

## **Women in Senior Management Team and Board Members**

Toba Pulp Lestari (TPL) has TOPICC as it's core values, one of it talks about People. TPL develops human resources to grow together regardless of gender and status. TPL has 4 (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, second is Mrs. Norma Patty Nandini Hutajulu as a manager in the Stakeholder Relation Section, third is Mrs. Labueni Siboro as a manager in the BCID Department, and Mrs. Adventris Hutagaol as a manager in Research and Development Department. Toba Pulp Lestari proves that women can become a leader in an organization. For the year 2022, TPL has five Board of Directors (BOD) seating in the board. All five BOD members are male and zero female. TPL plans to work towards having female member in its BOD in the coming years.

