Go To English Page

Nomor Surat	054/MBM-JKT/CORSEC/IV/2026
Nama Perusahaan	PT Merdeka Battery Materials Tbk
Kode Emiten	MBMA
Lampiran	2
Perihal	Penyampaian Laporan Tahunan & Keberlanjutan dan ESG

Perseroan Menyampaikan Laporan Tahunan & Keberlanjutan dan ESG tahun 2025 dengan periode tahun buku dari 01 Januari 2025 sampai dengan 31 Desember 2025 dalam bahasa Indonesia dan Inggris

Apakah Perseroan akan/telah melakukan panggilan Rapat Umum Pemegang Saham Tahunan? (Ya)

Perseroan melakukan panggilan Rapat Umum Pemegang Saham Tahunan pada tanggal 04 Mei 2025

Informasi sebagaimana dimaksud di atas telah dimuat pada Situs Web Perseroan di alamat link https://assets.merdekabattery.com/dist/documents/021._Pengumuman_RUPST_MBMA_(Bilingual).pdf pada tanggal

Apakah Perseroan tercatat di Bursa lain? (Tidak)

A. Kinerja Lingkungan (Environmental Performance)

Perseroan menyampaikan Keberlanjutan dan ESG Tahunan :

E-01 Laporan Emisi Gas Rumah Kaca (GRK)	
Laporan Emisi GRK Konsolidasi?	Ya
Batasan Organisasi	Operasional/Finansial
Adakah anak perusahaan yang tidak diikutsertakan dalam laporan ini?	Tidak

Name	Total Emisi (tCO2e)
Kategori 1: Emisi GRK langsung dan pembuangan	
Emisi langsung dari pembakaran stasioner	9.688
Emisi langsung dari pembakaran bergerak	1.912.002
Emisi langsung dari proses pengolahan	0
Emisi fugitive langsung	5.328
Emisi langsung dari Land Use, Land Use Change and Forestry (LULUCF)	311.333
Total Emisi Langsung (Scope 1)	2.238.351

Kategori 2: Emisi GRK tidak langsung dari energi yang diimpor/dibeli	
Emisi tidak langsung dari konsumsi Listrik yang diimpor/dibeli	2.971.134
Emisi tidak langsung dari konsumsi jaringan energi yang diimpor/dibeli (diluar listrik)	0
Total Emisi Tidak Langsung (Scope 2)	2.971.134
Kategori 3: Emisi GRK tidak langsung dari transportasi	
Transportasi dan distribusi hulu	0
Perjalanan dinas	0
Transportasi dari klien dan pengunjung	0
Transportasi dan distribusi hilir	0
Perjalanan Karyawan	0
Kategori 4: Emisi GRK tidak langsung dari produk yang digunakan oleh perusahaan	
Kegiatan yang berhubungan dengan energi yang tidak termasuk dalam emisi langsung dan emisi energi tidak langsung	0
Pembelian Barang dan Jasa	0
Capital equipment/goods	0
Limbah yang dihasilkan dalam kegiatan operasional	0
Aset Sewaan hulu	0
Kategori 5: Emisi GRK tidak langsung yang terkait dengan penggunaan produk dari perusahaan	
Investasi	0
Penggunaan produk yang dijual	0
Perawatan akhir masa pakai produk yang dijual	0
Waralaba hilir	0
Aset Sewaan Hilir	0
Pengolahan produk yang dijual	0

Kategori 6: Emisi GRK tidak langsung dari sumber lainnya	
Emisi atau pembuangan tidak langsung lainnya	0
Total Emisi Tidak Langsung (Scope 3)	0
Total Emisi GRK (Scope 1 and 2)	5.209.485
Total Emisi GRK (Scope 1, 2 and 3)	5.209.485
Offsets/Credits	0
Pembelian Renewable Energy Certificate (REC) (kWh)	0

E-02	**Intensitas Emisi GRK**	Total emisi dari Scope 1 dan 2 per unit pendapatan Perusahaan Tercatat	0
E-03	**Konsumsi Energi listrik**	Jumlah total energi yang dikonsumsi secara langsung (kWh or J)	11.117.267,05
		Jumlah total energi yang dikonsumsi secara tidak langsung (kWh or J))	0
		Total konsumsi energi (kWh or J)	11.117.267,05
E-04	**Konsumsi Air**	Total konsumsi air (m3)	9.119.124,05
E-05	**Limbah yang dihasilkan**	Total limbah yang dihasilkan (ton)	73.729,7

