Go To English Page

Nomor Surat	032/MDKA-JKT/IV/2026
Nama Perusahaan	PT Merdeka Copper Gold Tbk.
Kode Emiten	MDKA
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 12 Maret 2025

Informasi sebagaimana dimaksud di atas telah dimuat pada Situs Web Perseroan di alamat link https://merdekacoppergold.com/investor/rapat-umum-pemegang-saham/ pada tanggal 19 Mei 2025

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	53.526,132
Emisi langsung dari pembakaran bergerak	1.996.394,36261
Emisi langsung dari proses pengolahan	8.762,155
Emisi fugitive langsung	6.858,55
Emisi langsung dari Land Use, Land Use Change and Forestry (LULUCF)	406.892,504
Total Emisi Langsung (Scope 1)	2.472.433,70361

Kategori 2: Emisi GRK tidak langsung dari energi yang diimpor/dibeli	
Emisi tidak langsung dari konsumsi Listrik yang diimpor/dibeli	2.973.742,46288
Emisi tidak langsung dari konsumsi jaringan energi yang diimpor/dibeli (diluar listrik)	0
Total Emisi Tidak Langsung (Scope 2)	2.973.742,46288
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)	5.446.176,16649
Total Emisi GRK (Scope 1, 2 and 3)	5.446.176,16649
Offsets/Credits	0
Pembelian Renewable Energy Certificate (REC) (kWh)	45.829.944

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)	12.018.040,52968
		Jumlah total energi yang dikonsumsi secara tidak langsung (kWh or J))	0
		Total konsumsi energi (kWh or J)	12.018.040,52968
E-04	**Konsumsi Air**	Total konsumsi air (m3)	10.073.000
E-05	**Limbah yang dihasilkan**	Total limbah yang dihasilkan (ton)	75.728,2

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, Merdeka 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?	2030

Apakah perusahaan memiliki manajemen yang mengawasi pengendalian iklim?

Ya

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

Penjelasan:

Tambang Emas Tujuh Bukit telah menggunakan listrik bersih yang bersumber dari pembangkit listrik tenaga air (PLTA) melalui pembelian Renewable Energy Certificates (REC) dari PLN sejak tahun 2022.

Tambang Emas Pani akan mulai menggunakan listrik bersih yang bersumber dari pembangkit listrik tenaga air (PLTA) melalui pembelian Renewable Energy Certificates (REC) dari PLN, efektif sejak 1 Januari 2026.

Di Tambang Tembaga Wetar, Tambang Emas Tujuh Bukit, dan SCM telah menggunakan panel surya sebagai sumber energi terbarukan untuk mendukung kebutuhan operasional perusahaan.

B. Kinerja Sosial (Social Performance)

S-01 Kesetaraan Gender

Level Jabatan	Laki-Laki		Perempuan	
	Jumlah pegawai	Persentasi pegawai	Jumlah pegawai	Persentasi pegawai
Entry-level	6.792	71,07 %	902	9,44 %
Mid-level	1.062	11,11 %	129	1,35 %
Senior-level	497	5,2 %	64	0,67 %
Executive-level	97	1,01 %	14	0,15 %
Total Pegawai	8.448	88,4 %	1.109	88,4 %

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	744	195	19	6	0	0	0	0	964
25-35	3.544	570	469	101	23	9	0	0	4.716
35-45	1.781	108	529	50	82	22	6	0	2.578
45-55	687	28	361	12	79	7	9	1	1.184
>55	37	0	43	0	27	0	8	0	115

S-03 Tingkat Pergantian Pegawai

	Jumlah Pegawai (dalam tahun pelaporan)	Percentage Pegawai (dalam tahun pelaporan)
Jumlah Pegawai resign/Pemutusan Hubungan Kerja	1.562 Pegawai	16 %
Jumlah Pegawai Baru/pengganti	1.615 Pegawai	17 %

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	25.318 Pegawai	73 %

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 (%)
14 jam/pegawai	15.012	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 (%)
0,0001	0,01 %

