

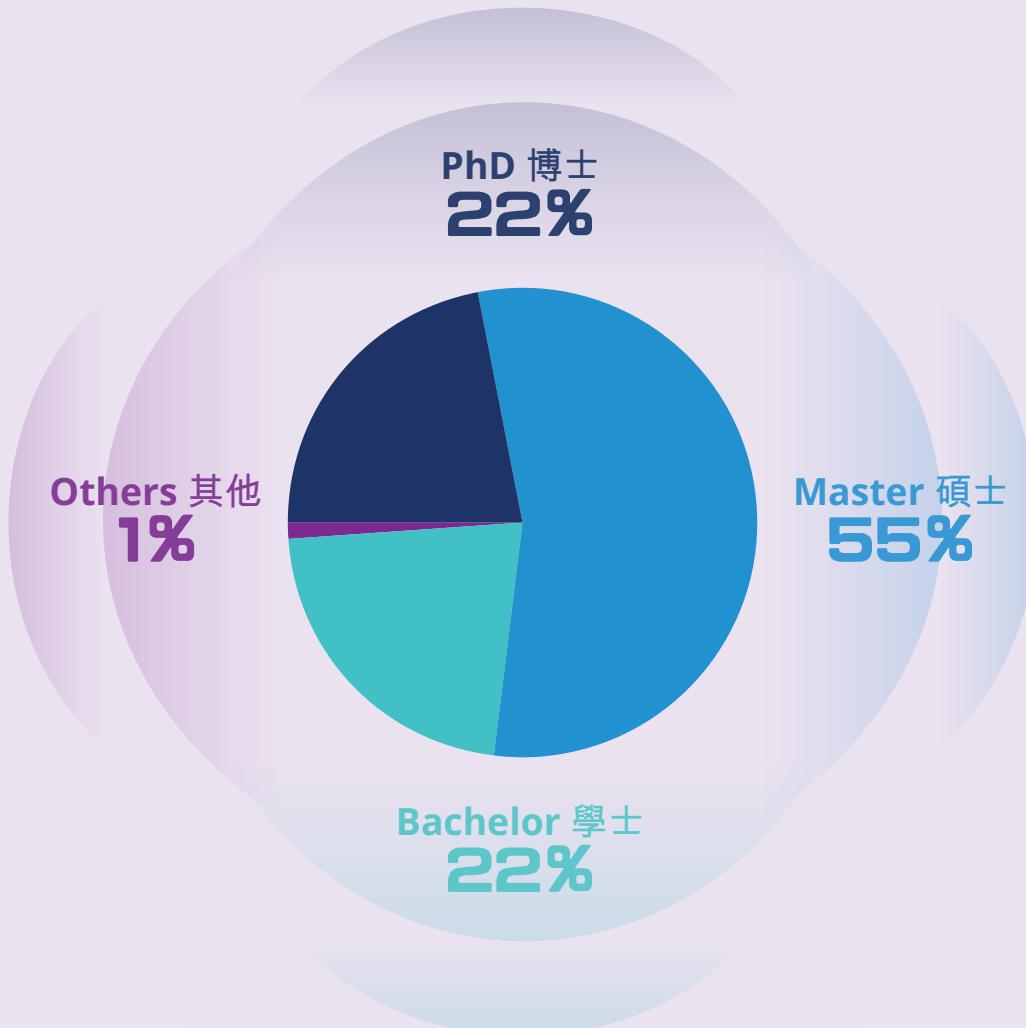


## NURTURING I&T TALENTS 培育創科人才

ASTRI's success is built upon the exceptional talent and expertise of our team. Our high-calibre staff possess extensive knowledge and skills across diverse professional disciplines. Recognising the critical importance of nurturing future innovation and technology talent and retaining top-tier researchers in today's intensely competitive global landscape, we have adopted a comprehensive talent recruitment and development strategy to ensure that ASTRI continues to attract outstanding individuals with innovation and technology potential.

