

HANMI BANK PERSONNEL PRIVACY POLICY

This Personnel Privacy Policy (the “**Policy**”) describes how Hanmi Bank (“**we**” or “**our**”) collects, uses, discloses, transfers and stores (collectively, “**processes**”) personal information from job applicants, employees, contractors, consultants, and other individuals who currently work, previously have worked for Hanmi Bank, or are applying to Hanmi Bank (collectively, “**Personnel**”, “**you**” or “**your**”) and any third parties whose information is provided to us in connection with any Personnel’s employment or engagement relationship with Hanmi Bank (e.g. emergency contact information). This Personnel Privacy Policy supplements the information contained in the [**Hanmi Bank Privacy Policy**](#).

Where we refer to “employment” or “engagement” in this Policy, we do so for convenience only, and this should in no way be interpreted as purporting to confer employment status on non-employees to whom this Policy also applies. This Policy does not form part of any contract of employment or engagement, does not confer any employment status or contractual right on any Personnel or place any contractual obligation on us.

I. APPLICABILITY OF OTHER POLICIES

This Policy does not cover our processing of personal information collected from you as a Hanmi Bank customer or a visitor of our websites. To learn more about Hanmi Bank’s data collection practices in these cases, please read the [**Hanmi Bank Privacy Policy**](#).

In some cases, you may provide personal information to third parties with whom we work. This could be, for example, when you opt-in at your own discretion to services or benefits programs provided by third parties to our Personnel. By participating in such services or benefits programs, you understand that your personal information is governed by separate privacy policies which are not under our control. Please contact such third parties for questions regarding their privacy practices.

II. INFORMATION WE COLLECT

We collect information in order to manage our relationship with you during the course of your employment or engagement with us. The categories of personal information we may process about you include:

Categories of Personal Information	Examples of Personal Information Collected
Identifiers.	A real name, alias, postal address, unique personal identifier, phone number, Internet Protocol address, email address, account name, Social Security number, driver's license number, passport number, national tax or social insurance number (as applicable and to the extent permitted by applicable law), date and place of birth, citizenship, information required for tax reporting, visa and work permit data, directory photo (as permitted by applicable law), or other similar identifiers permitted or required by applicable law.
California Customer Records.	A name, signature, Social Security number, or, address, telephone number, passport number, driver's license or state identification card number, education, employment, employment history, bank account number, or any other financial information, medical information, or health insurance information.

Categories of Personal Information	Examples of Personal Information Collected
Protected classification characteristics under California or federal law.	Age, race, national origin, citizenship, marital status, medical condition, physical or mental disability, sex (including gender, gender identity, gender expression, pregnancy or childbirth and related medical conditions), information relating to same sex benefits, veteran or military status.
Commercial information.	Records of personal property, products or services purchased, obtained, or considered, or other purchasing or consuming histories or tendencies.
Biometric information.	Genetic, physiological, behavioral, and biological characteristics, or activity patterns used to extract a template or other identifier or identifying information, such as, fingerprints.
Internet or other similar network activity.	Information, including, but not limited to, browsing history, search history, and information regarding Personnel's interaction with an internet website, application, or advertisement, and data about your use of Hanmi Bank's equipment, electronic communications systems, and property, such as computers, email, internet, and voicemail.
Geolocation data.	Physical location.
Sensory data.	Audio, electronic, visual, or similar information, such as photos and information gathered via camera and CCTV.
Professional or employment-related information.	Performance data, employment qualifications data, organizational data, contract and compensation data, absence data, compliance data.
Inferences drawn from other personal information.	Profile reflecting a person's preferences, characteristics, predispositions, attitudes, abilities, and aptitudes.

Monitoring: We reserve the right to monitor the use of our premises, equipment, devices, computers, network, applications, software, and similar assets and resources. In the event such monitoring occurs, it may result in the collection of personal information about you. Some Hanmi Bank's facilities are equipped with surveillance equipment such as cameras and CCTV which may capture your image or information about your movements, and which may be used to protect the safety of Hanmi Bank's staff, visitors and property. This is not meant to suggest that all Personnel will in fact be monitored, but to alert you that when using Hanmi Bank equipment and resources, you should not have any expectations of privacy with respect to your use of such equipment or resources. We will ensure that any personal information generated by this monitoring is treated in accordance with this Policy.

