



Cathay General Bancorp




CATY NASDAQ

Banks

Market Capitalization USD:

\$894.91 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: Dunson K. Cheng

Age: 67

CEO Since: 1990

	2009	2010	2011
Base Salary	\$1,000,000	\$1,000,000	\$1,000,000
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$0	\$0	\$0
Benefits and Perquisites	\$12,250	\$6,125	\$6,125
TOTAL ANNUAL COMPENSATION	\$1,012,250	\$1,006,125	\$1,006,125
Increase in Post-Retirement Benefits	\$12,107	\$12,977	\$13,909
Stock Option Awards	\$0	\$0	\$0
Stock Awards	\$0	\$0	\$499,991
TOTAL COMPENSATION	\$1,024,357	\$1,019,102	\$1,520,025
Median of Other Named Executive Officers Total Compensation	\$335,666	\$333,438	\$511,692
Value Realized on Exercise of Stock Option	\$0	\$0	\$148,505
Value Realized on Vesting of Stock	\$0	\$0	\$0
TOTAL REALIZED EQUITY COMPENSATION	\$0	\$0	\$148,505

Proxy Date: 12 Apr 2012

Annual Meeting Date: 14 May 2012

Equity Reserves: 8.34%

Stock Option Run Rate:

Cathay General Bancorp

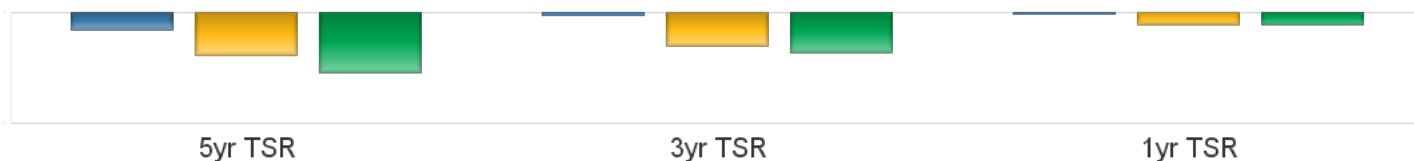
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Performance Comparison

■ S&P500 ■ Industry ■ CATY



Peer Comparisons (TRBC) =Banks

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
CATY	Cathay General Bancorp	\$1,024,357	\$1,019,102	\$1,520,025	\$894,907,825
ZION	Zions Bancorporation	\$1,373,352	\$1,806,768		\$2,595,009,697
TFSL	TFS Financial Corporation	\$4,359,053	\$3,244,812	\$1,882,444	\$2,507,634,622
HBHC	Hancock Holding Company	\$1,251,459	\$1,466,286	\$2,449,220	\$2,270,677,722
EWBC	East West Bancorp, Inc.	\$2,519,174	\$5,065,607		\$2,220,371,226
SBNY	Signature Bank	\$1,706,311			\$2,198,295,288
BKU	BankUnited, Inc.		\$2,495,698	\$2,438,781	\$2,019,008,298

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

Peer Group not disclosed.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Ting Y. Liu	Chairman	75	Male	9	Outside
Joseph C. H. Poon	Member	65	Male	22	Outside Related
Kelly L. Chan	Member	65	Male	22	Outside Related

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