

2022

ESG

Environmental,
Social &
Governance
Report



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... *A Message from our Chairman, President and CEO*

Welcome to
Bank of Hope
Charting our ESG Journey

I am pleased to present our inaugural Environmental, Social and Governance (“ESG”) Report, which begins to chart our ESG journey at Hope Bancorp, Inc. and its wholly owned subsidiary Bank of Hope (collectively referred to as the “Company”).

The roots of Bank of Hope go back more than 40 years and includes many of the first banks established to provide financial services to the underserved and emerging Korean American communities in the United States. From our very beginnings, we have been committed to being a responsible corporate citizen for our customers and communities. Today, as the representative bank of the Korean American community and one of the largest regional Asian American banks in the nation, we recognize the important role we play in continuing to create a socially responsible and sustainable future.



As we continue to progress with this journey, we are thankful that our rooted corporate culture and philosophies serve as a sound base upon which we plan to build out a more comprehensive ESG program. In addition to our commitment to corporate governance and social practices that foster diversity, inclusion and economic equity, we look forward to engaging in environmental stewardship in the years to come.

We intend to publish our ESG report annually on www.ir-hopebancorp.com, our investor relations website.

On behalf of our Board of Directors and more than 1,500 associates, we thank you for your support and continued trust in our Company.

Kevin S. Kim
Chairman, President & Chief Executive Officer
Hope Bancorp, Inc. and Bank of Hope



Who We Are – Bankers. Experts. Neighbors.



Hope Bancorp, Inc. is the holding company of Bank of Hope, the first and only super regional Korean American bank in the United States. Headquartered in Los Angeles and serving a multi-ethnic population of customers across the nation, Bank of Hope operates full-service branches in California, Washington, Texas, Illinois, New York, New Jersey, Virginia, Alabama and Georgia.

The Bank also operates SBA loan production offices in Seattle, Denver, Dallas, Atlanta, Portland, Oregon, New York City, Northern California and Houston; commercial loan production offices in Northern California, Seattle and Tampa; residential mortgage loan production offices in Southern California; and a representative office in Seoul, Korea. Bank of Hope specializes in core business banking products for small and medium-sized businesses, with an emphasis in commercial real estate and commercial lending, SBA lending and international trade financing.



Integrity

Maintaining the highest standards of honesty and ethical behavior in our day-to-day interactions with others

Transparency

Being open and forthright in all of our business practices and communications

Fairness

Committing to Diversity, Inclusion & Equality and acting without bias or prejudice in all of our business conduct

Initiative

Willingness to independently take action to resolve a problem, complete a task, or develop an innovative response to a business challenge

Teamwork

Working with our colleagues to achieve our common goals, recognizing that as a team we can achieve far more than any of us can as individuals

Satisfaction

Delivering high levels of satisfaction to our customers, shareholders, employees and communities by meeting or exceeding their expectations

* IT FITS is a registered trademark of Bank of Hope.



We are committed to improving the value of our services as **BANKERS**, providing comprehensive financial solutions as **EXPERTS**, and being good **NEIGHBORS** that foster growth for our customers and communities.

Who We Are – Bankers. Experts. Neighbors.

The metrics on this page reflect information as of September 30, 2022.



¹ Source: S&P Global Market Intelligence

² Source: Federal Reserve Statistical Release as of September 30, 2022; Insured U.S.-chartered commercial banks ranked by consolidated assets

³ Source: SBA national lender rankings as of September 30, 2022

Our Approach to ESG

As a leading Asian American bank, we are committed to making our operations more sustainable.

To advance this objective, we established a Working Group at the beginning of 2022 with team members from various areas of Bank of Hope, including investor relations, risk, human resources, legal, financial reporting and compliance to develop a strategic ESG roadmap and framework, and formed an ESG Sub-Committee of the Management Enterprise Risk Committee (the “ESG Sub-Committee”), which regularly updates the Board of Directors on ESG-related matters. During the year, our Board of Directors adopted an ESG Policy and ESG Framework. Our ESG Framework provides governance on enforcing standards that promote an environmentally and socially responsible organization.

As we continue with our ESG journey, we intend to identify environmental, social and governance risks as well as opportunities that could impact the Company. ESG risks are defined as risks or opportunities that stem from the current or prospective impacts of ESG topics that are most likely to impact the Company’s business performance as well as its stakeholders.

As part of our ESG process, during 2022 we began proactively reaching out to our largest stockholders to begin a dialogue on ESG matters. In addition, we conducted a materiality assessment in 2022 to begin the process of identifying ESG topics and opportunities to prioritize in the coming years.

