BYLINE BANK CALIFORNIA APPLICANT & EMPLOYEE PRIVACY NOTICE

Last Updated: October 9, 2026

Byline Bank, our subsidiaries, and our affiliates (collectively, "Byline") provides this California Applicant Privacy Notice ("Notice") to explain our practices regarding the Personal Information we collect about individuals offline and online in our job application process, including from our careers website https://www.bylinebank.com/about-us/careers/ ("Applicants") and from employees through online and offline collection. This Notice explains what Personal Information we collect about Applicants and employees from the State of California, why we collect it, how we use and disclose it, and the rights you have relating to your Personal Information under the California Consumer Privacy Act, as modified by the California Privacy Rights Act of 2020 (the "CPRA").

In the event of a conflict between any other policy, notice, or statement and this Notice, this Notice will control as to Applicants and employees within the State of California. This Notice serves as Byline's Notice at Collection.

1. PERSONAL INFORMATION WE COLLECT, USE, AND DISCLOSE FOR BUSINESS PURPOSES

As used in this Notice, the term "Personal Information" means information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with you. Personal Information does not include information that is publicly available, de-identified, or aggregated.

Below are the categories of Personal Information that we may have collected or disclosed for a business purpose in the preceding twelve (12) months, as permitted by law. Note that the Personal Information we collect about you may vary depending on the nature of your interactions with us and may not include all the examples listed below.

Categories of Personal Information	Categories of Sources from which the Personal Information is Collected	How We Use the Personal Information (Business or Commercial Purposes)	Categories of Services Providers, Contractors, and Third Parties with whom Personal Information is Disclosed
Identifiers. This may include a real name, alias, address, email address, phone number, online identifier, IP address, account username and password, job title, or other similar identifiers.	You or your agents; our third-party service providers and contractors; our affiliates; and social media networks.	To open and maintain your application records; assess your eligibility for employment; communicate with you regarding your application; comply with applicable laws and regulations; manage the security of our premises and systems; detect and prevent fraud against you and/or us; and for our own legal obligations and business needs.	Entities that we are required to share with pursuant to law or for legal proceedings; service providers and contractors; our affiliates; data analytics providers; prospective purchasers of our business; outside auditors and lawyers; and social media networks.

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Sensitive Personal Information. This may include identifiers listed in the preceding category plus personal information that reveals your: Social Security, driver's license, state identification card, or passport number; account log-in, financial account, debit card, or credit card number in combination with any required security or access code, password, or credentials allowing access to an account;	You or your agents; our other customers; our third-party service providers and contractors; our affiliates; and social media networks.	To open and maintain your application records; assess your eligibility for employment; communicate with you regarding your application; comply with applicable laws and regulations; manage the security of our premises and systems; detect and prevent fraud against you and/or us; and for our own legal obligations and business needs.	Entities that we are required to share with pursuant to law or for legal proceedings; service providers and contractors; our affiliates; data analytics providers; prospective purchasers of our business; outside auditors and lawyers.

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precise geolocation; racial or ethnic origin; and the contents of communications (email, mail, or text) where we are not an intended recipient.			
Internet and network information. This may include information on your interaction with a website, application, or advertisements, such as browsing history and how you use your account.	You or your agents; our third-party service providers and contractors; ad networks; our affiliates; and social media networks.	To facilitate your use of our website and provide you with a better application experience; provide you with information, recommendations, and updates; improve our website; for our own legal obligations and business needs; and manage the security of our premises and systems.	Entities that we are required to share with pursuant to law or for legal proceedings; service providers and contractors; our affiliates; data analytics providers; and social media networks.
Device information. This may include the operating system of your device, device identifier, the type of device you are using, or your geolocation information.	You or your agents; our third-party service providers and contractors; our affiliates; and social media networks.	To facilitate your use of our website and provide you with a better application experience; provide you with information, recommendations, and updates; improve our website; for our own legal obligations and business needs; and manage the security of our premises and systems.	Entities that we are required to share with pursuant to law or for legal proceedings; service providers and contractors; data analytics providers; and social media networks.

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Inferences we draw about you. This may include the derivation of information, data, assumptions, or conclusions from facts, evidence, or another source of information or data.	You or your agents; our third-party service providers and contractors; our affiliates; and social media networks; and drawn from other categories of Personal Information collected.	To assess your eligibility for employment; and for our own business needs.	Entities that we are required to share with pursuant to law or for legal proceedings; service providers and contractors; and our affiliates.
Professional or employment-related information, including: Skills, qualifications, work experience, references, recommendations, and other information included in a resume, CV, application form, or cover letter; Answers to behavioral or other screening questions in an application or interview. Information contained in any personal webpages or documents you choose to share with us; Information relating to professional licenses, training, disciplinary actions, and membership in professional organizations; Information relating to membership in civic organizations.	You or your agents; our third-party service providers and contractors; our affiliates; and social media networks.	To open and maintain your application records; assess your eligibility for employment; communicate with you regarding your application; comply with applicable laws and regulations; detect and prevent fraud against you and/or us; and for our own legal obligations and business needs.	Entities that we are required to share with pursuant to law or for legal proceedings; service providers and contractors; our affiliates; prospective purchasers of our business; and outside auditors and lawyers.