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
https://merdekacoppergold.com/wp-content/uploads/2025/12/8.-POL-IR-08-00-Conducive-and-Positive-Work-Environment_Blur.pdf	
S-09 Perusahaan memiliki kebijakan mengenai hak asasi manusia?	Ya
https://merdekacoppergold.com/wp-content/uploads/2024/05/MCG-SUS-POL-014_Kebijakan-Hak-Asasi-Manusia_IND.pdf	
S-10 Perusahaan memiliki kebijakan mengenai pekerja anak dan/atau pekerja paksa?	Ya
https://merdekacoppergold.com/wp-content/uploads/2025/12/2.-MCG-POL-IR-02-01-Child-Labor-Protection_Blur.pdf	
S-11 Perusahaan memiliki kebijakan perusahaan mengenai kesehatan dan keselamatan kerja serta lingkungan kerja yang aman dan layak diberikan kepada seluruh karyawan?	Ya
https://merdekacoppergold.com/wp-content/uploads/2024/05/MCG-SUS-POL-001_Occupational-Health-Safety-Policy_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 site Merdeka mencapai Rp90.390 miliar atau setara dengan 5,69 juta dolar AS.	

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	6	0	1
Direksi	0	7	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.

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 Dewan Komisaris dan Direksi mengevaluasi kinerjanya berdasarkan pencapaian target Indikator Kinerja Utama (KPI) yang telah disepakati pada awal tahun.

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

Untuk secara efektif mengawasi dampak terkait keberlanjutan, Merdeka memastikan bahwa anggota Badan Tata Kelola Tertinggi terus meningkatkan pemahaman mereka terhadap isu-isu ekonomi, lingkungan, dan sosial yang relevan. Dengan menyadari meningkatnya kompleksitas operasional bisnis serta pentingnya pembangunan berkelanjutan, Perusahaan menugaskan anggota Komite Keberlanjutan dari Divisi Keberlanjutan untuk secara aktif mengikuti program pengembangan kapasitas yang berfokus pada topik ESG, termasuk pelaporan keberlanjutan, perubahan iklim, dan hak asasi manusia.

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

Pengangkatan dan pemberhentian anggota Dewan Komisaris dan Direksi dilakukan oleh RUPST. Komite Nominasi dan Remunerasi berperan penting dalam proses ini, dengan memberikan usulan kandidat yang memenuhi syarat kepada Dewan Komisaris untuk kemudian diajukan kepada RUPST. Komite ini juga membantu Dewan Komisaris dalam melakukan penilaian kinerja anggota Direksi dan/atau Dewan Komisaris berdasarkan tolok ukur yang telah disusun sebagai bahan evaluasi tahunan. Komite Nominasi dan Remunerasi dipimpin oleh Komisaris Independen.

https://merdekacoppergold.com/wp-content/uploads/2023/11/Nomination-Remuneration-Committee-Charter_2023.pdf

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

Kode Etik Merdeka menjadi pedoman bagi seluruh karyawan dalam menjalankan tugas sehari-hari, sejalan dengan komitmen kami untuk menerapkan etika bisnis dan menjalankan operasi secara bertanggung jawab. Kode Etik ini merupakan pernyataan tertulis mengenai komitmen Merdeka dalam menjalankan bisnis secara etis, memberikan panduan yang jelas bagi seluruh personel dalam berinteraksi dengan pemangku kepentingan, serta menjadi dasar dalam pengambilan keputusan yang berintegritas.

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

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

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.

https://merdekacoppergold.com/wp-content/uploads/2022/05/MDKA_2020_Pedoman_Tata-Kelola-Komunikasi-Direksi-Dewan-Komisaris.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	86
	E-02	Intensitas Emisi Gas Rumah Kaca	97
	E-03	Konsumsi Energi Listrik	83
	E-04	Konsumsi Air	57
	E-05	Limbah yang Dihasilkan	64
	E-06	Komitmen Perusahaan untuk Mencapai Target Net Zero Emission	80
	E-07	Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca	80
Sosial	S-01	Kesetaraan Gender	134
	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	144
	S-06	Jumlah Kecelakaan Kerja	127
	S-07	Kejadian Pelanggaran Hak Asasi Manusia	182
	S-08	Kebijakan Pelecehan Seksual dan/atau Non-diskriminasi	143
	S-09	Kebijakan Mengenai Hak Asasi Manusia	182
	S-10	Kebijakan Pekerja Anak dan/atau Pekerja Paksa	143
	S-11	Kebijakan Mengenai Kesehatan dan Keselamatan Kerja serta Lingkungan Kerja yang Aman dan Layak diberikan Kepada Seluruh Karyawan	108
	S-12	Pencegahan Konflik Kepentingan	160