E-06 Komitmen Perusahaan untuk mencapai target Net Zero Emission	
Apakah Perusahaan memiliki komitmen pencapaian target net zero?	Ya
Tahun berapa Perusahaan menargetkan pencapaian Net Zero emission yang dipublikasi?	2050
Mohon berikan deskripsi ringkas penjelasan dan tautan ke dokumentasi yang menjelaskan komitmen pencapaian target Net zero emission Perusahaan.	
Perubahan iklim menimbulkan tantangan dan peluang finansial yang signifikan, baik pada masa kini maupun di masa depan. Sebagai perwujudan komitmen terhadap perubahan iklim, MBM melalui induk perusahaan, PT Merdeka Copper Gold Tbk, telah menerbitkan pernyataan komitmen nol bersih pada tahun 2050. Tautan komitmen: https: //merdekacoppergold.com/wp-content/uploads/2022/05/MDKA_2021_Pernyataan_Nol-Bersih_IND-ENG.pdf	

E-07 Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca (Emission Reduction)	
Apakah Perusahaan memiliki komitmen mengurangi emisi?	Ya
Target pengurangan emisi GRK	50 %
	0,6 (tCO2e)
Tahun target untuk penurunan emisi GRK?	2050

Apakah perusahaan memiliki manajemen yang mengawasi pengendalian iklim?

Ya

Langkah-langkah yang sudah dilakukan dan penurunan emisi yang telah dicapai dibandingkan tahun sebelumnya.

Penjelasan:

Hingga akhir tahun 2025, MBM telah berhasil mengimplementasikan berbagai program efisiensi energi di seluruh unit operasionalnya, yang berkontribusi signifikan dalam mengurangi konsumsi energi dan emisi GRK. MGR mendukung upaya transisi ke energi terbarukan dengan mengadopsi penggunaan bahan bakar B40, yang merupakan campuran bahan bakar nabati minyak kelapa sawit 40% dan 60% solar dalam operasionalnya.

B. Kinerja Sosial (Social Performance)

S-01 Kesetaraan Gender

Level Jabatan	Laki-Laki		Perempuan	
	Jumlah pegawai	Persentasi pegawai	Jumlah pegawai	Persentasi pegawai
Entry-level	3.766	76,34 %	554	11,23 %
Mid-level	309	6,26 %	31	0,63 %
Senior-level	209	4,24 %	26	0,53 %
Executive-level	33	0,67 %	5	0,1 %
Total Pegawai	4.317	87,51 %	616	12,49 %

S-02 Jumlah level pegawai yang dimiliki oleh laki-laki dan perempuan berdasarkan kelompok umur

Rentang Usia (tahun)	Level Jabatan								Jumlah Pegawai
	Entry-level		Mid-level		Senior-level		Executive-level		
	Laki-Laki	Perempuan	Laki-Laki	Perempuan	Laki-Laki	Perempuan	Laki-Laki	Perempuan	
18-25	364	101	4	2	0	0	0	0	471
25-35	2.307	341	183	31	11	4	0	0	800
35-45	873	88	174	11	31	10	1	0	1.188
45-55	212	23	92	3	23	2	5	0	360
>55	11	0	12	0	12	0	2	0	37

S-03 Tingkat Pergantian Pegawai

	Jumlah Pegawai (dalam tahun pelaporan)	Percentage Pegawai (dalam tahun pelaporan)
Jumlah Pegawai resign/Pemutusan Hubungan Kerja	562 Pegawai	11 %
Jumlah Pegawai Baru/pengganti	257 Pegawai	5 %

S-04 Jumlah Pegawai Sementara

	Jumlah Pegawai (dalam tahun pelaporan)	Percentage Pegawai (dalam tahun pelaporan)
Jumlah Pegawai perusahaan yang dipegang oleh kontraktor dan/atau konsultan	16.436 Pegawai	77 %

S-05 Pelatihan dan Pengembangan Pegawai

Rata-rata jam pelatihan per pegawai dalam tahun Pelaporan	Jumlah pegawai yang ikut serta dalam program pelatihan	Persentase jumlah pegawai yang ikut serta dalam pelatihan (%)
20 jam/pegawai	1.478	100 %

S-06 Jumlah Kecelakaan Kerja

Frekuensi kecelakaan kerja dari total pegawai	Persentase kecelakaan kerja serius yang berakibat cedera serius dan fatal dari total pegawai (%)
0,0002	0,02 %

