



AI for Advancing Equity & Non-Discrimination in the World of Work

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ASTRA, A Purpose-Driven Corporation



AIM

To prosper with the Nation

MISSION

To prosper with the nation by providing the best value to our stakeholders

VISION

1. To be one of the best managed corporations in Asia Pacific with sustainable growth and solid financial structure.
2. To be an **intelligent and agile corporation** focusing on our **people**, customers, and society.

Astra Corporate Philosophy "CATUR DHARMA"



1. To be an asset to the nation



2. To provide the best service to customers



3. To respect the individual and develop teamwork



4. To continually strive for excellence

7 BUSINESS LINES



Automotive
& Mobility



Financial
Services



Heavy
Equipment,
Mining,
Construction
& Energy



Agribusiness



Infrastructure



Information
Technology



Property



301
Companies

Consist of parent entity,
subsidiaries, joint venture,
and associates



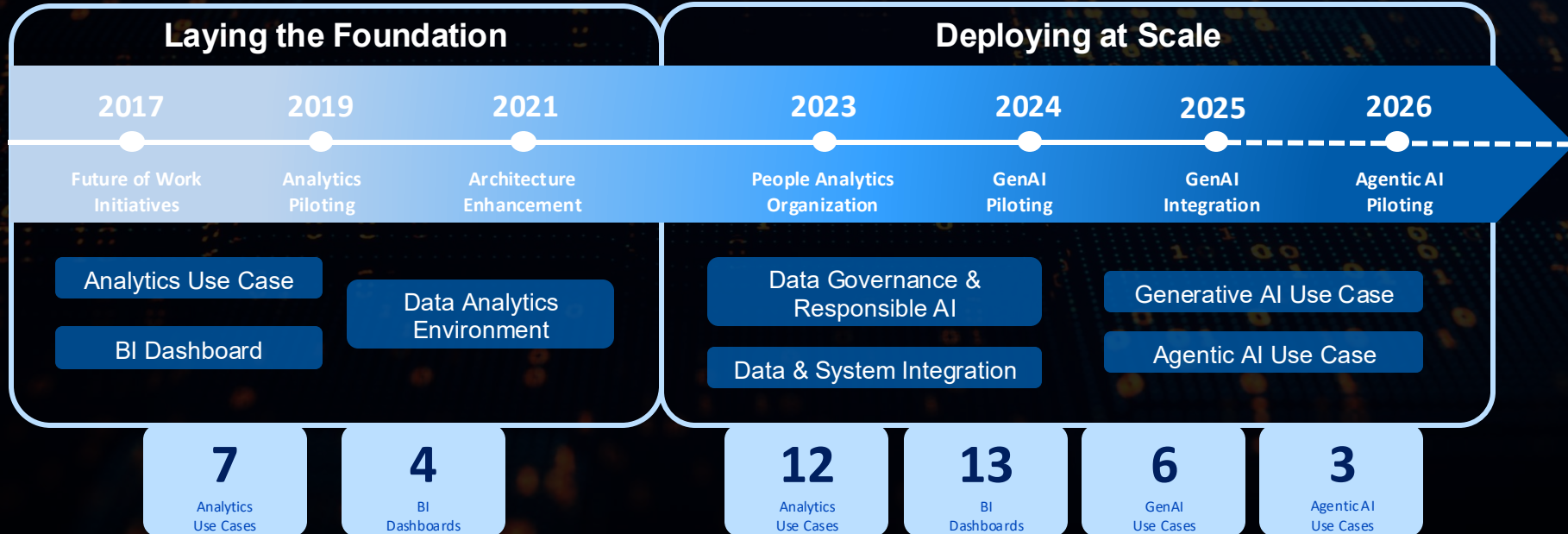
197.841
Employees

Across Indonesia
As of Q3 2025

Astra HC Journey on AI Deployment

Astra HC Strategic Initiatives

- Astra Vision 2030 manifestation: Intelligent & Agile Corporation.
- Competing in a fast changing & uncertain business environment, HC needs fast and accurate decision making for effective-efficient organization.
- Data-driven HC should be evolved to ensure the organizational competitiveness.
- Harnessing GenAI for greater efficiency & productivity.