Tata-kelola	G-01	Keberagaman Manajemen dan Independensi	135
	G-02	Total Kehadiran Direksi dan Komisaris ke Rapat Dewan	37
	G-03	Kebijakan Pemisahan Chairman of the Board dan CEO	195
	G-04	Kebijakan Penilaian Dewan Direksi dan Komisaris	197
	G-05	Kebijakan Pelatihan Dewan Direksi dan Komisaris	197
	G-06	Kriteria Khusus Pemilihan Dewan	196
	G-07	Kode Etik dan/atau Anti-Korupsi	202
	G-08	Kebijakan Perlakuan Adil terhadap Pemegang Saham	199
	G-09	Pencegahan Konflik Kepentingan	196

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
- [ ] Others, please specify

Assurance dan validasi pihak ketiga

[X] Ya

Nama pihak ketiga	Lingkup pekerjaan
TUV Rheinland Indonesia,	17 Material Topik di Entitas Anak

Demikian untuk diketahui.

Hormat Kami,

PT Merdeka Copper Gold Tbk.

Jessica J.

Corporate Secretary

PT Merdeka Copper Gold Tbk.

Treasury Tower Lantai 67-68, District 8 SCBD Lot. 28, Jl. Jend. Sudirman Kav. 52-

Telepon : 021 3952 5580, Fax : 021 3952 5589, www.merdekacoppergold.com

Nama Pengirim	Jessica J.
Jabatan	Corporate Secretary
Tanggal dan Waktu	30-04-2026 20:48
Lampiran	1. Sustainability Report MDKA 2025.pdf
	2. MDKA AR 2025.pdf

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

Letter / Announcement No.	032/MDKA-JKT/IV/2026
Issuer Name	PT Merdeka Copper Gold Tbk.
Issuer Code	MDKA
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 12 Maret 2025

The information referred above has been published on the Company's website https://merdekacoppergold.com/investor/rapat-umum-pemegang-saham/ at 19 Mei 2025

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	53.526,132
Direct emissions from mobile combustion	1.996.394,36261
Direct emissions from processes	8.762,155
Direct fugitive emissions	6.858,55
Direct emissions from Land Use, Land Use Change and Forestry (LULUCF)	406.892,504
Total Direct Emissions (Scope 1)	2.472.433,70361
Category 2: Indirect GHG emissions from imported energy	

Indirect emissions from imported/purchased electricity consumption	2.973.742,46288
Indirect emissions from imported/purchased network energy consumption (excluding electricity)	0
Total Indirect Emissions (Scope 2)	2.973.742,46288
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)	5.446.176,16649
Total GHG Emissions (Scope 1, 2 and 3)	5.446.176,16649
Offsets/Credits	0
REC Purchases (kWh)	45.829.944

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)	12.018.040,52968
		Total amount of energy indirectly consumed (kWh or J)	0
		Total energy consumption (kWh or J)	12.018.040,52968
E-04	**Water Consumption**	Total water consumed (m3)	10.073.000
E-05	**Waste Generation**	Total waste generated (ton)	75.728,2

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, Merdeka 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?	2030

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

The Tujuh Bukit Gold Mine has been using clean electricity sourced from hydropower (PLTA) through the purchase of Renewable Energy Certificates (REC) from PLN since 2022.

The Pani Gold Mine will begin using clean electricity sourced from hydropower (PLTA) through the purchase of Renewable Energy Certificates (REC) from PLN effective January 1 2026.

At the Wetar Copper Mine, Tujuh Bukit Gold Mine and SCM, solar panels have been used as a renewable energy source to support the company operational needs.

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	6.792	71,07 %	902	9,44 %
Mid-level	1.062	11,11 %	129	1,35 %
Senior-level	497	5,2 %	64	0,67 %
Executive-level	97	1,01 %	14	0,15 %
Total Pegawai	8.448	88,4 %	1.109	88,4 %

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	744	195	19	6	0	0	0	0	964
25-35	3.544	570	469	101	23	9	0	0	4.716
35-45	1.781	108	529	12	82	22	6	0	2.578
45-55	687	28	361	12	79	7	9	1	1.184
>55	37	0	43	0	27	0	8	0	115

S-03 Employees Turnover

	Number of employees (in reporting year)	Percentage (in reporting year)
Number of employees resigned	1.562 Employees	16 %
Number of newly appointed Employees	1.615 Employees	17 %

S-04 Temporary Worker

	Number of employees (in reporting year)	Percentage (in reporting year)
Total company headcount held by contractors and/or consultants	25.318 Employees	73 %