S-07 Jumlah Kejadian Pelanggaran Hak Asasi Manusia

Jumlah pelanggaran hak asasi manusia dalam tahun Pelaporan	0

Kebijakan Perusahaan terkait Pekerja	
S-08 Perusahaan memiliki kebijakan terkait pelecehan seksual dan/atau non-diskriminasi?	Ya
MBM menjunjung tinggi prinsip kesetaraan dengan menerapkan Kebijakan Anti-Diskriminasi dan Kesetaraan Gender yang menjamin seluruh keputusan terkait rekrutmen, promosi, kompensasi, dan retensi karyawan dilakukan secara adil, berdasarkan kemampuan dan prestasi, tanpa memandang gender maupun identitas pribadi. link: https://assets.merdekabattery.com/dist/documents/8.%20MBM-POL-IR-08-00%20Conducive%20and%20Positive%20Work%20Environment.pdf	
S-09 Perusahaan memiliki kebijakan mengenai hak asasi manusia?	Ya
Sebagai entitas yang bergerak di bidang pertambangan dan pemrosesan nikel di Indonesia, di mana perhatian terhadap isu Hak Asasi Manusia (HAM) dan lingkungan menjadi sangat penting, MBM memahami bahwa penghormatan terhadap HAM merupakan fondasi utama bagi keberlanjutan usaha. Karena itu, MBM menempatkan penghormatan terhadap HAM sebagai salah satu pilar kunci dalam strategi keberlanjutan. hal ini mencerminkan pandangan bahwa keberlanjutan bisnis harus berjalan selaras dengan penghormatan terhadap hak hak setiap individu, sebagaimana tercantum dalam Kebijakan HAM MBM. Link: https://assets.merdekabattery.com/dist/documents/MBM-SUS-POL-014_Human%20Rights%20Policy_ENG.pdf	
S-10 Perusahaan memiliki kebijakan mengenai pekerja anak dan/atau pekerja paksa?	Ya
Kebijakan Pekerja Anak di MBM menegaskan komitmen perusahaan untuk mencegah pekerja anak di seluruh entitas anaknya. MBM secara tegas mematuhi Undang Undang Ketenagakerjaan No. 13 Tahun 2003 Pasal 68 terkait usia minimum calon karyawan dan penghapusan pekerja anak, yang menjadi dasar dalam proses rekrutmen karyawan. link: https://assets.merdekabattery.com/dist/documents/2.%20MBM-POL-IR-02-00%20Child%20Labor%20Protection.pdf	
S-11 Perusahaan memiliki kebijakan perusahaan mengenai kesehatan dan keselamatan kerja serta lingkungan kerja yang aman dan layak diberikan kepada seluruh karyawan?	Ya
Sistem manajemen yang diterapkan mencakup seluruh tahapan kegiatan, mulai dari proses pengadaan hingga kesiapsiagaan darurat, dengan tujuan mencapai kinerja yang aman, efisien, dan berkelanjutan. MBM mendorong komunikasi terbuka dan partisipasi aktif seluruh karyawan, kontraktor, serta pemangku kepentingan dalam penerapan K3. Perusahaan juga menjalankan inisiatif gaya hidup sehat, memastikan	

pelaporan dan investigasi cepat atas insiden, serta menerapkan tindakan korektif untuk mencegah kejadian berulang, guna memperkuat sistem manajemen K3 yang terintegrasi dan preventif. Kebijakan K3 MBM dapat diakses pada: Kebijakan Kesehatan dan Keselamatan Kerja.
link: https://assets.merdekabattery.com/dist/documents/MBM-SUS-POL-001_Occupational%20Health%20&%20Safety%20Policy_ENG.pdf

Corporate Social Responsibility (CSR)

S-12 Perusahaan memiliki aktivitas CSR, investasi atau sumbangan terhadap komunitas atau organisasi nirlaba terdaftar?	Ya
Sepanjang tahun 2025, total dana program PPM yang direalisasikan oleh seluruh entitas anak MBM mencapai 15.085.209.631 rupiah atau setara dengan 1.109.491 dolar AS link: https://assets.merdekabattery.com/dist/documents/MBM-SUS-POL-015_Community%20Policy_ENG.pdf	

C. Kinerja Tata Kelola (Governance Performance)

G-01 Keberagaman Manajemen dan Independensi (Board Diversity and Independence)

Tipe Manajemen Perusahaan	Jumlah	Laki-laki	Perempuan	Pihak Independen
Komisaris	0	3	0	1
Direksi	0	3	1	0

G-02 Total kehadiran direksi dan komisaris ke rapat dewan

	Jumlah rapat dewan (di tahun pelaporan)	Rata-rata persentase kehadiran direksi/komisaris dalam rapat dewan
Jumlah kehadiran direksi ke rapat dewan	12	100 %
Jumlah kehadiran komisaris ke rapat dewan	6	100 %

Kebijakan mengenai manajemen lainnya

G-03 Perusahaan memiliki kebijakan mengenai pemisahan Chairman of The Board dan CEO?	Ya
Hal ini sejalan dengan Undang-Undang Perseroan Terbatas No. 40 Tahun 2007 sebagaimana telah diubah dari waktu ke waktu, yang mengatur penerapan sistem dewan dua tingkat atau two-tier board system di Indonesia, yang terdiri atas Dewan Komisaris dan Direksi. Dewan Komisaris bertanggung jawab secara kolektif dalam mengawasi kinerja Direksi, memberikan arahan strategis, serta memastikan bahwa perusahaan beroperasi sesuai dengan prinsip-prinsip tata kelola yang baik guna mendukung pencapaian visi dan misi perusahaan. Sementara itu, Direksi bertanggung jawab atas pelaksanaan operasional perusahaan, dengan dukungan dari Sekretaris Perusahaan dan berbagai komite lainnya. link: https://merdekacoppergold.com/wp-content/uploads/2023/12/MDKA_2020_Pedoman-Tata-Kelola-Perusahaan_ENG.pdf	
G-04 Perusahaan memiliki kebijakan penilaian dewan direksi dan komisaris	Ya
Evaluasi kinerja Dewan Komisaris dan Direksi dilakukan setiap tahun dengan metode penilaian mandiri (self assessment). Setiap anggota Direksi dan Dewan Komisaris mengevaluasi kinerjanya berdasarkan pencapaian target Indikator Kinerja Utama (KPI) yang telah disepakati pada awal tahun. link: https://merdekacoppergold.com/wp-content/uploads/2023/12/MDKA_2020_Pedoman-Tata-Kelola-	

