

EAST WEST BANCORP, INC.

**STOCK OWNERSHIP GUIDELINES
FOR SENIOR MANAGEMENT**

Last approved: 2/8/2018

Approval: Nominating/Corporate Governance Committee

In order to align more directly the interests of officers and shareholders, East West Bancorp, Inc. is establishing the following stock ownership guidelines for officers.

Chief Executive Officer: 6 times annual base salary

President: 3 times annual base salary

Executive Vice President: 1 times annual base salary

Ownership can be by direct or beneficial ownership of common shares or by ownership of restricted stock.

These guidelines should be met within five years of the date of hire. These guidelines do not require the purchase of common stock but officers are expected to refrain from selling any shares until the guidelines are met.