應科院的成功建基於團隊的卓越才華與專業知識。我們的高質素員工知識和技能廣泛，涵蓋不同專業領域。我們深明現今全球競爭激烈，培育未來創科人才及留住頂尖研究人員至關重要，因此採取了全方位的人才招聘及培育策略，確保應科院能持續吸引具創科潛質的傑出人才。

## Academic Qualifications of R&D Staff (Excluding Headquarters Non-R&D Staff and Interns) 研發人員學歷分佈 (不計總部非研發人員及實習生)



## Employee Numbers by Functional Area 員工人數 (按職能劃分)

As at 31 March 2025

於2025年3月31日

	Headquarters 總部	<b>92</b>
	Communications Technologies 通訊技術	<b>112</b>
	IoT Sensing and AI Technologies 物聯網感測與人工智能技術	<b>76</b>
	Advanced Electronic Components and Systems 先進電子元件及系統	<b>139</b>
	Artificial Intelligence and Trust Technologies 人工智能及可信技術	<b>133</b>
	Intelligent Perception and Control Technologies 智能感知及控制技術	<b>50</b>
	Others 其他	<b>24</b>
	Research Talent Hub 研究人才庫	<b>58</b>
	<b>Total 總計</b>	<b>684</b>

Remarks: Includes 21 R&D staff employed by ASTRI Science and Technology Research (Shenzhen) Company Limited as at 31 March 2025.

備註：包括於2025年3月31日受聘於應科院科技研究（深圳）有限公司的21名科研人才。

## Top Technology Scholar Programme 精英科技人才招聘計劃



## ASTRI WORK-STUDY Programme (PhD) 應科院「兼讀博士生工作計劃」

The ASTRI WORK-STUDY Programme (PhD), introduced in 2023/24, exemplifies our innovative approach to talent nurturing. This programme enables R&D professionals to pursue part-time PhD studies while maintaining full-time employment at ASTRI, ensuring seamless career continuity. Initially launched in collaboration with the Hong Kong University of Science and Technology and the University of Hong Kong, we expanded the programme in 2024/25 by signing MoUs with City University of Hong Kong and The Hong Kong Polytechnic University. By March 2025, 13 staff members were actively enrolled, advancing both their academic and professional expertise.



## ASTRI Summer Internship Programme 應科院「暑期實習計劃」

Our Summer Internship Programme continues to be a flagship initiative in nurturing emerging I&T talent. In 2024/25, we selected 110 elite interns from a pool of approximately 3,000 applicants. These interns, drawn from prestigious institutions such as the National University of Singapore, the University of Oxford, Harvard University, and top universities in the GBA and Hong Kong, participated in an eight-week intensive training. From Tech Talks, CEO Dialogues, to company visits and networking opportunities with industry leaders, interns were provided with invaluable exposure to the innovative and collaborative environment at ASTRI.

Launched in March 2022, the Top Technology Scholar Programme is aimed at attracting the most outstanding graduates from local universities. As of March 2025, the programme has welcomed 111 highly skilled individuals, all of whom hold Master's or doctoral degrees obtained within the past two years. Participants work on impactful research projects, primarily in collaboration with Greater Bay Area (GBA) enterprises and organisations, while benefiting from professional training and exchange opportunities across the GBA and overseas. Those who meet the first-year performance benchmarks are rewarded with promotions and salary advancements, creating a clear pathway for career progression.

應科院於2022年3月推出的「精英科技人才招聘計劃」旨在從本地大學吸引最優秀的畢業生。截至2025年3月，該計劃已吸納111位高技術人才，全部於過去兩年取得碩士或博士學位。參加者主要與大灣區企業及機構合作，參與具影響力的研究項目，並於大灣區及海外的專業培訓和交流機會中獲益良多，當中首年表現達標的學員更可獲晉升及加薪機會，締造清晰的事業發展階梯。

### ASTRI WORK-STUDY Programme (PhD)

**Empowering Research Leaders of Tomorrow**

Are you ready to combine your scientific talents to shape your future? With the ASTRI WORK-STUDY Programme (PhD), you can continue your education while applying your knowledge and skills to applied research. This programme offers a unique pathway for eligible candidates to pursue a part-time PhD qualification from partner universities, while working at ASTRI and advancing their careers.

**Programme Overview**

**Working in ASTRI**

- IoT Enabling AI and Technologies
- Artificial Intelligence and Robotics
- Communications and AI/5G
- Advanced Electrical, Electronic and Computer Engineering
- Intelligent Perception Technologies
- Cyber-Physical Systems for Health

**Do you have fresh perspectives and innovative ideas?**

Are you ready to realise your full potential in your career and our community?

ASTRI offers an unparalleled opportunity for you. We are committed to supporting the development of the Greater Bay Area (GBA) into an international innovation and technology (I&T) hub. In line with the key national mission of nurturing I&T talent, ASTRI is looking for individuals with a passion for research and development, and with the desire to work in a dynamic environment. ASTRI offers a unique pathway for eligible candidates to pursue a part-time PhD qualification from partner universities, while working at ASTRI and advancing their careers.

