

## **Cathay Financial Holdings - Stock Ownership Guidelines**

To link the interests of management and stockholders, Cathay FHC has set stock ownership guidelines for Cathay's executive officers. CEO must acquire and hold at least 30,000 shares of Cathay stock. Senior Executive Vice President must acquire and hold at least 15,000 shares. The guidelines specify the number of shares that Cathay's executive officers must accumulate and hold within two years of appointment or promotion.