Perusahaan_ENG.pdf

G-05 Perusahaan memiliki kebijakan pelatihan dewan direksi dan komisaris	Ya

Seiring dengan meningkatnya kompleksitas bisnis, MBM berkomitmen untuk memastikan bahwa seluruh anggota Dewan Komisaris dan Direksi memiliki pemahaman yang komprehensif terhadap isu-isu strategis terkini, termasuk aspek pembangunan berkelanjutan. Untuk mendukung upaya ini, anggota Komite Keberlanjutan dari Divisi Keberlanjutan, sesuai dengan penugasan dari Perusahaan, berpartisipasi dalam berbagai pelatihan dan diskusi terkait topik ESG, termasuk pelaporan keberlanjutan, perubahan iklim, dan hak asasi manusia. Pada tahun 2025, anggota Komite Komite Keberlanjutan telah mengikuti berbagai pelatihan tentang ESG, termasuk pelatihan Manajer Energi oleh Konservasi Energi Solusi Indonesia, perhitungan cakupan 3 Gas Rumah Kaca (GRK) oleh Daun+, pelatihan Prinsip-Prinsip Sukarela mengenai Keamanan dan Hak Asasi Manusia (VPSHR) oleh Rumah Mediasi Indonesia, dan pelatihan Penilaian Daur Hidup.
link: https://merdekacoppergold.com/wp-content/uploads/2023/12/MDKA_2020_Pedoman-Tata-Kelola-Perusahaan_ENG.pdf

G-06 Kriteria khusus yang digunakan untuk pemilihan dewan direksi dan komisaris	Ya

Dalam merumuskan usulan nominasi, Komite mempertimbangkan berbagai kriteria, termasuk latar belakang pendidikan, pengalaman kerja, tingkat independensi, keberagaman gender, serta pemahaman terhadap isu-isu ekonomi, lingkungan, sosial, dan tata kelola. Untuk memastikan independensi dan objektivitas dalam pelaksanaan tugasnya, Komite Nominasi dan Remunerasi di MBM terdiri dari tiga anggota, yaitu 1 (satu) Komisaris Independen yang menjabat sebagai Ketua Komite, dan sekurang-kurangnya 2 (dua) anggota yang berasal dari anggota Dewan Komisaris, pihak luar, atau jabatan manajerial di bawah Direksi yang membidangi sumber daya manusia. Komposisi ini mencerminkan komitmen MBM terhadap praktik tata kelola perusahaan yang baik dan inklusif.
link: https://assets.merdekabattery.com/dist/documents/Piagam-Pembentukan-dan-Pedoman-KNR%20(2).pdf

G-07 Perusahaan memiliki kebijakan mengenai kode etik dan/atau anti-korupsi?	Ya

Kode Etik Perusahaan berfungsi sebagai pedoman bagi seluruh karyawan MBM dalam menjalankan tugas sehari-hari, sejalan dengan komitmen perusahaan untuk menerapkan etika bisnis serta menjalankan operasi secara bertanggung jawab. Kode Etik ini merupakan pernyataan tertulis atas komitmen MBM dalam menjalankan bisnis secara etis, memberikan panduan yang jelas bagi seluruh karyawan dalam berinteraksi dengan pemangku kepentingan, serta menjadi landasan dalam pengambilan keputusan yang berintegritas.
link: https://merdekacoppergold.com/wp-content/uploads/2023/11/MDKA-Code-of-Conduct-Policy_2022_Final_Full-Sign-Censored.pdf

G-08 Perusahaan memiliki kebijakan mengenai perlakuan adil terhadap Pemegang Saham?	Ya

Tujuan Pedoman GCG adalah menjamin pelaksanaan hak setiap pemegang saham terutama pemegang saham minoritas
link: https://merdekacoppergold.com/wp-content/uploads/2023/12/MDKA_2020_Pedoman-Tata-Kelola-Perusahaan_ENG.pdf

G-09 Perusahaan memiliki kebijakan mengenai kewajiban direksi/komisaris untuk mencegah adanya konflik kepentingan?	Ya

