Coal Asia Holdings
Reliable energy resources through responsible mining

3rd Floor, JTKC Centre, 2155 Pasong Tamo, Makati City, Philippines

MINUTES OF THE ORGANIZATIONAL (REGULAR) MEETING OF THE BOARD OF DIRECTORS HELD ON 4 DECEMBER 2025 AT THE PRINCIPAL OFFICE ADDRESS AT 11:15 A.M..

PRESENT:

HARALD R. TOMINTZ	-	Chairman
DEXTER Y. TIU	-	Treasurer
JOHNSON A. SANHI, JR.	-	President & CEO
ERIC PETER Y. ROXAS	-	Corporate Secretary
JUAN KEVIN G. BELMONTE	-	Independent Director
ARSENIO M. BARTOLOME III	-	Independent Director

ALSO PRESENT:

ROSANNA T. DESIDERIO	-	CHIEFINFORMATIONOFFICER /INVESTOR RELATIONS OFFICER/ COMPLIANCE OFFICER
GLENN Z. YAP		
MICHELLE EUNICE C. ROXAS		

I. PROOF OF CALL & CONFIRMATION OF NEWLY-ELECTED DIRECTORS

The Chairman, Mr. Harald R. Tomintz, called the meeting to order and presided over the same. The Corporate Secretary, Mr. Eric Peter Y. Roxas, certified that the following have been duly elected as members of the Board of Directors for the year 2025, namely:

HARALD R. TOMINTZ
DEXTER Y. TIU
JOHNSON A. SANHI, JR.
ERIC PETER Y. ROXAS
ARISTIDES S. ARMAS
JUAN KEVIN G. BELMONTE
ARSENIO M. BARTOLOME III

II. CERTIFICATION OF QUORUM

Thereupon, Mr. Roxas certified that six out of the seven newly elected directors are present and that a quorum exists for the transaction of business. He then proceeded to record the minutes of the meeting.

III. PRESIDENT'S OPERATIONS & PERFORMANCE REPORT

The Chairman noted that the President's Report was already taken up during the Annual Stockholders' Meeting held immediately prior to the organizational meeting of the Board of Directors.

Forthwith, upon motion duly made and seconded, the President's Report was noted with approval by the Directorate.

IV. ELECTION OF CORPORATE OFFICERS FOR Y2025

The Corporate Secretary read out the names of the nominees as corporate officers for the year 2025. Upon motion duly made and seconded, the following were elected as Corporate Officers for the year 2025, namely:

NAME	POSITION
1. Harald R. Tomintz	Chairman
2. Johnson A. Sanhi, Jr.	President and Chief Executive Officer
3. Dexter Y. Tiu	Treasurer
4. Eric Peter Y. Roxas	Corporate Secretary
5. Rolando P. Domingo	Chief Financial Officer
6. Rosanna T. Desiderio	Chief Information Officer/ Investor Relations Officer/ Compliance Officer

- to act as such for one year and/or until their successor/s shall have been elected and qualified into office.

V. APPOINTMENT OF COMMITTEE MEMBERS FOR 2025-2026

Upon motion duly made and seconded, the following were designated to committees set out opposite their names, with their respective positions therein, thus:

COMMITTEE	MEMBERS
Corporate Governance Committee	Chairman: Arsenio M. Bartolome III Members : Aristides S. Armas Juan Kevin G. Belmonte
Risk and Audit Committee	Chairman: Aristides S. Armas Members : Arsenio M. Bartolome III Eric Peter Y. Roxas

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Furthermore, Mr. Arsenio M. Bartolome III was named as Lead Independent Director.

VI. APPROVAL OF RESOLUTION

Upon motion duly made and seconded, the Board of Directors passed, approved and confirmed the following resolution, thus:

RESOLUTION

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In re Appointment of External Auditor for Y2025

"RESOLVED, that the appointment of the auditing firm, REYES, TACANDONG AND COMPANY (RTC) as the Corporation's external auditor for the Y2025, be, as it is hereby APPROVED, RATIFIED and CONFIRMED."

VII. ADJOURNMENT

Upon motion duly made and seconded, the Chairman declared the meeting adjourned at 11:25 A.M..

CERTIFIED CORRECT:

HARALD R. TOMINTZ Chairman	**ERIC PETER Y. ROXAS** Corporate Secretary

ATTEST:

DEXTER Y. TIU Director	**JOHNSON A. SANHI, JR.** Director
JUAN KEVIN G. BELMONTE Director	**ARSENIO M. BARTOLOME III** Director