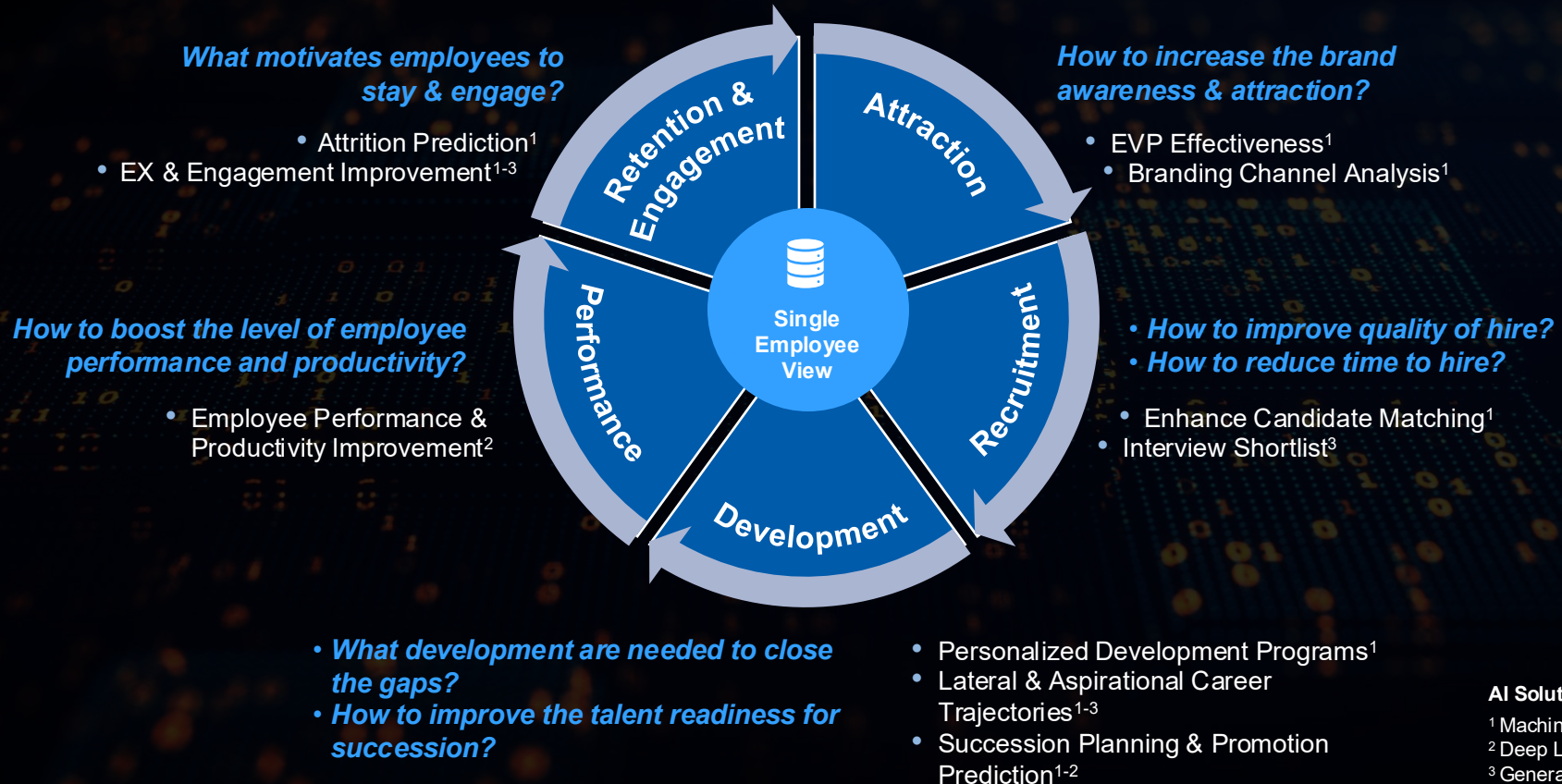




Data & Algorithmic BIAS

Deploying inclusive AI throughout the employee lifecycle

More Efficient, Accurate, yet Inclusive



Our Commitment: Building Ethical & Responsible AI Implementation

6 Building Blocks of Responsible AI (The Key Principles)



Fairness



Reliability
& Safety



Privacy
& Security



Inclusiveness



Transparency



Accountability

The background is a dark, deep blue gradient. It is filled with a complex network of glowing, thin lines in shades of orange, red, and teal. These lines curve and flow across the frame, connecting various small, circular nodes that also glow with the same colors. The overall effect is one of dynamic energy and interconnectedness, reminiscent of a neural network or a data visualization of complex systems.

“Artificial Intelligence must **empower**
humanity, never exclude it.”



<thank/you>

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