

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

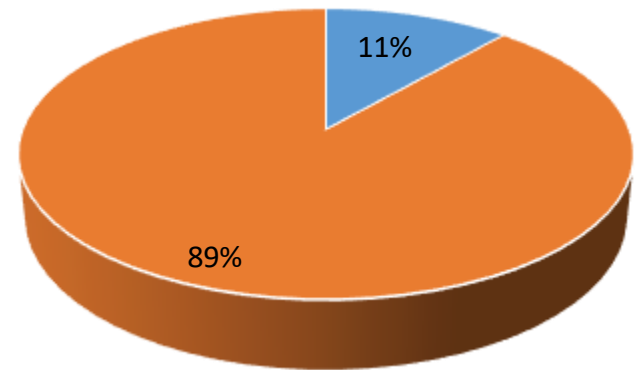
Toba Pulp Lestari supports the involvement of women in forestry operations, including supporting the involvement of women in overcoming obstacles that occur. Toba Pulp Lestari provides opportunities for women to be able to participate in the forestry sector, such as:

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

We strive to ensure that the rights of 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 11% (60 out of 524 employees).

TPL has a Whistleblowing Procedure to help detect, report and manage potential fraud concerning employees's moral, ethical, and behavioral conduct. This service can be accessed by all TPL employees, especially for female employees in mill and fiber operations in overcoming the obstacles that occur.

For the year 2023, there are no reports of the barriers women face in carrying out their jobs. TPL always provides equal opportunities and facilities for all its employees in terms of finance, training, and information.



■ Women ■ Man