Selanjutnya, untuk menjaga profesionalisme dan objektivitas dalam menjalankan fungsi pengawasan dan pengelolaan perusahaan, anggota Dewan Komisaris dan Direksi dilarang merangkap jabatan yang dapat menimbulkan benturan kepentingan, baik secara langsung maupun tidak langsung. Selain itu, setiap anggota Dewan Komisaris dan Direksi wajib menunjukkan komitmen yang tinggi untuk menghindari segala bentuk benturan kepentingan, serta menjunjung tinggi etika bisnis dan integritas dalam setiap keputusan dan kebijakan yang diambil. Dalam sistem dewan dua tingkat atau two-tier board system, fungsi pengawasan dan pengelolaan dipisahkan secara jelas melalui Dewan Komisaris dan Direksi, sehingga keduanya didefinisikan sebagai badan tata kelola tertinggi
link: https://merdekacoppergold.com/wp-content/uploads/2023/12/MDKA_2020_Pedoman-Tata-Kelola-Perusahaan_ENG.pdf

D. Lain-lain

Keselarasan Laporan Keberlanjutan/Tahunan dengan Metrik ESG

Kinerja	Kode	Nama Metrik	Halaman di Laporan Keberlanjutan/Tahunan
Lingkungan	E-01	Laporan Emisi Gas Rumah Kaca	168
	E-02	Intensitas Emisi Gas Rumah Kaca	168
	E-03	Konsumsi Energi Listrik	165
	E-04	Konsumsi Air	100
	E-05	Limbah yang Dihasilkan	104
	E-06	Komitmen Perusahaan untuk Mencapai Target Net Zero Emission	164
	E-07	Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca	164
Sosial	S-01	Kesetaraan Gender	138
	S-02	Pegawai Berdasarkan Gender dan Kelompok Umur	135
	S-03	Tingkat Pergantian Pegawai	136
	S-04	Jumlah Pegawai Sementara	134
	S-05	Pelatihan dan Pengembangan Pegawai	140
	S-06	Jumlah Kecelakaan Kerja	77
	S-07	Kejadian Pelanggaran Hak Asasi Manusia	147
	S-08	Kebijakan Pelecehan Seksual dan/atau Non-diskriminasi	132
	S-09	Kebijakan Mengenai Hak Asasi Manusia	51
	S-10	Kebijakan Pekerja Anak dan/atau Pekerja Paksa	132
	S-11	Kebijakan Mengenai Kesehatan dan Keselamatan Kerja serta Lingkungan Kerja yang Aman dan Layak diberikan Kepada Seluruh Karyawan	61
	S-12	Pencegahan Konflik Kepentingan	120

Tata-kelola	G-01	Keberagaman Manajemen dan Independensi	135
	G-02	Total Kehadiran Direksi dan Komisaris ke Rapat Dewan	84
	G-03	Kebijakan Pemisahan Chairman of the Board dan CEO	84
	G-04	Kebijakan Penilaian Dewan Direksi dan Komisaris	85
	G-05	Kebijakan Pelatihan Dewan Direksi dan Komisaris	85
	G-06	Kriteria Khusus Pemilihan Dewan	86
	G-07	Kode Etik dan/atau Anti-Korupsi	87
	G-08	Kebijakan Perlakuan Adil terhadap Pemegang Saham	80
	G-09	Pencegahan Konflik Kepentingan	84

Standar Internasional yang Diacu dan Verifikasi Pihak Ketiga

Keselarasan dengan kerangka pelaporan keberlanjutan

[X] Ya [ ] Tidak

- [X] GRI
- [X] TCFD
- [ ] CDP
- [ ] IFRS S1
- [ ] IFRS S2
- [ ] SASB
- [X] Others, please specify

POJK 51/2017

Assurance dan validasi pihak ketiga

[X] Ya

Nama pihak ketiga	Lingkup pekerjaan
TUV Rheinland Indonesia	Assurance Sustainability Report

Demikian untuk diketahui.

Hormat Kami,

PT Merdeka Battery Materials Tbk

Teddy Nuryanto Oetomo

President Director - Corporate Secretary

PT Merdeka Battery Materials Tbk

Gedung Treasury Tower Lantai 69

Telepon : (021) 39525581 , Fax : (021) 39525582, www.merdekabattery.com

Nama Pengirim	Teddy Nuryanto Oetomo
Jabatan	President Director - Corporate Secretary
Tanggal dan Waktu	30-04-2026 21:03
Lampiran	1. Sustainability Report MBMA 2025.pdf
	2. Annual Report MBMA - 2025.pdf

Dokumen ini merupakan dokumen resmi PT Merdeka Battery Materials Tbk yang tidak memerlukan tanda tangan karena dihasilkan secara elektronik oleh sistem pelaporan elektronik. PT Merdeka Battery Materials Tbk bertanggung jawab penuh atas informasi yang tertera didalam dokumen ini.

