



## **PRESS RELEASE**

**Masan High-Tech Materials celebrates second consecutive year as a "Great Place to Work"**

**Masan High-Tech Materials maintains its appeal as a "Great Place to Work"**

**With excellent benefits, Masan High-Tech Materials continues to be a "Great Place to Work"**

*Masan High-Tech Materials (MHT) has just been certified as a "Great Place to Work" in Vietnam for 2024. This marks the second consecutive year the Company proudly received this recognition.*

According to the Trust Index survey - an independent survey recently conducted by Great Place to Work - of over 1,000 employees, Masan High-Tech Materials achieved this certification with an impressive employee satisfaction rate of 90%. MHT received high marks for benefits, job satisfaction, a friendly and fair working environment, customer-focused initiatives, and employee confidence in leadership.

### **People-First Strategy**

Masan High-Tech Materials employs over 2,300 people worldwide, driving our "people-first" strategy which relies on the collective intelligence and strength of our diverse team. MHT workforce is strategically located at five production sites and sales offices in several countries: 65.9% based in Vietnam, 26% in Germany, 5.9% in China, 1.9% in Canada, with smaller teams in Japan and USA.

The Vietnamese manufacturer of advanced global materials is a pioneer in creating a stable and happy working environment for its people. 95% of the employees surveyed expressed pride in their achievements at MHT.

2023 saw numerous market challenges and waves of redundancies in major companies worldwide. Nonetheless, Masan High-Tech Materials continued to attract and support talent by offering best opportunities for their personal and professional growth on a global scale.

### **Training and Development**

Beyond providing a positive work environment, MHT is dedicated to developing employees' capabilities and improving their leadership skills at all levels. In 2023, the company recorded over 42,000 training hours with 21,710 participants. Believing in the power of continuous learning, each MHT employee completed an average of 30 hours of training, from in-house programs to development workshops and online courses. The "Peer Learning" program launched in the same year further supported knowledge sharing and career development, while at the same time strengthening collaboration across departments and fostering an innovative environment.

Additionally, the Company regularly organizes multimedia training for new managers and skills competitions for Maintenance staff. These activities foster a learning community within the organization while also creating long-term career development prospects for its human capital.



## **Culture of Engagement**

MHT stands out as a company that maintains a strong corporate culture, providing a unique advantage in attracting talent and helping employees balance work and life.

The Company frequently promotes engagement activities, such as yoga, running, travel programs, to enhance employee well-being and bond people together. The company’s CSR programs such as “Tet for Disadvantaged People” and “Great Solidarity House Building” also foster employee engagement while helping them acquire a stronger sense of community.

In 2023, Masan High-Tech Materials continued seasons two and three of the “MHT Amazing Race”. This running and cycling challenge brought together all employees, altogether making over 5,000 km in millions of steps and pushing all limits along the way.

## **Digital Transformation in Human Resources Management (HRM)**

The Company places a strong emphasis on boosting employee productivity with automation, quickly integrating HR Tech into business processes, and digitizing various HRM practices. This encompasses putting in place a series of smart applications to reduce paperwork and enhance efficiency. Key tools include a Chatbot-based employee points system, protective equipment management, office equipment management using a dashboard and SKU system, and streamlined distribution of in-kind allowances and gifts for employees.

## **Comprehensive Care Program**

As a great workplace committed to employee satisfaction, Masan High-Tech Materials continually improves policies and implements attractive benefits programs, from competitive salaries and bonuses to comprehensive health and insurance programs.

In 2023, MHT launched the “Total Rewards” program, designed to optimize organizational resources while understanding employee needs. The program introduces talent retention, region-based and skill-based bonuses, along with enhanced support initiatives such as travel and housing allowance. The company also offers annual health checkup and flexible work schedules, allowing employees to gain work-life balance. Remarkably, 96% of employees reported that they could take time off should the need arise, highlighting flexibility and care for their well-being as most important among the benefits programs.

The 2024 survey reveals that 21.9% of employees have worked for the company for 5–10 years, 40.3% for over 10 years. Apparently, Masan High-Tech Materials is not only a magnet for talent but also a place where every employee is respected and has the opportunity for sustainable career growth.

The “Great Place to Work” certification reflects Masan High-Tech Materials’ commitment to providing exceptional value to employees, reinforcing the company image as a leading manufacturing company placing people at the center of its development. This is a well-deserved



recognition for the more than 2,300 MHT employees who have been working together towards a professional, safe, connected workplace.

### ***About Great Place to Work®***

*Great Place to Work® is a global organization focusing on workplace culture, with over 30 years of experience in data research and business culture certification. The mission of Great Place to Work® is to help every workplace become a great place to work for all. Great Place to Work® surveys and the Trust Model© make it easy to survey employee experiences and uncover actionable insights. This enables businesses to be recognized for their great company culture and get the opportunity to be featured among the "Best Places to Work" in the region and globally.*

### ***About Masan High-Tech Materials***

*Masan High-Tech Materials is the global leader in providing advanced Tungsten materials used in key industries such as electronics, chemicals, automotive, aviation and aerospace, energy and pharmaceuticals, with production facilities in Vietnam, Germany, Canada and China, servicing the world. As the largest manufacturer of Tungsten products outside China, the company has two research and development centers in Germany and Vietnam and is currently operating the Nui Phao polymetallic mine along with a state-of-the-art Tungsten processing plant in Thai Nguyen province. Masan High-Tech Materials is also a major global producer of Fluorspar and Bismuth.*

<https://masanhightechmaterials.com>