**Features of ASTRI WORK-STUDY Programme (PhD)**

- Work in ASTRI and study at university
- Enjoy a flexible working schedule
- Broaden your horizons through international research and innovation
- Unlock your potential through a unique ASTRI WORK-STUDY Programme (PhD)
- An exceptional learning environment for the application of knowledge in real-world research and development
- Non-teaching salary?

**Partner Universities**

THE HONG KONG UNIVERSITY OF SCIENCE AND TECHNOLOGY  
 THE CHINESE UNIVERSITY OF HONG KONG  
 CITY UNIVERSITY OF HONG KONG  
 THE HONG KONG POLYTECHNIC UNIVERSITY

ASTRI refers to the positive discipline of science, Technology, Engineering and Mathematics.

「暑期實習計劃」一直是應科院培育新興創科人才的旗艦項目。於2024/25年度，我們從約3,000名申請者中，甄選出110名精英實習生。這批來自新加坡國立大學、牛津大學、哈佛大學，以及大灣區和香港各大頂尖學府的實習生，參與為期八週的密集訓練。從科技演講、與行政總裁對話，到企業參觀及與業界領袖交流，他們都能獲得寶貴經驗，加深了解應科院創新、鼓勵合作的工作環境。

## FinTech Future Leader Academy 「金融科技未來領袖學院」

The FinTech Future Leader Academy 2024 marked the third year of this core programme, designed to identify and cultivate promising talent in financial technologies. Over an eight-week internship, 16 carefully selected STEM undergraduates and postgraduates explored cutting-edge FinTech innovations in ASTRI's FinTech division. They also gained real-world insights through visits to the Hong Kong Monetary Authority and Bank of China (Hong Kong), deepening their understanding of how financial technologies are applied in practice.

「金融科技未來領袖學院」是應科院的重點計劃，專門物色及培育具潛質的金融科技人才。踏入第三年，我們於2024年精心挑選了16位STEM本科及研究生，於應科院金融科技部門進行為期八週的實習工作，探索最尖端的金融科技創新知識，又透過參觀香港金融管理局及中國銀行香港等機構，深入了解金融科技如何在現實世界中落地應用。



## Campus Recruitment 校園招聘

To strengthen our talent pipeline and promote Hong Kong as a premier I&T hub, ASTRI actively engages in campus recruitment activities across local and GBA universities. In 2024/25, we participated in 11 career fairs and held four recruitment talks at leading institutions, including The Chinese University of Hong Kong – Shenzhen (CUHK-Shenzhen), Sun Yat-Sen University, Southern University of Science and Technology, and South China University of Technology. These initiatives not only connect us with the next generation of innovators but also reinforce ASTRI's reputation as an employer of choice.

為加強人才供應及讓香港成為首屈一指的創科中心，應科院積極於本地及大灣區大學開展校園招聘活動。於2024/25年度，我們參與了11場職業博覽會，以及在香港中文大學（深圳）、中山大學、南方科技大學及華南理工大學等頂尖學府舉辦了四場招聘講座。這些舉措不僅讓我們能與新世代創科人才建立聯繫網絡，亦進一步建立了應科院作為理想僱主的名聲。



## Staff Engagement 員工參與

Fostering collaboration, wellbeing, and creativity among our innovation-driven workforce remains a core priority. In 2024/25, we introduced wellness initiatives such as office massage sessions, fitness classes, and the Treadmill Corporate Challenge to promote physical health and mental wellbeing.

To build camaraderie and celebrate cultural diversity, we organised a variety of engaging events, including Free Coffee Weeks, Gelato Day, Fruit Day, and seasonal food celebrations. Highlights included the much-loved Hong Kong Street Food Day, showcasing the vibrancy of local culinary traditions, and our annual Christmas Party, which drew over 420 staff members for an evening of talent showcases and festive cheer.

促進員工間的協作、福祉及創意，實踐以創新驅動科研的理念，一直是應科院首要關注的事項。於2024/25年度，我們推出辦公室按摩活動、健身課程及「跑步機企業挑戰賽」等項目，大力推廣員工身心靈健康。

為促進團隊凝聚力及鼓勵多元文化，我們舉辦了多項趣味盎然的活動，包括免費咖啡週、意式雪糕日、水果日及季節美食慶典，以及深受歡迎的「香港街頭小食日」，充分展現了本地飲食文化的多姿多彩；而年度聖誕晚會亦吸引逾420名員工，透過參與及欣賞才藝表演共享節日歡樂氣氛。