Letter / Announcement No.	054/MBM-JKT/CORSEC/IV/2026
Issuer Name	PT Merdeka Battery Materials Tbk
Issuer Code	MBMA
Attachment	2
Subject	Submission of Annual And Sustainability Report

The Company hereby submit Annual And Sustainability Report Report 2025 for the period of 01 Januari 2025 to 31 Desember 2025 in Indonesia dan Inggris

Will the Company be/has summons for the Annual General Meeting of Shareholders? (Yes)

The Company made invitations to the Annual General Meeting of Shareholders on 04 Mei 2025

The information referred above has been published on the Company's website https://assets.merdekabattery.com/dist/documents/021._Pengumuman_RUPST_MBMA_(Bilingual).pdf at 04 Mei

Is the Company listed on another Stock Exchange? (No)

A. Environmental Performance

The Company submits its Annual Sustainability and ESG Report:

E-01 Greenhouse Gas (GHG) Emission Report	
Consolidated GHG Emission Report?	Yes
Organizational Boundaries	Operasional/Finansial
Any subsidiaries that are not included in the report?	No

Name	Total emission (tCO2e)
Category 1: Direct GHG emissions and removals	
Direct emissions from stationary combustion	9.688
Direct emissions from mobile combustion	1.912.002
Direct emissions from processes	0
Direct fugitive emissions	5.328
Direct emissions from Land Use, Land Use Change and Forestry (LULUCF)	311.333
Total Direct Emissions (Scope 1)	2.238.351
Category 2: Indirect GHG emissions from imported energy	

Indirect emissions from imported/purchased electricity consumption	2.971.134
Indirect emissions from imported/purchased network energy consumption (excluding electricity)	0
Total Indirect Emissions (Scope 2)	2.971.134
Category 3: Indirect GHG emissions from transportation	
Upstream transport and distribution	0
Business travels	0
Transportation of clients and visitors	0
Downstream transportation and distribution	0
Employee commuting	0
Category 4: Indirect GHG emissions from products used by Organization	
Energy related activities not included in direct emissions and energy indirect emissions	0
Purchased goods and services	0
Capital equipment/goods	0
Waste generated in operations	0
Upstream leased assets	0
Category 5: Indirect GHG Emissions associated with the use of products from the Organization	
Investments	0
Use of sold products	0
End of life treatment of sold products	0
Downstream franchises	0
Downstream leased assets	0
Processing of sold products	0
Category 6: Indirect GHG emissions from other sources	

Other indirect emissions or removals	0
Total GHG Emissions (Scope 1 and 2)	0
Total GHG Emissions (Scope 1 and 2)	5.209.485
Total GHG Emissions (Scope 1, 2 and 3)	5.209.485
Offsets/Credits	0
REC Purchases (kWh)	0

E-02	**GHG Emissions Intensity**	Total scope 1 and 2 emissions produced per revenue of listed compant (tCO2e/Rp)	0
E-03	**Electricity Consumption**	Total amount of energy directly consumed (kWh or J)	11.117.267,05
		Total amount of energy indirectly consumed (kWh or J)	0
		Total energy consumption (kWh or J)	11.117.267,05
E-04	**Water Consumption**	Total water consumed (m3)	9.119.124,05
E-05	**Waste Generation**	Total waste generated (ton)	73.729,7

E-06 Company commitment to Net Zero Emission Target	
Does the Company have a net zero emission target commitment?	Yes
What year is the Company's net zero emission published target?	2050
Please provide a brief description and a link to documentation explaining the Company's commitment in achieving net zero emission target.	
Climate change presents significant financial challenges and opportunities, both now and in the future. As a manifestation of its commitment to climate change, MBM through its parent company, PT Merdeka Copper Gold Tbk, has issued a net-zero commitment statement for 2050. Link to commitment: https: //merdekacoppergold.com/wp-content/uploads/2022/05/MDKA_2021_Pernyataan_Nol-Bersih_IND-ENG.pdf	

E-07 Company Commitment to GHG Emission Reduction Target	
Does the Company commit to reducing GHG emission?	Ya
What is the Company's GHG emission reduction target?	50 %
	0,6 (tCO2e)
Targeted year in achieving GHG reduction target?	2050

Does the Listed Company has measures on monitoring in enacting climate policy?

Yes

Steps that have been taken and emission reductions that have been achieved compared to the previous year

As of the end of 2025, MBM has successfully implemented various energy efficiency programs across all operational units, contributing significantly to the reduction of energy consumption and GHG emissions. In addition, MGR supports the transition to renewable energy by adopting B40 fuel, a blend of 40% palm oil-based biofuel and 60% of diesel, in its operations.

