

EAST WEST BANCORP, INC.

**STOCK OWNERSHIP AND HOLDINGS GUIDELINES
FOR SENIOR MANAGEMENT**

Last approved: 2/26/2019

Approval: Nominating/Corporate Governance Committee

Ownership

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

Chief Executive Officer: 6 times annual base salary

President: 3 times annual base salary

Named Executive Officers (other than Chief Executive Officer or President): 1 times annual base salary

Ownership can be by direct or beneficial ownership of common stock 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 executive officers are expected to refrain from selling any shares of common stock until the guidelines are met.

Holdings

In addition to the stock ownership guidelines for officers established by the Nominating and Corporate Governance Committee, in order to align the interests of named executive officers more closely with the interests of stockholders, and with reference to all stock options granted and all restricted stock and restricted stock units granted after the date of adoption of these Corporate Governance Guidelines, named executive officers shall hold until retirement at least 51% of any stock acquired upon the exercise of stock options (net of taxes and net of the grant price paid) and at least 51% of any stock received upon vesting (net of taxes) of restricted stock or restricted stock units.

Amendments

These guidelines will be reviewed periodically and may be amended from time to time by the Nominating/Corporate Governance Committee