

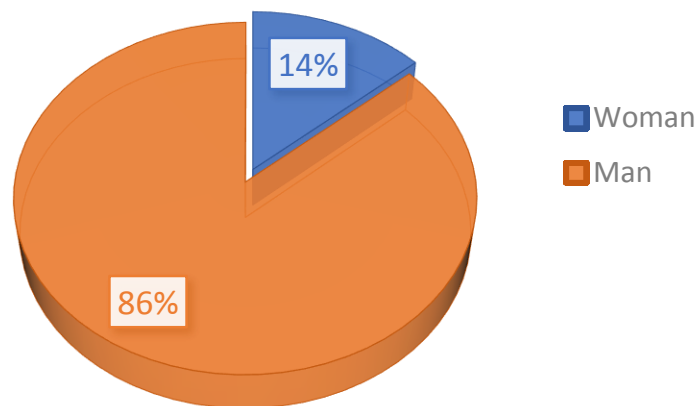


Supports the inclusion of women across forestry operations, including addressing barriers faced

Toba Pulp Lestari supports the involvement of women in forestry operations, including supporting the involvement of women in overcoming obstacles that occur. Toba Pulp Lestari provides opportunities for women to be able to participate in the forestry sector, such as:

1. Involving women in nursery activities
2. Involving women in the aspect of environmental management
3. Involving women in planting timber production
4. Involving women in conducting research

The Inclusion Of Women Across Forestry Operations



We strive to ensure that the rights between women and men in this company are equal and in line with their abilities. As shown in the chart below, the percentage of female employees involved in forestry operations is 14% (68 out of 501 employees).