B. Kinerja Sosial (Social Performance)

S-01 Gender Diversity

Job positions	Men		Women	
	Number of employees	Percentage of employees	Number of employees	Percentage of employees
Entry-level	3.766	76,34 %	554	11,23 %
Mid-level	309	6,26 %	31	0,63 %
Senior-level	209	4,24 %	26	0,53 %
Executive-level	33	0,67 %	5	0,1 %
Total Pegawai	4.317	87,51 %	616	12,49 %

S-02 Employees Level by Gender and Age Group

Age group (years)	Job levels								Number of employees
	Entry-level		Mid-level		Senior-level		Executive-level		
	Men	Women	Men	Women	Men	Women	Men	Women	
18-25	364	101	4	2	0	0	0	0	471
25-35	2.307	341	183	31	11	4	0	0	800
35-45	873	88	174	3	31	10	1	0	1.188
45-55	212	23	92	3	23	2	5	0	360
>55	11	0	12	0	12	0	2	0	37

S-03 Employees Turnover

	Number of employees (in reporting year)	Percentage (in reporting year)
Number of employees resigned	562 Employees	11 %
Number of newly appointed Employees	257 Employees	5 %

S-04 Temporary Worker

	Number of employees (in reporting year)	Percentage (in reporting year)

Total company headcount held by contractors and/or consultants	16.436 Employees	77 %

S-05 Employee Training and Development

Average training hour per employee (in reporting year)	Total employee attending company training program	Percentage of employee attending company training program (%)
20 hours/employee	1.478	100 %

S-06 Injury Rate

Frequency of work-related accidents of total Employees (in reporting year)	Percentage of serious work-related accidents resulting in serious and fatal injuries from total employees (%)
0,0002	0,02 %

S-07 Incidents Regarding Human Rights Abuse

Number of incidents regarding human rights abuse (in reporting year)	0

Company Policy Regarding Employees	
S-08 Does the company has a policy regarding sexual harassment and/or non-discrimination?	Yes
MBM upholds the principle of equality by implementing the Anti-Discrimination and Gender Equality Policy, which ensures that all decisions related to recruitment, promotion, compensation, and employee retention are made fairly, based on ability and performance, without regard to gender or personal identity	
S-09 Does the company has a policy regarding human rights?	Yes
As a company engaged in nickel mining and processing in Indonesia where human rights and environmental issues are of great importance MBM recognizes that respect for human rights is a fundamental foundation for business sustainability. Therefore MBM places respect for human rights as one of the key pillars of its sustainability strategy. This reflects the view that business sustainability must go hand in hand with respect for the rights of every individual as outlined in MBM Human Rights Policy.	
S-10 Does the company have a policy regarding child labor and/or forced labor?	Yes
The Child Labor Policy at MBM affirms the Company commitment to preventing child labor across all its subsidiaries. MBM strictly complies with Labor Law No. 13 of 2003, Article 68, concerning the minimum age for employment and the elimination of child labor which serves as the basis for its recruitment processes	
S-11 Does the company have a company policy regarding occupational health and safety as well as a safe working environment for all employees?	Yes
The management system covers all stages of operations, from procurement to emergency preparedness, with the goal of achieving safe, efficient, and sustainable performance. MBM promotes open communication	

and active participation from all employees, contractors, and stakeholders in OHS implementation. The company also implements healthy lifestyle initiatives, ensures prompt reporting and investigation of incidents, and enforces corrective actions to prevent recurrence, strengthening an integrated and preventive OHS management system. The MBM OHS Policy is available at Occupational Health and Safety Policy.

Corporate Social Responsibility (CSR)

S-12 Does the company have CSR activities, investments or donations to the community or registered non-profit organizations?	Yes
Throughout 2025, the total funds allocated to the PPM program by all MBM subsidiaries amounted to IDR 15,085,209,631, or equivalent to USD 1,109,491.	

C. Governance Performance

G-01 Board Diversity and Independence

Type of Company Board	Number of seats on Company	Seats Occupied by Men	Seats Occupied by Women	Seats Occupied by Independent Party
Commissioners	0	3	0	1
Directors	0	3	1	0

G-02 Board Meeting Attendance

	Number of board meetings (in reporting year)	Percentage of board meeting attendances (in reporting year)
Director Attendance to Board Meetings	12	100 %
Comissioner Attendance to Board Meetings	6	100 %

Other governmental-related policy

G-03 Does the company has a policy regarding separation of the Chairman of the Board and CEO?	Yes
This is in line with the Indonesian Company Law No. 40 of 2007, as amended from time to time, which regulates the implementation of a two-tier board system in Indonesia, consisting of the Board of Commissioners and the Board of Directors. The Board of Commissioners is collectively responsible for supervising the performance of the Board of Directors, providing strategic direction, and ensuring that the company operates in accordance with good corporate governance principles to support the achievement of its vision and mission. Meanwhile, the Board of Directors is responsible for the company's operational execution, supported by the Corporate Secretary and various other committees.	
G-04 Does the company has a policy regarding board appraisal?	Yes
The performance evaluation of the Board of Commissioners and Board of Directors is conducted annually through a self-assessment process. Each board member assesses their performance based on Key Performance Indicator (KPI) targets set at the beginning of the year.	
G-05 Does the company has a policy regarding board training and development?	Yes
As business complexity grows, MBM ensures that all members of the Board of Commissioners and Board of Directors have a strong understanding of current issues, including sustainable development. To support this	

effort, members of the Sustainability Committee from the Sustainability Division, as assigned by the Company, participated in various trainings and discussions on ESG topics, including sustainability reporting, climate change, and human rights. In 2025, members of the Sustainability Committee participated in various ESG-related trainings, including Energy Manager training by Konservasi Energi Solusi Indonesia, Scope 3 greenhouse gas (GHG) calculation training by Daun+, Voluntary Principles on Security and Human Rights (VPSHR) training by Rumah Mediasi Indonesia, and Life Cycle Assessment training.

