



Whistleblower Policy

January 23, 2020

HR DEPARTMENT	
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Who should read this?	Joint Whistleblower Policy:
All directors and employees of the Company	Each director and employee of the Company has an obligation to report in accordance with this Whistleblower Policy (a) questionable or improper accounting or auditing matters, and (b) violations and suspected violations of the Company’s Code of Conduct. This policy provides for the various methods of reporting such concerns.

I. OBJECTIVES

The objectives of the Company Whistleblower Policy are to establish policies and procedures for:

- The submission of concerns regarding questionable accounting or audit matters and potential violation of Company’s ethics or policies by employees, directors, officers, and other stockholders of the organization, on a confidential and anonymous basis.
- The receipt, retention, and treatment of complaints received by the organization regarding accounting, internal controls, auditing matters, policies or ethics.
- The protection of directors and employees reporting concerns from retaliatory actions.

II. DEFINITIONS

The Company - Hope Bancorp, Inc. and Bank of Hope.

The Code - The Code of Ethics and Business Conduct and Director Code of Ethics and Business Conduct.

Concerns - Violations and suspected violations of the Company’s Code.

III. RESPONSIBILITY

Audit Committee Chair

All reported Concerns will be forwarded to the Audit Committee in accordance with the procedures set forth herein. The Audit Committee shall be responsible for investigating and making appropriate recommendations to the Board of Directors with respect to all reported Concerns.

Chief Internal Auditor

The Chief Internal Auditor is responsible for ensuring all valid Whistleblower claims are reported to the Chair of the Audit Committee.

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IV. POLICY

Introduction

The Company Code requires directors and employees to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. Employees and representatives of the organization must practice honesty and integrity in fulfilling their responsibilities and comply with all applicable laws and regulations.

Reporting responsibility

Each director and employee of the Company has an obligation to report in accordance with this Whistleblower Policy (a) questionable or improper accounting or auditing matters, and (b) violations and suspected violations of the Company's Code.

No retaliation

This Whistleblower Policy is intended to encourage and enable directors and employees to raise Concerns within the organization for investigation and appropriate action. With this goal in mind, no director or employee who, in good faith, reports a Concern shall be subject to retaliation or, in the case of an employee, adverse employment consequences. Moreover, an employee who retaliates against someone who has reported a Concern in good faith is subject to discipline, up to and including termination of employment.

Reporting concerns

Employees

Employees should typically first discuss their Concern with their immediate supervisor, if possible. If, after speaking with his or her supervisor, the individual continues to have reasonable grounds to believe the Concern is valid, the individual should report the Concern to the Chief Internal Auditor. In addition, if the individual is uncomfortable speaking with his or her supervisor, or the supervisor is a subject of the Concern, the individual should report his or her Concern directly to the Chief Internal Auditor. The Chief Internal Auditor can be contacted through e-mail at whistleblower@bankofhope.com or through a dedicated telephone number (213) 443-1021.

The bank has partnered with an independent third party to provide additional reporting channels in case any of the above is not available.

Name of Third Party: Fulcrum
Internet: <http://fulcrum.com/Bankofhope.htm>
Email: whistle@fulcrum.com
Mail: Fulcrum Inquiry, Whistleblower Department
888 S. Figueroa St, Suite 2000
Los Angeles, CA 90017
Fax: (213) 891-1300

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If the Concern was reported verbally to the Chief Internal Auditor, the reporting individual, with assistance from the Chief Internal Auditor, will be requested to reduce the Concern to writing. The Chief Internal Auditor is required to promptly report the Concern to the Chair of Audit committee, who has specific and exclusive responsibility to investigate, or to oversee the investigation, of all Concerns.

Directors

Directors should submit Concerns in writing directly to the Chair of Audit Committee. The Chair of Audit Committee may be contacted through email at John.Taylor@bankofhope.com.

Handling of Reported Violations

The Audit Committee shall address all reported Concerns. The Chair of the Audit Committee shall immediately notify the Audit Committee, President, Chairman of the Board of Directors, and the Chief Financial Officer of any such report. The Chair of the Audit Committee will notify the sender (if not an anonymous Concern) and acknowledge receipt of the Concern within five business days, if possible. However, it will not be possible to acknowledge receipt of anonymously submitted Concerns.

All reports will be promptly investigated by, or under the supervision of, the Audit Committee, and appropriate corrective action will be recommended to the Board of Directors, if warranted by the investigation. In addition, action taken will include the reaching of a conclusion and some sort of follow-up with the complainant deemed appropriate by the Bank in order to achieve closure of the Concern.

The Audit Committee has the authority to retain outside legal counsel, accountants, private investigators, or any other resource deemed necessary to conduct a full and complete investigation of the allegation.

Acting in good faith

Anyone reporting a Concern must act in good faith and have reasonable grounds for believing the information disclosed indicates an improper accounting or auditing practice, or a violation of the Codes. The act of making allegations that prove to be unsubstantiated, and that prove to have been made maliciously, recklessly, or with the foreknowledge that the allegations are false, will be viewed as a serious disciplinary offense and may result in discipline, up to and including termination of employment. Such conduct may also give rise to other actions, including civil lawsuits.

Confidentiality

Reports of Concerns, and investigations pertaining thereto, shall be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation.

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Disclosure of reports of Concerns to individuals not involved in the investigation will be viewed as a serious disciplinary offense and may result in discipline, up to an including termination of employment. Such conduct may also give rise to other actions, including civil lawsuits.