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Non-public education information. This includes school(s) attended, grades, transcripts, records of attendance, disciplinary records, and other information relating to your secondary and post-secondary education.	You or your agents; our third-party service providers and contractors; our affiliates; and social media networks.	To assess your eligibility for employment; communicate with you regarding your application; comply with applicable laws and regulations; detect and prevent fraud against you and/or us; and for our own legal obligations and business needs.	Entities that we are required to share with pursuant to law or for legal proceedings; service providers and contractors; our affiliates; prospective purchasers of our business; and outside auditors and lawyers.
Other information you submit to us. This may include requests or communications you submit to us.	You or your agents.	To provide you with information, products, or services; to advertise or market to you; and for our own legal obligations and business needs.	Entities that we are required to share with pursuant to law or for legal proceedings; service providers and contractors; our affiliates; prospective purchasers of our business; and outside auditors and lawyers.

We collect the following information about you, which does not directly fall within the categories listed in the CCPA:

- Citizenship, immigration, visa status, and work authorization information (including information from related documents, such as your passport, driver's license, or other identification, proof of residence, and proof of authorization to work in the United States, and documents you provide with your US Citizenship and Immigration Services Form I-9).
- Languages spoken.
- Criminal records information including results of background checks obtained through government agencies such as the US Federal Bureau of Investigation.

Unless otherwise specified, the sources of this Personal Information, the purposes for which we use it, and the categories of persons to which we disclose it are the same as those listed for Professional or Employment-Related Information.

We do not use or disclose Applicant or employee Sensitive Personal Information for purposes to which the right to limit use and disclosure applies under the CCPA.

How Long We Keep Your Personal Information

We keep the categories of Personal Information described above for as long as is necessary for the purposes described in this Notice or otherwise authorized by law. This generally means holding the information for as long as one of the following apply:

- Your Personal Information is reasonably necessary to manage our operations, to manage your relationship with us, or to satisfy another purpose for which we collected the information;
- Your Personal Information is reasonably necessary to carry out a disclosed purpose that is reasonably compatible with the context in which the Personal Information was collected;
- The information is reasonably required to protect or defend our rights or property (which will generally relate to applicable laws that limit actions in a particular case); or
- We are otherwise required to keep your information by applicable laws or regulations.

Where information is used for more than one purpose, we will retain it until the purpose with the latest period expires. For more information about our retention policies, please contact us using the contact details below.

2. HOW WE SHARE AND SELL PERSONAL INFORMATION

We do not sell or share for cross-context behavioral advertising and have not sold or shared for cross-context behavioral advertising the Personal Information of California residents that we collect in relation to applications for employment at Byline Bank. If you also interact with us as a consumer, please review our Privacy Information for California Residents for more information about our practices in that context. We do not have actual knowledge that we sell or share the Personal Information of consumers or Applicants or employees under 16 years of age.

3. SUBMITTING REQUESTS RELATING TO YOUR PERSONAL INFORMATION

If you are a resident of California, you have the right to submit certain requests relating to your Personal Information as described below. To exercise any of these rights, job applicants may submit a request through your online account access through the Byline Bank careers web page. Job applicants and employees may submit a request by calling us at 888-407-2700, select option 0. Please note that, if you submit a request to know, request to delete, or request to correct, you will be asked to provide verifiable information that we will match against our records to verify your identity. You may designate an authorized agent to make a request on your behalf; however, you will still need to verify your identity directly with us before your request can be processed. An authorized agent may submit a request on your behalf using our webpage or toll-free number listed above.

Right to Know. You have the right to know what Personal Information we have collected about you, which includes:

(1) The categories of Personal Information we have collected about you, including
   a. The categories of sources from which the Personal Information was collected.
   b. Our business or commercial purposes for collecting or disclosing Personal Information.

c. The categories of recipients to which we disclose Personal Information.
d. The categories of Personal Information that we disclosed for a business purpose, and for each category identified, the categories of recipients to which we disclosed that particular category of Personal Information.

(2) The specific pieces of Personal Information we have collected about you.

- Right to Delete Your Personal Information. You have the right to request that we delete Personal Information we collected from you, subject to certain exceptions.
- Right to Correct Inaccurate Information. If you believe the Personal Information we maintain about you is inaccurate, you have the right to request that we correct such information.
- Right to Access Your Personal Information. . You have the right to request that we disclose certain information to you about our collection and use of your Personal Information.
- Right to Non-Discrimination for the Exercise of Your Privacy Rights. If you choose to exercise any of your privacy rights under the CCPA, you also have the right not to receive discriminatory treatment by us or be retaliated against for the exercise of your rights.

4. Response Timing

Byline endeavors to respond to requests within forty-five (45) days. If we require more time (up to 45 additional days), we will inform you of the reason and extension period in writing.

5. HOW TO CONTACT US

If you have any questions about how we handle your Personal Information, please contact us at: https://www.bylinebank.com/contact/

Email: careers@bylinebank.com

Phone: 1-888-407-2700, select option 0

Postal Address: Byline Bank, Attention: Human Resources – 180 N. LaSalle Street, Suite 300, Chicago, IL 60601