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 (%)
14 hours/employee	15.012	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 (%)
0,0001	0,01 %

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
https://merdekacoppergold.com/wp-content/uploads/2025/12/8.-POL-IR-08-00-Conducive-and-Positive-Work-Environment_Blur.pdf	
S-09 Does the company has a policy regarding human rights?	Yes
https://merdekacoppergold.com/wp-content/uploads/2024/05/MCG-SUS-POL-014_Human-Rights-Policy_ENG.pdf	
S-10 Does the company have a policy regarding child labor and/or forced labor?	Yes
https://merdekacoppergold.com/wp-content/uploads/2025/12/3.-MCG-POL-IR-03-01-Abolition-of-Forced-Labor_Blur.pdf	
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
https://merdekacoppergold.com/wp-content/uploads/2024/05/MCG-SUS-POL-001_Occupational-Health-Safety-Policy_ENG.pdf	

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 PPM program funds realized across all Merdeka sites reached IDR 90,390 billion, equivalent to USD 5.69 million.	

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	6	0	1
Directors	0	7	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 of Commissioners and Board of Directors 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
To effectively oversee sustainability-related impacts, Merdeka ensures that members of the Highest Governance Body continuously enhance their understanding of relevant economic, environmental, and social issues. Recognizing the increasing complexity of business operations and the importance of sustainable development, the Company assigns members of the Sustainability Committee from the Sustainability Division to actively participate in capacity-building programs focused on ESG topics, including sustainability reporting, climate change, and human rights.	
G-06 Does the company has a criteria regarding board appointment and re-election?	Yes
The appointment and dismissal of members of the Board of Commissioners and the Board of Directors are carried out by the AGMS. The Nomination and Remuneration Committee plays a key role in this process by proposing qualified candidates to the Board of Commissioners, who then submit the nominations to the AGMS. The Committee also assists the Board of Commissioners in evaluating the performance of members of the Board of Directors and/or Board of Commissioners based on established performance indicators used as part of the annual assessment process. The Nomination and Remuneration Committee is chaired by an	

Independent Commissioner.	
G-07 Does the company has a policy regarding ethics and/or anti-corruption?	Yes
Merdeka's Code of Conduct serves as a guide for all employees in carrying out their daily responsibilities, aligning with our commitment to ethical business practices and responsible operations. The Code provides clear direction for interacting with stakeholders and forms the basis for integrity-driven decision-making.	
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
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. https://merdekacoppergold.com/wp-content/uploads/2022/05/MDKA_2020_Pedoman_Tata-Kelola-Komunikasi-Direksi-Dewan-Komisaris.pdf	

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	86
	E-02	Greenhouse Gas Emission Intensity	97
	E-03	Electricity Consumption	83
	E-04	Water Consumption	57
	E-05	Waste Generated	64
	E-06	Company Commitment to Achieving Net Zero Emission Target	80
	E-07	Company Commitment to Reduce Emission	80
Social	S-01	Gender Equality	134
	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	144
	S-06	Number of Work Accidents	127
	S-07	Human Rights Violation Incidents	182
	S-08	Sexual Harassment and/or Non-Discrimination Policy	143
	S-09	Policy on Human Rights	182
	S-10	Child Labor and/or Forced Labor Policy	143
	S-11	Occupational Health and Safety Policy and Safe and Secure Work Environment are provided to all employees.	108
	S-12	Corporate Social Responsibility	160

Governance	G-01	Management Diversity and Independence	135
	G-02	Total Attendance of Directors and Commissioners to Board Meetings	37
	G-03	Chairman of the Board and CEO Separation Policy	195
	G-04	Board of Directors and Commissioners Assessment Policy	197
	G-05	Board of Directors and Commissioners Training Policy	197
	G-06	Special Criteria for Election of the Board	196
	G-07	Code of Ethics and/or Anti-Corruption	202
	G-08	Fair Treatment Policy for Shareholders	199
	G-09	Conflict of Interest Prevention Policy	196

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
- [ ] Others, please specify

null

Third-party assurance and/or validation

[X] Yes

Name of third-party service provider	Scope of Work
TUV Rheinland Indonesia,	17 Material Topik di Entitas Anak

Thus to be informed accordingly.

Respectfully,

PT Merdeka Copper Gold Tbk.

Jessica J.

Corporate Secretary

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Sender Name	Jessica J.
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Attachment	1. Sustainability Report MDKA 2025.pdf
	2. MDKA AR 2025.pdf

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