



MDEM INTL. QUARTERLY UPDATE

Moving forward together

On October 22nd, MDEM Intl. held its quarterly update event, marking a significant milestone: for the first time since the war began, the meeting was hosted live from the Mykolaiv office. Despite ongoing martial law, the event was conducted with full safety protocols in place, including evacuation procedures and contingency plans for air alerts. MDEM Intl. colleagues from Galați (MDEG), Uzhhorod, and Gdańsk joined remotely, creating a shared space across four locations and three countries - a testament to the company's resilience and unity.

Director Olena Zhukova opened the session by highlighting the significance of the moment: gathering in person in Mykolaiv was emotionally powerful. She emphasized that safety remains the company's highest priority, and that every effort was made to ensure a secure environment for all participants. The hybrid format allowed teams to reconnect, reflect on shared progress, and reaffirm their commitment to building the future together. Director provided a detailed overview

of Q3 financial results and budget planning. Updates on the ongoing audit and budget session confirmed the company's readiness for 2026.

The HR block focused on updates to the collective agreement, reflecting new legislative requirements in both Ukraine and Romania, approaches to work calendars and work-life balance. The implementation of Workday as a digital performance management platform was highlighted, with timelines for completing the current cycle.

Engineering Unit managers presented key project results and outlined new directions for Q4 and 2026, highlighting workload distribution and strategic priorities. The Digital Services managers featured updates from Triton, Digital Platform Support, and Online Marketing, with insights into team expansion and cross-divisional integration.

The final part of the event was dedicated to educational and social initiatives. MDEM Intl. reaffirmed its commitment to academic partnerships, including long-standing cooperation with Admiral Makarov National University of Shipbuilding and the newly signed agreement by MDEG with "Dunărea de Jos" University of Galați. MDEM active role in the Ukrainian Maritime Cluster was also highlighted, underscoring its contribution to national recovery and European integration.

In closing, Olena Zhukova reminded everyone that MDEM Intl. is not defined by geography, but by shared values and purpose. Whether in Mykolaiv or Galați, Uzhhorod or Gdańsk - we move forward together, safely, innovatively and strategically. «

