



MDEM INTL. QUARTERLY UPDATE

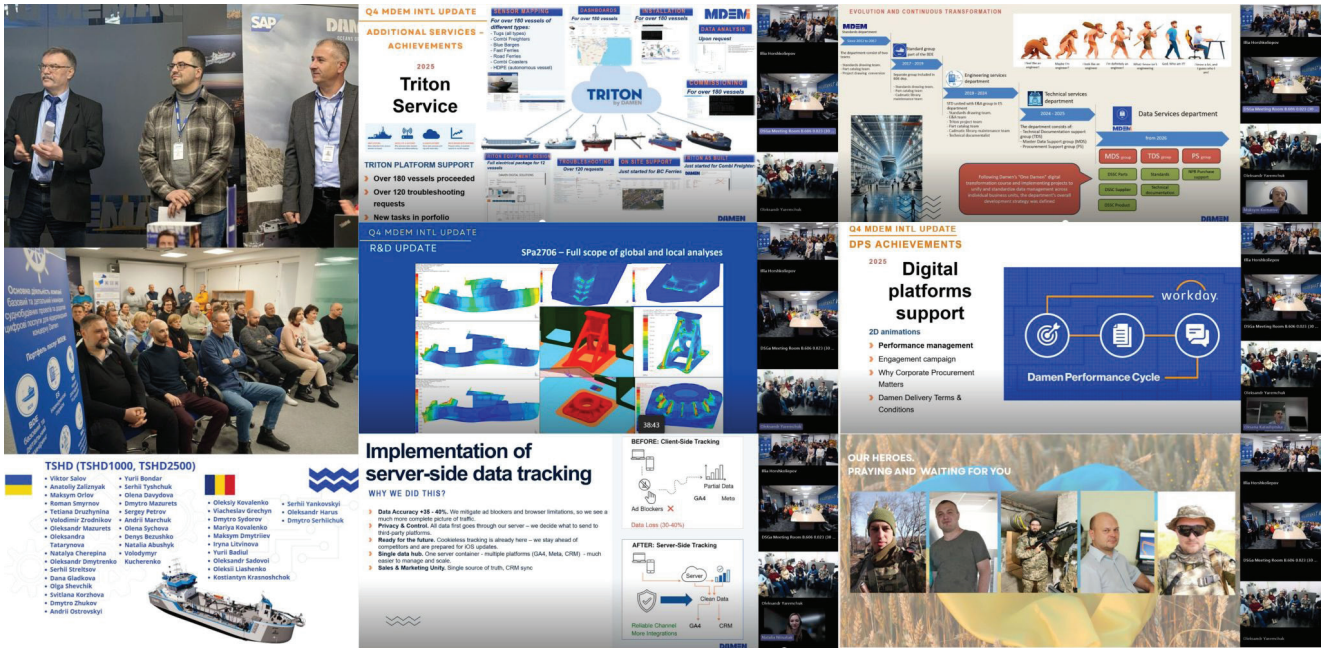
United across borders

On December 17th MDEM Intl. brought together colleagues from four locations – Mykolaiv, Galați, Uzhhorod, - both in person and via live telebridge with the team in Poland joining online. The meeting unfolded in a warm, friendly atmosphere and reflected on 2025 – a year full of progress and meaningful achievements for the company.



Over the past year, MDEM Intl. strengthened its academic and scientific partnerships with universities in Ukraine and Romania, participated in impactful projects for children in cooperation with Damen Help and the Help Ukrainians Association, remained at the forefront of maritime industry development, supported sports as an integral part of corporate culture, and reached new professional milestones across all the departments.

At the same time, 2025 brought significant challenges for every MDEM Intl. team. The war continues affecting families and daily work. Yet the administrations of MDEM and MDEG have made substantial efforts to ensure that the teams could continue operating in all locations. Notably, for the first time since COVID and the beginning of the war, the MDEM office in Mykolayiv has been restored and reopened. Despite blackouts and



forced interruptions, with Damen support MDEM locations were continuously supplied with electricity and internet, ensuring timely project deliveries.

This success, however, is built both on strategic decisions and everyday work of teams which provide services and solutions. This year, our colleagues contributed to dozens of projects spanning development, optimization, and implementation of new technologies. These accomplishments are more than metrics – they reflect the talent, creativity, and resilience of every employee. Managers from Engineering, Data & Digital Services, R&D, Digital

Platform Support, Online Marketing and the IT Group highlighted the most significant projects, team achievements and individual contributions. All these accomplishments contribute to the sense of pride, unity and confidence – no matter the circumstances, we overcome.

On Christmas and the New Year eve, we wish everyone joy, strength, and inspiration. May the coming year bring peace to our homes, new opportunities for our teams, and many reasons to celebrate achievements together! ⚡