An overview of our ESG governance structure and the duties and responsibilities of each committee are outlined below:



Key Responsibilities

- Oversee and approve the Company's ESG Framework and Policy
- Provide governance on enforcing standards that promote an environmentally and socially responsible bank
- Maintain an active and engaged Board of Directors that is diverse and can provide independent challenges as appropriate
- Review and advise on the Company's ESG policies and disclosures

Key Responsibilities

- Accountable for the enforcement of the Company's ESG Policy
- Establish ESG program goals
- Secure appropriate resources to support the ESG program
- Provide executive-level guidance to the ESG program
- Monitor, review, and approve ESG plans, frameworks and initiatives
- Assess and approve the strategic vision for and implementation of the ESG program to align with the Company's risk appetite

Key Responsibilities

- Develop the Company's ESG Policy and maintain effective ESG practices
- Develop the Company's ESG Framework
- Oversee the gathering of ESG data
- Develop ESG disclosures for SEC filings and ESG Report
- Assist in providing governance and oversight responsibilities for the Company

Environmental Sustainability

Bank of Hope recognizes that adopting environmentally responsible practices goes together with good corporate governance.



While our business model as a financial institution does not include production or distribution, we believe we can identify strategies for environmental sustainability related to waste reduction, recycling and energy conservation.

During 2022, our Working Group began the process of gathering data about the Bank's direct carbon footprint, such as information about energy usage. The Working Group also began evaluating environmental practices that the Bank already has in place. For example, management and board meeting packages are delivered electronically, as well as loan documents, where possible.

We have also promoted the adoption of online banking and paperless statements and have conducted campaigns that have helped increase the number of deposit customers receiving electronic statements in recent years. Additionally, throughout all offices of Bank of Hope, we have been providing shredding/recycling bins for paper and are currently in the process of quantifying the tonnage of paper shredded from our third-party vendors. Lastly, following the COVID-19 pandemic, the Bank launched a Volunteer Telework Policy that enables our employees to reduce the environmental impact of their daily commute by working remotely from home through various hybrid options.



Social Responsibility

Promoting Positive Social Impact Through Community Engagement, Volunteerism and Philanthropy



In addition to financing economic growth, we believe our responsibilities include helping the communities in which we live and work to grow and flourish through engagement, volunteerism and philanthropy. Throughout our history, we have partnered with the public, private and non-profit sectors in activities and events focusing on areas of education, health, arts and finance. While the COVID-19 pandemic has impacted in-person activities in recent years, we believe Bank of Hope continues to serve as a model corporate citizen as the representative bank of the Korean American community.

We work with community organizations to provide vital resources in the form of grants and volunteer hours to support the needs in our communities, promote financial literacy and help plan for a better future.

Charitable Donations and Grants

During the first 11 months of 2022, we have donated more than \$570,000 in charitable donations and grants to 122 organizations to support the social, educational and cultural wellness of the communities in which we operate.

Hope Scholarship Foundation

For more than 20 years since 2001, Bank of Hope has been supporting the youth in its communities through grants awarded by the Hope Scholarship Foundation (formerly known as the Nara Scholarship Foundation and the BBCN Scholarship Foundation). Each year, select students who demonstrate strong academic performance, leadership capabilities and a need for financial assistance as they prepare to enroll in their first year of college are awarded grants. In 2022, Bank of Hope awarded 60 students grants of \$1,500 each. In aggregate, Bank of Hope has contributed more than \$2.3 million to the Hope Scholarship Foundation since its inception in 2001.

Volunteer Support

Our employees annually participate in various Community Reinvestment Act (“CRA”) activities. During 2021, our employees volunteered 452 CRA-reportable hours focused on supporting, education, financial literacy and junior achievement.

Small Business Lending and Investments

Bank of Hope has been committed to supporting small business since our inception. During 2021, we funded \$716 million of CRA-reportable small business loans and investments.

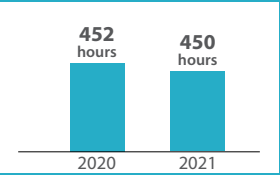
Preferred National SBA Lender

Bank of Hope is a nationally recognized preferred Small Business Administration (“SBA”) lender, ranking 24th in the national lender rankings with more than \$183 million in SBA loans approved in the SBA fiscal year ended September 30, 2022.

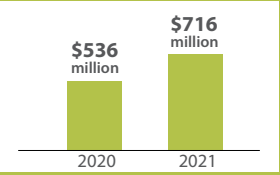
\$570+
THOUSAND
Donations / Grants



CRA Services



CRA Loans & Investments



Our People



Our people are the greatest assets of the Company and the key drivers of our success.

Throughout our history, diversity has been a key competitive advantage for Bank of Hope, and as of December 31, 2021, women accounted for 64% of our workforce. Our philosophy has been to attract, develop, and retain a diverse range of qualified bankers who share our values, entrepreneurial spirit and unwavering commitment to service.

Given our significant growth and expansion, establishing a culture of inclusion and high performance has been a critical focus of management and an essential element of our long-term success.

Employee Engagement

We recognize that retaining a culture of diversity and inclusion requires active engagement and motivation. In 2022, we launched a social rewards and recognition platform that allows employees to recognize one another for milestones and achievements, or simply express gratitude to anyone within the Bank for demonstrating Bank of Hope Core Values, which are Integrity, Teamwork, Fairness, Initiative, Transparency and Satisfaction. Employees can redeem accumulated points for a gift card or use the points toward one of the many experiences available through the program.

