

Vision, Mission and Core Values 3.MAJ Rijeka 1905 d.o.o. – Shipbuilding

Vision

We aspire to be a recognized and competitive shipbuilder in the regional and European markets, delivering reliable, technologically advanced, and sustainable vessels.

Our development is driven by the highest standards of quality, safety, environmental stewardship, and information security, and is rooted in responsible resource management, innovation, and enduring partnerships with all stakeholders.

Mission

Our mission is to:

- > Design and deliver ships and integrated solutions that fully meet customer needs and expectations, in strict compliance with all applicable legal and regulatory requirements.
- > Preserve the region's long-standing shipbuilding heritage while actively contributing to the growth of Croatia's maritime and manufacturing sectors.
- > Continuously invest in employee skills and the modernization of technical and technological processes, fostering a culture of excellence, safety, and sustainability.
- > Promote responsible conduct in all aspects of our operations, including environmental protection, occupational health and safety, information security, and business ethics.

Our Core Values

> • SAFETY

The safety of our employees, subcontractors, and partners is a core organizational value and shared responsibility. Every workplace and project must adhere to the principle: "Safe work is good work."

> RESPONSIBILITY

We are accountable for our decisions, actions, and their impact on product quality, environmental performance, workplace safety, and data protection.

> **PROFESSIONALISM**

We uphold a high standard of professionalism, ethics, and efficiency in everything we do—across all organizational levels, from strategic leadership to operational execution.

> STEAMWORK

Collaboration, knowledge sharing, and mutual respect are the pillars of our success. We firmly believe that a strong team outperforms the individual.

> \textcal{\textcal{X}} SUSTAINABILITY & INNOVATION

We act responsibly toward our resources, the environment, and the wider community. Innovation is embedded in our daily operations to ensure long-term competitiveness and alignment with global challenges.

> 1 CONFIDENTIALITY & DATA INTEGRITY

We are committed to systematically protecting all information—our own, our clients', and our partners'—to prevent unauthorized access, data loss, and operational risks.

Rijeka, 27. January 2025.

Chairwoman of the Board Vjera Marić, B.Sc.Eng.