

## Women in Senior Management Team and Board Members

Toba Pulp Lestari (TPL) has TOPICC as its core values, one of it talks about People. TPL develops human resources to grow together regardless of gender and status. TPL has 2 (two) woman leaders in manager level, the first one is Mrs. Ramida H.F. Siringo-ringo who became the leader of Community Development Section as a manager and the second is Mrs. Norma Patty Nandini Hutajulu as a manager in the Corporate Communication Section. Toba Pulp Lestari proves that women can become a leader in an organization. For the year 2020, TPL has six Board of Directors (BOD) seating in the board. All six BOD members are male and zero female. TPL plans to work towards having female member in its BOD in the coming years.

PERCENTAGE OF WOMEN IN SENIOR MANAGEMENT TEAM

