



**Hanmi Financial Corporation**



**HAFC NASDAQ**

**Banks**

Market Capitalization USD:

**\$125.54 mm**

**CONCERN LEVEL: AVERAGE**

- 1 The CEO's total remuneration is within the typical market range for the relevant industry and market cap.
- 2 The ratio between the CEO's pay and the median pay of the other named executive officers is 3X or less.
- 3 The CEO's annual cash incentives rose or fell in line with annual performance.
- 4 The CEO received no more than one annual cash bonus this fiscal year.
- 5 The CEO's equity remuneration reflected the company's share price movement over the last five years. 
- 6 The company only pays long-term incentives to the CEO for above median performance against a peer group. 
- 7 The company's dilution from equity incentives is 10 percent or less.
- 8 Unvested equity lapses when the CEO's employment is terminated.
- 9 The CEO's potential cash severance payment is capped at two times annual cash remuneration.
- 10 The accrued benefits of the CEO's post-retirement income are within the typical market range for the relevant market cap bracket.

**CEO: Jay S. Yoo**

**Age: 65**

**CEO Since: 2008**

	2009	2010	2011
<b>Base Salary</b>	\$326,192	\$350,000	\$364,538
<b>Discretionary Bonus</b>	\$0	\$0	\$0
<b>Annual Cash Incentive</b>	\$0	\$0	\$0
<b>Benefits and Perquisites</b>	\$63,668	\$66,456	\$139,579
<b>TOTAL ANNUAL COMPENSATION</b>	<b>\$389,860</b>	<b>\$416,456</b>	<b>\$504,117</b>
<b>Increase in Post-Retirement Benefits</b>	\$0	\$0	\$0
<b>Stock Option Awards</b>	\$30,765	\$0	\$114,795
<b>Stock Awards</b>	\$27,000	\$0	\$78,000
<b>TOTAL COMPENSATION</b>	<b>\$447,625</b>	<b>\$416,456</b>	<b>\$696,912</b>
<b>Median of Other Named Executive Officers Total Compensation</b>	\$265,264	\$340,517	\$265,534
<b>Value Realized on Exercise of Stock Option</b>	\$0	\$8,800	\$0
<b>Value Realized on Vesting of Stock</b>	\$0	\$10,480	\$31,320
<b>TOTAL REALIZED EQUITY COMPENSATION</b>	<b>\$0</b>	<b>\$19,280</b>	<b>\$31,320</b>

**Proxy Date:** 14 Jun 2012

**Annual Meeting Date:** 25 Jul 2012

**Equity Reserves:** 2.98%

**Stock Option Run Rate:** 0.06%

# Hanmi Financial Corporation

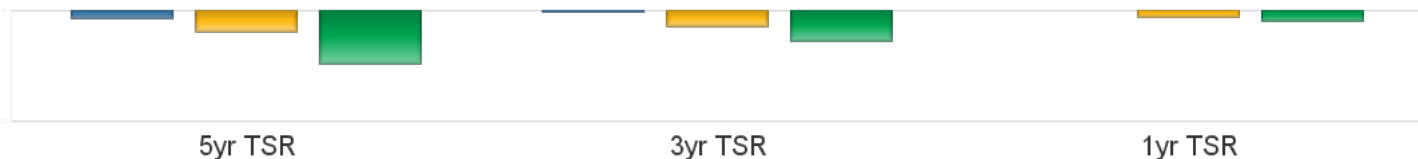
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## Performance Comparison

■ S&P500 ■ Industry ■ HAFC



## Peer Comparisons (TRBC) =Banks

### Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
HAFC	Hanmi Financial Corporation	\$447,625	\$416,456	\$696,912	\$125,544,463
SFNC	Simmons First National Corporation	\$843,508	\$1,349,613	\$1,048,722	\$376,468,417
PNFP	Pinnacle Financial Partners, Inc.	\$1,200,775	\$1,061,842	\$1,444,080	\$373,473,045
RBCAA	Republic Bancorp, Inc.	\$484,842	\$471,389	\$517,654	\$371,103,451
THFF	First Financial Corporation	\$1,526,314	\$1,414,815	\$1,234,584	\$361,801,341
CTBI	Community Trust Bancorp, Inc.	\$562,415	\$643,312	\$584,756	\$359,020,264
DCOM	Dime Community Bancshares, Inc.	\$1,290,739	\$2,696,103	\$3,146,957	\$354,527,096

To insure consistency, peer comparisons are based on a combination of TRBC Industry and Sector classifications and company market caps.

Missing peer pay figures for 2011 are due to differences in company filing schedules.

### Pay Peer Group

CVB Financial Corporation, BBCN Bancorp Inc. (Formerly Nara Bancorp Inc. and Center Financial Corp.), Westamerica Bancorporation, Wilshire Bancorp Inc., First California Bancorp, Pacific Mercantile Bancorp.

### Performance Peer Group

NA

## COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Joon Hvung Lee	Chairman	68	Male	23	Outside Related
I Joon Ahn	Member	73	Male	30	Outside Related
John Hall	Member	62	Male	3	Outside
Joseph K. Rho	Member	71	Male	28	Outside Related
Paul Seon-Hong Kim	Member	67	Male	3	Outside