Sensitive Information: There are “special” or “sensitive” categories of personal information which require a higher level of protection. Please note that we may collect, store and use, where permitted, such “special” or “sensitive” categories of personal information, which may include, subject to applicable law: health and medical related data e.g., number of sick days, workplace accidents, disabilities (if voluntarily disclosed), symptoms of, or risk of exposure to, certain illnesses (e.g., contact with others who may be sick or relevant travel history), and pregnancy related information; racial or ethnic origin; biometric data for the purpose of uniquely identifying an individual; data concerning a person’s sex life or sexual orientation; social security, driver’s license, state identification card, or passport number; precise geolocation; and data relating to criminal convictions and offenses. We collect this information for specific purposes, such as, health/medical information in order to accommodate a disability or illness and to provide benefits, diversity-related personal information (such as gender, race or ethnicity) in order to comply with legal obligations and to monitor diversity metrics and anti-discrimination policies, and identifying information in order to comply with legal obligations and ensure data security.

The provision of personal information as described in this Policy is partly a statutory requirement, partly a contractual requirement under your employment contract, and partly a requirement to carry out the employment or contractor relationship with you. In general, you are required to provide the personal information, except in limited instances when we indicate that the provision of certain information is voluntary (e.g., in connection with satisfaction surveys, or equal opportunities and diversity monitoring and initiatives). Not providing the personal information may prevent Hanmi Bank from carrying out the employment or contractor relationship with you and, in certain exceptional cases, may require Hanmi Bank to terminate your employment where permitted by applicable law.

If you provide Hanmi Bank with personal information about your spouse, domestic civil/partner, and/or dependents (e.g., for emergency contact, security screening, or benefits related purposes) (“**Dependents**”), please make sure to inform them accordingly, about - *inter alia* - their rights with respect to our processing of their personal information (as included in this document) and that you may disclose their personal information to Hanmi Bank for these employment purposes. You should also obtain the consent of these individuals (unless you can provide such consent on their behalf, e.g., children) if such consent is required by law for the collection, use, storage, transfer, and processing of their personal information.

III. HOW WE COLLECT YOUR INFORMATION

Generally, we collect personal information directly from you in circumstances where you provide it (e.g. when you applied to work for us, during the onboarding process, benefits enrollment, etc.). We may also collect personal information automatically, such as when monitoring the use of our premises, equipment, devices, computers, network, applications, software, or similar assets and resources. We may also obtain personal information from your previous employers or educational institutions, from peers (e.g. performance reviews), third-party service providers (e.g. benefit providers, pension schemes), your named references, medical professionals, legal bodies and publicly accessible sources such as your LinkedIn profile and other social media platforms.

IV. HOW WE USE YOUR INFORMATION

We use your personal information to support our human resources and for our other business purposes, including establishing, managing or terminating your employment relationship. Such uses include:

- **Recruitment**, such as evaluating your application for employment, conducting interviews, conducting background checks for security purposes (when we have your consent or as permitted by applicable law), and deciding terms of an employment offer;
- **Personnel management**, such as monitoring assignments, evaluating performance, training Personnel, communicating with you and responding to your requests, inquiries, and comments;
- **Operational purposes**, such as distributing payroll and company benefits, updating personnel files, conducting audits, and processing work-related claims, providing IT support and other troubleshooting;
- **Benefits administration purposes**, such as administering and maintaining group health insurance benefits and additional wellness programs, retirement plans, life insurance, disability insurance, leave programs, and other Hanmi Bank-offered benefit programs;
- **Marketing activities**, including marketing photos, billboards, website content, videos, social media posts, research and development of new products and services, and other related marketing activities, for which we will only use your personal information in creating this content with your consent;
- **Statistical and analytical purposes** to understand and improve worker satisfaction and performance;
- **Administration of our applications, software and systems**, including ensuring the security of our workforce, guests, property and assets;
- **Legal and compliance purposes**, such as implementing internal policies, detecting and responding to suspected fraud, security incidents, or other activity which is illegal or violates Hanmi Bank's policies, protecting Hanmi Bank's and others' rights and property, exercising a legal claim, cooperating with law enforcement investigations and complying with applicable laws, regulations, legal processes, or governmental requests;
- **As necessary in order to protect the vital interests of Personnel or of another natural person**, such as during an emergency where the health or security of Personnel is in danger, or to prevent imminent physical harm or financial loss, or to comply with our legal obligations;
- **As necessary to comply with corporate financial responsibilities**, including audit requirements (both internal and external), accounting, and cost/budgeting analysis and control;
- **As necessary and appropriate to provide reasonable workplace accommodations**;
- **As necessary for the performance of a contract** or in order to take steps at the request of our Personnel prior to entering into a contract, such as to arrange for payments; and
- **To enable solely internal uses** in a lawful manner that are reasonably aligned with expectations of Personnel based on our work relationship and that are compatible with the context in which the information was provided to Hanmi Bank. This information can be used to terminate your employment with Hanmi Bank.