Training and Development

All employees of Bank of Hope are required to undergo various training courses on a quarterly basis to promote their ongoing growth and professional development as bankers. Training courses focus on compliance, banking regulations, information security, cybersecurity, workplace safety, among others, as well as business code and ethics topics, including confidentiality, whistle blower policy, anti-harassment, and conflict of interest.

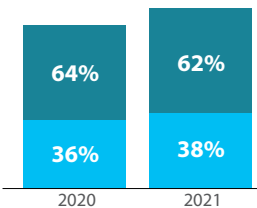
Health and Benefits

Bank of Hope offers a competitive salary and a leading benefits package that includes medical, dental and vision healthcare, 401(k) benefits, parental and family leave, holiday and paid time off, and tuition assistance. We are committed to the long-term health of our employees and provide basic life, basic accidental death and dismemberment (AD&D) and long-term disability insurance, Flexible Spending Accounts (FSA), and discounted gym memberships, among other benefits. We also conduct regular wellness programs and incentivize our staff to participate in activities and webinars that promote a healthy lifestyle.

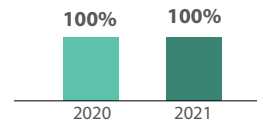


Employee Gender Diversity

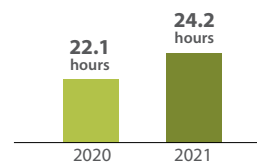
□ Women
□ Men



Anti-Harassment Training (Percentage of Employees Who Received Training)



Employee Training (Average Hours of All Training Per Employee)



Commitment to Strong Governance

We believe that sound and prudent corporate governance is essential to the integrity and sustainability of our business and performance.



Our Board of Directors oversees the Company's corporate governance and takes seriously its responsibility to promote the best interests of our customers, stockholders and the communities that we serve. Good corporate governance is the basis for our decision-making and control processes, and we believe enhances the relationships we have with our stakeholders. We are committed to excellence in corporate governance and believe this principle is key to Hope Bancorp and Bank of Hope sustaining public trust and confidence and achieving long-term success.

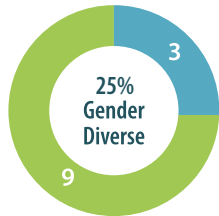
In accordance with our Corporate Governance Guidelines, directors are elected by the stockholders on an annual basis and are subject to equity ownership requirements and annual performance assessments.

Our Board is currently comprised of 12 directors, of whom 8 are independent under the rules of NASDAQ, where our common stock is listed. The Board has the following committees comprised solely of independent directors, which complies with the NASDAQ listing requirements: Nomination & Governance Committee, Audit Committee and Human Resources & Compensation Committee. Other committees of the Board include a Board Risk Committee and an Executive Committee.

Our 12 directors come from diverse backgrounds, drawing on their substantial experience in finance, public accounting, law, banking, risk management, IT and business. Our Board is currently 25% gender diverse, 67% ethnic diverse and 67% independent.



Gender Diversity of Board



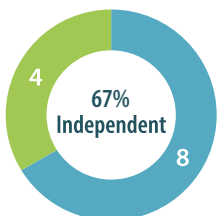
3 of 12 Directors are Women

Ethnic Diversity of Board



8 of 12 Directors are Ethnically Diverse

Independence of Board



8 of 12 Directors are Independent

As part of our overall governance framework, we have adopted the following best practices, documents, policies and programs:

Board Governance

- ✓ Majority of Board are independent directors
- ✓ Lead Independent Director
- ✓ Director Code of Ethics and Business Conduct
- ✓ Board of Director Corporate Governance Guidelines
- ✓ Lead Independent Director Guidelines

Corporate Governance

- ✓ Code of Ethics and Business Conduct
- ✓ Enterprise risk management
- ✓ BSA/AML programs
- ✓ Data privacy and cybersecurity programs
- ✓ Whistleblower Policy



FORWARD-LOOKING STATEMENTS

This ESG Report contains forward-looking statements about the Company's future ESG activities, plans, objectives and expectations. All statements contained in this Report that are not historical in nature are forward-looking, and forward looking statements can be identified by words such as "anticipates," "assumes," "intends," "believes," "forecasts," "expects," "estimates," "plans," "continues," "will," "should," "look forward" and similar expressions. You should not place undue reliance on these statements as they involve risks, uncertainties and contingencies, many of which are beyond our control, which may cause actual results, performance, or achievements to differ materially from those expressed in them. Actual results could differ materially from those anticipated in such forward-looking statements as a result of risks and uncertainties. All forward-looking statements included in this Report are based on information available at the time the statement is made. We are under no obligation to (and expressly disclaim any such obligation to) update or alter our forward-looking statements, whether as a result of new information, future events or otherwise except as required by law. For more information about factors that could cause actual results to differ materially from expectations, please refer to our reports filed with the Securities and Exchange Commission ("SEC"), including the discussion under "Forward- Looking Information" and "Risk Factors" in our Annual Report on Form 10-K for the year ended December 31, 2021, as filed with the SEC and available on its website at www.sec.gov.