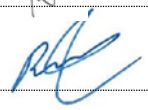
UNI ENERGY GULF TRADING LLC OPC

IMS PERFORMANCE ANALYSIS REPORT

Date of MRM:	09 October 2026	Venue:	Online
Attendees:			

Name	Signature	Name	Signature
Chad Ladner			
Rhoda Teodoro			
Marius van Noordwyk			
Rami Gharzeddine			

REVIEW AGENDA

Reviewed	Includes
Status of actions from previous management reviews	Each action from the last review and whether it is closed
Changes in external and internal issues, including climate change	Issues Register
Changes in the needs and expectations of interested parties, including compliance obligations	List of Interested Parties, Compliance Obligations Registry
Changes in significant environmental aspects, and in risks and opportunities	Environmental Aspect Impact Assessment Register, Risk and Opportunity Register
Review of the IMS Policy for continuing suitability	QEMS Policy
Extent to which IMS objectives have been achieved	IMS Objectives and results
Customer satisfaction and feedback from interested parties, including complaints	Customer Satisfaction Surveys, Customer Complaints Register
Process performance and conformity of products and services	Orders, deliveries, incoming inspections
Nonconformities and corrective actions	NCR Log
Monitoring and measurement results, including environmental performance	Waste Monitoring Report, energy and emissions records
Audit results, internal and external	Internal Audit Report, certification body reports
Fulfilment of compliance obligations	Evaluation of compliance
Performance of external providers	Supplier evaluations and re-evaluations
Adequacy of resources, training and competence	Organization Chart, Training Plan, Competency Matrix
Effectiveness of actions taken to address risks and opportunities	Risk and Opportunity Register
Emergency preparedness and environmental incidents	Emergency Drill Report, incident records
Relevant communications from interested parties	Correspondence from authorities, landlords, FlexSteel, neighbours
Opportunities for improvement	Proposals from staff, audits and this review

MEETING INPUTS

1. Status of actions from previous management reviews

Last review on file: IMS Performance Analysis for the review of 20 September 2024, signed 12.09.2025. Actions recorded:
a) Develop UNI EGT as a trading and service/maintenance business. Owner: CEO. Due 31.12.2025. Achieved
b) Monitor achievement of the objectives. Owner: QMR. Due 31.07.25. Completed
c) Monitor delivery performance of trading. Owner: Operations and Sales. Due 31.07.25. Done
d) Resources: one Regional Technical Service Engineer. Owner: HR. Due 31.07.25. Achieved

2. Changes in external and internal issues, including climate change

Issues Register revised to Rev 01 on 09.10.2026. Added: governance and shared services with UNI PRD, dependence on FlexSteel, legal, economic, geopolitical and business continuity issues.
Climate change determined to be a relevant issue (extreme heat at the yard, Federal Decree-Law No. 11 of 2024, customer expectations).
The COO now acts as top management for UNI EGT. IMS documents revised to Rev 01 on that basis.

3. Changes in the needs and expectations of interested parties, including compliance obligations

List of Interested Parties revised to Rev 03: FlexSteel, landlords, EAD and Tadweer added.
Compliance Obligations Registry rebuilt for the Emirate of Abu Dhabi (Rev 02). Dubai Municipality and Trakhees references removed.

4. Changes in significant environmental aspects, and in risks and opportunities

Environmental Aspect Impact Assessment Register revised to Rev 02: extended from 5 office aspects to 13, adding yard storage, loading and unloading, packaging waste, transport, outsourced hydrotesting, product end of life, fire and travel.
Risk and Opportunity Register revised to Rev 02: fabrication, design and warehouse entries removed; principal dependence, shared services, FlexSteel property, outsourced testing and compliance risks added.

5. Review of the IMS Policy for continuing suitability

QEMS Policy re-issued at Rev 01 for approval by the COO. No change to the commitments.

6. Extent to which IMS objectives have been achieved

Objectives for Oct 2025 to Oct 2026: results were not recorded on the objectives sheet.
[To complete: result for each objective: certification; 1M USD revenue; zero quality NCRs; 100% delivery schedule; one training per employee; 100% legal documents; waste disposal.]
Objectives for Oct 2026 to Oct 2027 are proposed in UNI-EGT-OBJ-01 Rev 02 for approval at this review.

