

PRESS RELEASE

Masan High-Tech Materials Ranked Among Vietnam’s Top 10 Best Workplaces™ 2026 in the Large Enterprise category

Masan High-Tech Materials Recognized as a Best Workplace™ in Vietnam 2026

Ho Chi Minh City, May 26, 2026 – Masan High-Tech Materials (UpCOM: MSR) has been named among the Top 10 Best Workplaces™ in Vietnam 2026 in the Large Enterprise category, announced by Great Place To Work at the Best Workplaces™ Vietnam Awards Ceremony held on May 26, 2026. This recognition marks another important milestone for Masan High-Tech Materials, following three consecutive years of being certified as a “Great Place To Work®”, and further reinforces the Company’s position among Vietnam’s leading employers and most respected workplace cultures.

The achievement reflects MSR’s continued commitment to fostering a people-first workplace where employees are valued, empowered to grow, and inspired to reach their full potential. The Company is dedicated to creating an environment where people feel motivated and connected at work each day, while also ensuring they return home safely, healthy, and fulfilled after every shift.

According to the 2025 Great Place To Work® survey, 92% of MSR employees described the Company as a great workplace, with several categories receiving satisfaction rates as high as 96%. Specifically, 96% of employees highly rated the Company’s benefits, work-life balance support, and flexible leave policies. Another 96% appreciated the inclusive and respectful working environment, regardless of age or position. In addition, 96% agreed that MSR actively cultivates a culture of innovation, encouraging employees to think boldly, embrace new ideas, and continuously improve performance. These results reflect the Company’s deeply rooted values of Respect – Innovation – Results.

Speaking at the awards ceremony, Mr. Michael Glover, CEO of MSR, shared: *“At MSR, we believe a truly great workplace is built not only through strong policies, but through genuine care, trust, and meaningful everyday experiences for our people. Being recognized among Vietnam’s Top 10 Best Workplaces™ in the Large Enterprise category is an honor that reflects the passion and dedication of our employees across the organization.”*

For more than 15 years, Masan High-Tech Materials has consistently viewed people as the foundation of sustainable growth. The Company continues to invest in employee



development, engagement, and well-being through initiatives designed to create a fair, inclusive, and future-ready workplace.

In 2025 alone, MSR delivered more than 74,800 training hours - equivalent to over 54 learning hours per employee - representing an increase of nearly 34% year-on-year. Training programs covered technical expertise, leadership development, coaching, mentoring, and internal knowledge-sharing sessions led by experienced leaders and employees. The Company continues to foster a culture where continuous learning and knowledge sharing are embraced across all levels of the organization.

Alongside professional development, MSR has expanded a range of employee engagement and cultural initiatives, including the “Buddy – Companion Program” to support onboarding and integration for new hires; the M-Point recognition platform rewarding learning achievements, innovation, and cultural contributions; and the “Masaners Care for Masaners” Fund, which provides support for employees and families facing hardship. The Company also promotes employee well-being through sports, arts, community engagement, and mental wellness activities.

According to Great Place To Work®, 92% of employees consider MSR a trustworthy workplace, while 93% expressed pride in talking about the Company and a desire to build long-term careers with MSR. Currently, nearly 20% of employees have worked at the Company for 5–10 years, and 48.5% have remained with MSR for over a decade - a testament to the Company’s ability to foster trust, retain talent, and build lasting employee engagement.

Being recognized among the Top 10 Best Workplaces™ in Vietnam 2026 (Large Enterprise category) underscores Masan High-Tech Materials’ success in building a high-performing, people-centered organization. For MSR, an exceptional workplace is defined not only by policies and programs, but by the Company’s ability to create trust, encourage participation, foster collaboration, and empower every individual to grow, contribute, and take pride in their work.

As MSR continues strengthening its leadership position in the mining and high-tech materials industry, building an outstanding workplace remains a strategic priority and a long-term commitment - not only to employees, but also to communities and sustainable development.

The Best Workplaces™ in Vietnam 2026 rankings were based on independent survey feedback from nearly 75,000 employees representing more than 111,000 workers across Vietnam. For the Large Enterprise category, Great Place To Work also conducted comprehensive evaluations of workplace culture strategy, employee experience, and organizational consistency.

About Masan High-Tech Materials

Masan High-Tech Materials (UpCOM: MSR), a member of Masan Group, is a global leader in advanced Tungsten materials used in key industries such as electronics, chemicals, automotive, aerospace, energy, and pharmaceuticals. The Company operates the Nui Phao polymetallic mine and a state-of-the-art tungsten processing facility in Thai Nguyen, Vietnam. Masan High-Tech Materials is also one of the world's leading producers of Fluorspar and Bismuth.

<https://masanhightechmaterials.com>

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