

Shinhan Financial Group's Commitment to **Diversity and Inclusion**

Shinhan Financial Group pursues **diversity** in people and culture. We cherish and **embrace** employees, clients, and all the members of society. Diversity and inclusion are key values underpinning Shinhan Financial Group's mission, '**Compassionate Finance, Your Companion for the Future**'.

We will not take prejudice or discriminate against any personal characteristics, background, identity, or cultural differences including, but not restricted to, gender, disability, nationality, personal ties, religion, and sexual orientation.

To ensure diversity and inclusion :

1. We provide **equal opportunities** and make fair and transparent evaluations in employee **recruitment and personnel management**.
2. We pursue **diversity in board and management**. We will primarily establish gender diversity targets, and focus on achieving these targets.
3. We create an **inclusive culture** where all members can work with respect and a sense of belonging.
4. We respect the individuality of **all our business partners** including clients, and **treat them equally**.
5. We **embrace the socially vulnerable** and actively support them to enrich their hope as members of the society.