

## Our People

Astro is a giant melting pot of over 4,000 employees from diverse backgrounds.

At Astro, all team with the same shared values to empower our people, our communities and our environment.



## Workforce Diversity



Our commitment to diversity, equity and inclusion are fundamental to our corporate culture and long-term growth. At Astro, we believe that to effectively serve the needs of our diverse customer base is to have a workforce that reflects that diversity. We ensure fair and equitable recruitment and compensation practices, foster development and support career progression based solely on performance and merit. Being an inclusive and diverse organisation opens up new doors on our abilities to innovate and be creative in solving complex business problems.

Astro is proud to be an equal opportunity workplace and is an affirmative action employer. We are committed to equal employment and will not discriminate regardless of race, religion, gender, age, sexual orientation, disabilities, social class and nationalities. As a locally grown company, we also believe in empowering local talents with opportunities in Astro.

We do not just accept differences – we celebrate it, we support it, and we thrive on it for the benefit of our employees, our products/services and our community. Employment at Astro is based solely on a person's merit and qualifications related to professional competence.

We have established a policy that prioritises on non-discrimination and equal opportunity in our workplace.

## Cultural & Gender Inclusiveness

Team Astro is diverse across all levels of our organization. We place great emphasis on personal development and support career progression, feeding back into our culture to drive Team Astro forward to deliver long-term sustainable growth. We believe inclusivity strengthens businesses and stimulates diverse ideas, thus resulting in innovative and effective products and solutions.

Culture and gender diversity remain a founding principle of Astro where gender diversity is balanced across all levels of our workforce. We are ethnically representative of our nation's demographics with a total headcount of over 4,000 employees, from different ethnic and racial backgrounds.

Our workforce is represented by individuals from over 15 nations.

## Empowering people with different abilities

Our offices are disabled friendly. We have created an accessible and welcoming workplace for all people of different backgrounds.

Our aim is to cultivate a culture that builds on strengths and focuses on abilities. We have developed a procedure in order to be as inclusive as possible for people with disabilities in the workplace.



## Empowering future leaders of Astro

We believe that the next generation are our future leaders. In our efforts to strengthen Astro's talent pipeline whilst ensuring a sustainable talent pool for the future, we continue to invest, nurture and empower local talents from all different social class backgrounds under our Young Talent Program (AYTP) which is designed to offer graduates an enriching learning experience and a chance to pursue their areas of interest – be it creative, business or technology & data through a stream-based rotation programme.

Aligning with our aspirations, we have invested more than RM46 million in these programs since 2005, covering scholarships, industry trainings and various graduate programmes. Whilst doing so, we intend to continue to impact the lives of more than 150 young leaders, giving them a head start in their career path.



### Minimum living wage

Our best interests lie with our employees and their welfare & livelihood. We help them in building successful futures for themselves through competitive pay.

Whilst doing so, we will also comply with national laws and regulations with regards to wages and benefits. All work-related activities are carried out based on a recognised employment relationship. All employees are remunerated in a way which is in accordance with the Minimum Wages Order 2022.

### Labour Standards

We comply with all relevant laws in order to ensure the wellbeing of our employees are protected. This includes being in compliance with our Employment Act 1955, where it governs the terms and conditions of employment such as working hours, holidays and rest periods, wages, overtime and other employment terms and conditions.

We have internal policies which explains further on aspects of Normal Working Hours, Overtimes, Breaks, Work on Rest Days, Minimum Wages and Maternity & Paternity Leaves that can be found in our 'Employee Handbook'.

### Non-compliance of Labour Standards

We are committed to maintain a safe, healthy, and conducive working environment for all employees. At Astro, we reject all forms of harassment and make available multiple reporting channels through our Corporate Assurance team, Human Capital and respective line managers for employees to report any undesirable incidents including harassment and bullying.

Managers and supervisors are responsible for the impartial handling and where necessary, escalation of such cases to the respective channel or management.

### Work Life Balance

Balance is important to get right. Flexible working arrangement can play an important part in this.

It is our policy to comply with the Employment Act 1955 (with all versions of amendments). Prior to the amendment of the Act, Astro has always committed to prioritising our employees by reducing any unnecessary and excessive working hours.

For further information, please refer to the Company's yearly Annual Report.