V. HOW WE MAY DISCLOSE YOUR PERSONAL INFORMATION

Hanmi Bank discloses personal information to third parties for the business and employment purposes as described above as follows:

Third-Party Service Providers: We may use third party service providers acting on Hanmi Bank’s behalf to perform some of the services described above. For example, we share certain information with service providers who assist with the administration of payroll, pension, benefits, equity, performance management, training, Personnel communication, and expense management.

Professional Advisors: We also may share information about you with our professional advisors, including accountants, auditors, lawyers, insurers and bankers if needed. We only permit these advisors to process your personal information for specified purposes and, as appropriate, in accordance with our instructions and the provisions of this Policy and applicable law.

Other Third Parties: In certain limited circumstance, we share and/or are obligated to share your personal information with other third parties, including (a) to comply with our obligations, to protect the rights and property of Hanmi Bank, our customers and the public, to cooperate with law enforcement investigations or regulators, and to detect and respond to suspected illegal activity and threats to the health or safety of any person or of our systems or services; (b) in connection with, or during negotiations of, any merger, joint venture, sale of company assets, financing, or acquisition of all or a portion of our business, assets or stock by another company (including in connection with any bankruptcy or similar proceedings); and/or (c) with your consent and at your direction.

We may also share aggregated or de-identified information, which cannot reasonably be used to identify you.

VI. DATA RETENTION

The length of time we retain your personal information depends on the status of our relationship with you and the requirements of applicable law. We will retain your personal information for as long as your employment or engagement with us lasts, and for a certain period thereafter, after which point it will be deleted or archived in accordance with applicable law. To determine that period, we take into account a number of factors including our legal and regulatory obligations (such as financial reporting obligations and equal opportunity or anti-discrimination reporting obligations) and whether we may need to retain personal information to resolve disputes, make and defend legal claims, conduct audits, pursue legitimate business purposes and/or enforce our agreements.

VII. ADDITIONAL DISCLOSURES FOR CALIFORNIA RESIDENTS

If you are a California resident, the California Consumer Privacy Act of 2018 (“**CCPA**”), as amended by the California Privacy Rights Act (“**CPRA**”) requires us to disclose the following information with respect to our collection and use of personal information and your rights.

To understand what personal information we may have collected about you in the past 12 months, and from where we collected it, please see the *Information We Collect* section above, noting that if you have neither joined Hanmi Bank nor entered into a contract to work for Hanmi Bank in the past 12 months we may not have collected employment qualifications data or certain contract data from you in the past 12 months. We collect such personal information for the employment purposes described in the *How We Use Your Information* section above.

We may disclose such personal information with the third parties listed in the *Who May Have Access To Your Personal Information* section above. California law requires that we provide additional transparency regarding such disclosures. Below, we have provided more detail regarding the two ways in which we may

disclose your personal information in the past 12 months: (a) “sales” and “sharing” of information and (b) general disclosures of information for a business purpose.

“Sales” and “Sharing” of Information

Hanmi Bank does not “sell” or “share” your personal information. We have marked “sales” and “sharing” with quotation marks because a “sale” under California law broadly includes disclosure of information in return for any valuable consideration, and “sharing” under California law is narrowly defined as the disclosure of information to a third party for cross-context behavioral advertising. We do not have any knowledge of any “sales” or “sharing” of the personal information of minors under 16 years of age. We also do not “sell” or “share” any Sensitive Information.