G-06 Does the company has a criteria regarding board appointment and re-election?	Yes

In formulating its nomination proposals the Committee takes into account various criteria including educational background professional experience level of independence gender diversity as well as understanding of economic environmental social and governance issues. To ensure independence and objectivity in carrying out its duties the MBM Nomination and Remuneration Committee consists of three members 1 Independent Commissioner who serves as Chairperson and 2 members originating from members of the Board of Commisioners, outside the Company or the managerial position below the Board of Directors in charge of human resources. This composition reflects the Company commitment to good and inclusive corporate governance practices.

G-07 Does the company has a policy regarding ethics and/or anti-corruption?	Yes

The Company Code of Ethics serves as a guideline for all MBM employees in carrying out their daily duties, in line with the company's commitment to uphold business ethics and conduct operations responsibly. This Code of Ethics is a written statement of MBM's commitment to conducting business ethically, providing clear guidance for all employees in interacting with stakeholders, and serving as a foundation for making decisions with integrity.

G-08 Does the company has a policy regarding equitable treatment of shareholders?	Yes

Purpose of GCG Guidelines is to guarantee the implementation of rights of each shareholder, especially minority shareholders.

G-09 Does the company have a policy regarding the obligations of directors/commissioners to prevent conflicts of interest?	Yes

Furthermore, to maintain professionalism and objectivity in carrying out the supervisory and management functions of the company, members of the Board of Commissioners and the Board of Directors are prohibited from holding concurrent positions that may create a conflict of interest, either directly or indirectly. In addition, each member of the Board of Commissioners and the Board of Directors is required to demonstrate a strong commitment to avoiding all forms of conflict of interest, as well as to uphold business ethics and integrity in every decision and policy made. In a two-tier board system, supervisory and management functions are clearly separated through the Board of Commissioners and the Board of Directors, both of which are defined as the highest governance bodies.

D. Other

Alignment of Sustainability/Annual Reports with ESG Metrics

Kinerja	Kode	Metric Name	Pages in the Sustainability/Annual Report
Environment	E-01	Greenhouse Gas Emission Report	168
	E-02	Greenhouse Gas Emission Intensity	168
	E-03	Electricity Consumption	165
	E-04	Water Consumption	100
	E-05	Waste Generated	104
	E-06	Company Commitment to Achieving Net Zero Emission Target	164
	E-07	Company Commitment to Reduce Emission	164
Social	S-01	Gender Equality	138
	S-02	Employees by Gender and Age Group	135
	S-03	Employee Turnover Rate	136
	S-04	Number of Temporary Officers	134
	S-05	Employee Training and Development	140
	S-06	Number of Work Accidents	77
	S-07	Human Rights Violation Incidents	147
	S-08	Sexual Harassment and/or Non-Discrimination Policy	132
	S-09	Policy on Human Rights	51
	S-10	Child Labor and/or Forced Labor Policy	132
	S-11	Occupational Health and Safety Policy and Safe and Secure Work Environment are provided to all employees.	61
	S-12	Corporate Social Responsibility	120

Governance	G-01	Management Diversity and Independence	135
	G-02	Total Attendance of Directors and Commissioners to Board Meetings	84
	G-03	Chairman of the Board and CEO Separation Policy	84
	G-04	Board of Directors and Commissioners Assessment Policy	85
	G-05	Board of Directors and Commissioners Training Policy	85
	G-06	Special Criteria for Election of the Board	86
	G-07	Code of Ethics and/or Anti-Corruption	87
	G-08	Fair Treatment Policy for Shareholders	80
	G-09	Conflict of Interest Prevention Policy	84

Referenced International Standards and Third Party Verification

Alignment with sustainability reporting framework

[X] Yes [ ] No

- [X] GRI
- [X] TCFD
- [ ] CDP
- [ ] IFRS S1
- [ ] IFRS S2
- [ ] SASB
- [X] Others, please specify

POJK 51/2017

Third-party assurance and/or validation

[X] Yes

Name of third-party service provider	Scope of Work
TUV Rheinland Indonesia	Assurance Sustainability Report

Thus to be informed accordingly.

Respectfully,

PT Merdeka Battery Materials Tbk

Teddy Nuryanto Oetomo

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Sender Name	Teddy Nuryanto Oetomo
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Date and Time	30-04-2026 21:03
Attachment	1. Sustainability Report MBMA 2025.pdf
	2. Annual Report MBMA - 2025.pdf

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