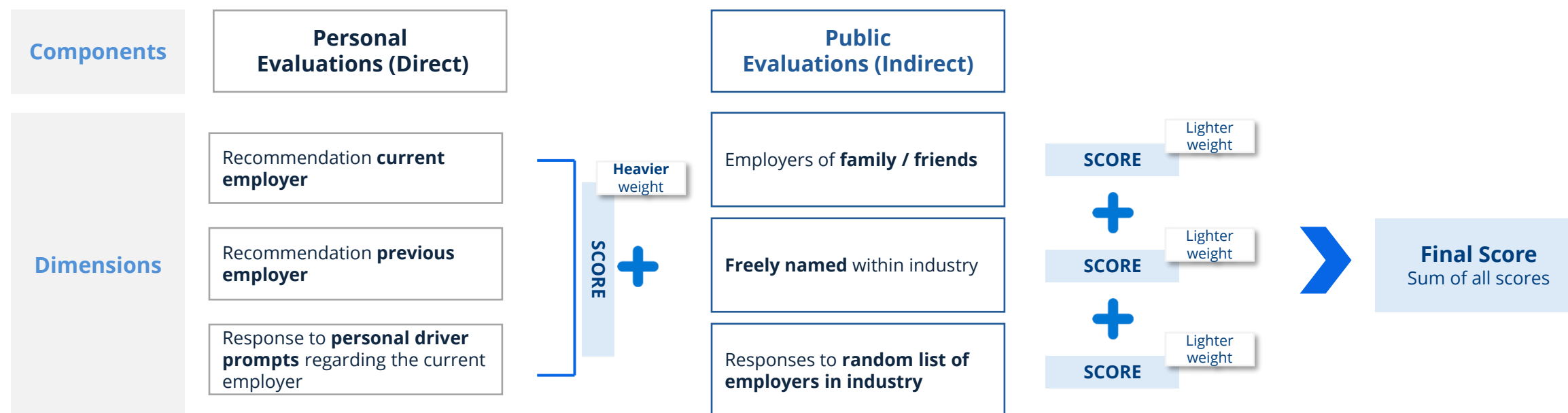
Survey Periods

May-June 2025

The survey utilizes an **online access panel** to gather a representative sample of **over 50,000 participants—both part-time and full-time—** in Australia, Hong Kong, India, Indonesia, Japan, Macau, Malaysia, New Zealand, Philippines, Singapore, South Korea, Taiwan, Thailand, Vietnam.

The scoring model is founded on two key components: Personal Evaluations and Public Evaluations

Scoring Model



Data from the **previous 2 years is considered**, with a **heavier weight put on more recent data**. The results of these elements are combined to calculate a final score.

Industries

Each employer is grouped by industry

1. Aerospace & Defense
2. Agriculture
3. Automotive (Automotive and Suppliers)
4. Banking and Financial Services
5. Business Services & Supplies
6. Clothing, Shoes, Sports Equipment
7. Construction, Chemicals, Raw Materials, Mining
8. Drugs & Biotechnology
9. Education
10. Engineering, Manufacturing
11. Food, Soft Beverages, Alcohol & Tobacco
12. Government Services
13. Health Care Equipment & Services
14. Healthcare & Social Services
15. Insurance
16. IT Software & Services
17. Media & Advertising
18. Packaged Goods
19. Professional Services
20. Real Estate
21. Restaurants
22. Retail and Wholesale
23. Semiconductors, Electronics, Electrical Engineering
24. Telecommunications Services, Cable Supplier
25. Transportation and Logistics
26. Travel & Leisure
27. Utilities