

**POLICY OF ANTI-BRIBERY MANAGEMENT SYSTEM  
PT BANK PEMBANGUNAN DAERAH JAWA TIMUR Tbk**

1. Prohibit all Bank Jatim personel to:
  - a. Give, promise in any form to public officials, business partners and other third parties within the scope of work; and
  - b. Request, receive a gift from individuals or work units / organizations / agencies / companies related to their duties at the Bank.
2. Set limits on gratuities as a prevention against potential bribery;
3. Fulfill and implement the Policy on Anti-Bribery Management System (ABMS) in accordance with SNI ISO 37001:2016 Anti-Bribery Management System (ABMS) effectively and consistently with continuous improvement efforts to achieve anti-bribery goals in accordance with the Bank's objectives;
4. Provide sufficient and appropriate resources for the effective implementation of the Anti-Bribery Management System (ABMS);
5. Establish an Anti-Bribery Compliance Function Team that has the authority, independence and adequate supporting resources to supervise and ensure the implementation of ABMS in accordance with the requirements stated in SNI ISO 37001:2016 Anti-Bribery Management System (ABMS);
6. Provide a WBS complaint reporting channel for any alleged violation of the Anti-Bribery Management System (ABMS);
7. Guarantee confidentiality, safety and legal protection for whistleblowers who have provided information in good faith on alleged violations of the Anti-Bribery Management System (ABMS);
8. Provide sanctions for violations of the Anti-Bribery Management System (ABMS) in accordance with applicable policies and regulations.
9. Provide a framework for setting, reviewing and achieving anti-bribery goals.

**Surabaya, .....**  
**PT BANK PEMBANGUNAN DAERAH JAWA TIMUR Tbk**

**BUSRUL IMAN**  
President Director

**TONNY PRASETYO**  
Compliance Director

**EDI MASRIANTO**  
Finance, Treasury Global  
Services Director

**R. ARIEF WICAKSONO**  
Micro, Retail Middle  
Director

**EKO SUSETYONO**  
Risk Management Director

**ZULHELFI ABIDIN**  
IT & Digital Director

**ARIF SUHIRMAN**  
Operations Director