



**PT MERDEKA COPPER GOLD, Tbk.**

**STANDARD OPERATING PROCEDURE**  
**SUBMISSION AND SETTLEMENT OF EMPLOYEE**  
**GRIEVANCES**  
**MCG-SOP-IR-01-01**

| PREPARED            | CHECKED                  | APPROVED             |               |                    |
|---------------------|--------------------------|----------------------|---------------|--------------------|
|                     |                          |                      |               |                    |
| Chairul Reza Faisal | Yanthi Sepriana Siagian  | Muhammad Regén Pohan | Titien Supeno | Albert Saputro     |
| IR Superintendent   | HR Compliance Supervisor | IR Manager           | HR Director   | President Director |
| 01 June 2023        | 01 June 2023             | 01 June 2023         | 01 June 2023  | 01 June 2023       |

**Head Office:**

Treasury Tower 67<sup>th</sup> Floor District 8 SCBD LOT.28,  
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Website : [www.merdekacoppergold.com](http://www.merdekacoppergold.com)

**IDENTIFICATION OF PERSONS**

| NAME       | ADDRESS    | RELATIONSHIP TO SUBJECT | DATE OF BIRTH | DATE OF DEATH |
|------------|------------|-------------------------|---------------|---------------|
| [REDACTED] | [REDACTED] | [REDACTED]              | [REDACTED]    | [REDACTED]    |
| [REDACTED] | [REDACTED] | [REDACTED]              | [REDACTED]    | [REDACTED]    |

[REDACTED]



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DEPARTMENT OF CHEMISTRY  
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CHICAGO, ILLINOIS 60637

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DATE: 10/15/2010  
BY: [Signature]

FROM: [Signature]  
TO: [Signature]

SUBJECT: [Signature]

RE: [Signature]

DATE: [Signature]

[Signature]

[Signature]