Disclosures of Information for a Business Purpose

To manage our business and in furtherance of our relationship with you, we sometimes disclose personal information to third parties. These third parties cannot further collect, “sell,” “share,” disclose, or use the personal information we provide to them except as necessary to perform our purposes, as instructed or permitted by us.

In the past 12 months, we may have disclosed the following categories of personal information to the following third parties for our operational business purposes as described above in the *How We Disclose Personal Information* section:

<i>Categories of Personal Information Disclosed for a Business Purpose</i>	<i>Categories of Third Party Recipients</i>
Identifiers	<ul style="list-style-type: none"> • Third-Party Service Providers • Professional Advisors
Financial information	<ul style="list-style-type: none"> • Third-Party Service Providers • Professional Advisors
Information related to health insurance and other benefits	<ul style="list-style-type: none"> • Third-Party Service Providers • Professional Advisors
Characteristics of protected classifications under state or federal law	<ul style="list-style-type: none"> • Third-Party Service Providers
Biometric Information	<ul style="list-style-type: none"> • Third-Party Service Providers
Audio, electronic, visual, or similar information	<ul style="list-style-type: none"> • Third-Party Service Providers
Internet or other Electronic Activity Information	<ul style="list-style-type: none"> • Third-Party Service Providers
Professional or employment-related information	<ul style="list-style-type: none"> • Third-Party Service Providers
Geolocation information	<ul style="list-style-type: none"> • Third-Party Service Providers
Education records	<ul style="list-style-type: none"> • Third-Party Service Providers
Inferences drawn to create a profile	<ul style="list-style-type: none"> • Third-Party Service Providers
Sensitive Information	<ul style="list-style-type: none"> • Third-Party Service Providers

We do not use or disclose your Sensitive Information for purposes beyond the minimum allotted by law, for example, where necessary to provide you with employment and benefits, to detect security incidents, and ensure the safety of our employees and customers.

Your Rights

Under California law, you have a right to notice, upon collection, of the categories of personal information (including sensitive information) collected, of the purposes for which such personal information will be used, whether such personal information is “sold” or “shared,” and for how long we retain such personal information. With limited exceptions, you also have the right to access a copy of the categories and specific pieces of personal information that we collect about you, explaining how we collect, use, disclose, and if we “sell” and/or “share” such information; the right to ask us to delete/anonymize or correct your personal information; the right to opt-out of the “sale” or “sharing” of your personal information; and the right to limit our use or disclosure of Sensitive Information. Finally, you have the right to be free from discrimination or retaliation for exercising your rights.

As noted above, we do not “sell” or “share” your personal information, nor do we use or disclose Sensitive Information for purposes beyond the minimum allotted by law (e.g., to maintain an employment relationship with you). However, if you would like to exercise any other of your rights listed above, you may make these requests by calling 855-773-8778 or by emailing CCPA@hanmi.com. We will verify your request by asking you to provide information related to your recent interactions with us, such as identifying information including name, email address, date of interaction with Hanmi Bank, as well as type and manner of interaction. If it is not reasonably possible to identify you adequately, we may not be able to respond to your request. We will not discriminate or retaliate against you if you exercise your rights under the CPRA.

If we receive your request from an authorized agent and they do not provide a valid power of attorney, we may ask the authorized agent to provide proof that you gave the agent signed permission to submit the request to exercise rights on your behalf. In the absence of a valid power of attorney, we may also require you to verify your own identity directly with us or confirm to us that you otherwise provided the authorized agent permission to submit the request. If you are an authorized agent seeking to make a request, please visit the Hanmi Bank website or email CCPA@hanmi.com.

VIII. CONTACTING HANMI BANK

If you have any questions regarding this Policy, please contact Human Resources by calling 213-382-2200.

IX. POLICY UPDATES

We may change this Policy from time to time. Each version of this Policy is identified by its effective date. If we make changes to this Policy that have a material impact on your rights with respect to how we process your personal information, we will notify you via appropriate communication channels.

Last Updated: January 1, 2023