7. Customer satisfaction and feedback from interested parties, including complaints

No customer satisfaction survey results or complaints are on file as at 09.10.2026.
Customer satisfaction survey from FlexSteel received.

8. Process performance and conformity of products and services

N/A

9. Nonconformities and corrective actions

NCR Log: no entries on file as at 14.10.2026.
QRS 2025 audit: eight items were closed out by email (legal register, climate change entries, revision dates, internal audit records, WPS evidence, management review to follow clause 9.3). The final QRS report was not received.

10. Monitoring and measurement results, including environmental performance

No waste, energy or emissions records are on file as at 14.10.2026. Recording starts with the Waste Monitoring Report and utility bills from October 2026.

11. Audit results, internal and external

Internal audit 2025: report 002 dated 29.04.2025. No NCRs. Recommendations on the competency matrix, the training plan and the FlexSteel supplier checklist.
Internal audit 2026: completed on 14 Oct 2026

UNI PRD certification audit by SGS, June 2026: three minor nonconformities (issue categories in the issues register, measurable HSE objectives, communication matrix). The same points have been addressed in the UNI EGT documents at this revision.

12. Fulfilment of compliance obligations

Compliance Obligations Registry Rev 02 lists 24 obligations.

13. Performance of external providers

Supplier evaluation of Bijer is on UNI PRD File

14. Adequacy of resources, training and competence

One employee is based at the Abu Dhabi office. All other functions are provided by UNI PRD.

15. Effectiveness of actions taken to address risks and opportunities

Controls in the Risk and Opportunity Register are working.

16. Emergency preparedness and environmental incidents

No environmental incidents are recorded in the documents on file.

17. Relevant communications from interested parties

[To complete: any communication from authorities, landlords, FlexSteel or neighbours.]

18. Opportunities for improvement

IMS documentation revised in October 2026: document numbers and references aligned to the Master List, shared services described, communication matrix and control of outsourced testing added.
[To complete: further proposals.]

Internal audit Findings:
All the findings are recorded in the report. List of IPs to be closed

1. QMR
   1. Objectives for Oct 2025 to Oct 2026: results were not recorded on the objectives sheet.
   Results for Oct 25 – Oct 26 completed and closed

2 HR
   1. HR Induction training to be conducted for Boomen Saravanan (Lead Piping Engineer).
   HR induction completed on 20.10.2026

3 Commercial Sales and Contracts
   1 Supplier Satisfaction Survey shall be completed for year 2026
   FlexSteel survey received 19 Oct 2026

4 EMS
   Nil

5 Stores
   Nil

6 Purchase
   Nil

MEETING OUTPUTS

Discuss actions that could improve the effectiveness of the IMS and its processes

Action	Assigned To	Estimated Completion Date
Continue to develop UNI EGT as a trading, supply and services company, working with FlexSteel as their UAE partner (strategic direction)	COO / Department Heads	Continuous
Objectives for Oct 2026 – Oct 2027: monitor achievement regularly	All Department Heads	Continuous

Discuss action that could improve product related to customer requirements

Action	Assigned To	Estimated Completion Date
Monitor delivery performance	Commercial / Stores	Continuous
Review clients and market: identify opportunities and stay in contact with current and potential clients	COO / Commercial Director	Continuous

Discuss any resource needs

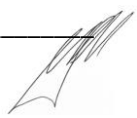
Action	Assigned To	Estimated Completion Date
No resources required. Hire as and when needed	HR / COO	Continuous
Review the HSE induction training status of personnel	QHSE Manager	Continuous

Discussion of major changes to the company, the industry, and/or regulatory standards that could impact the IMS and require changes to processes or documents

Action	Assigned To	Estimated Completion Date
Issue the revised IMS documents (Rev 01) to staff and brief them on the changes: the COO now approves documents, plus UNI PRD shared services, the yard and the FlexSteel partnership	QHSE Manager	14.10.2026

Is IMS Effective Performance Rating factors Good – A | Average – B | Poor – C	☒ **Yes** ☐ **No** ☐ **Partially** **Performance rating:** Documentation - A Employee Commitment towards the system - A Internal audit - A MRM – A

Prepared By: Marius van Noordwyk
Date: 09 October 2026

Signature: _____ 

Approved By: Chad Ladner
Date: 09 October 2026

Signature: _____ 