

Manpower supply and demand plan

Shinhan Financial Group is establishing a human resources plan based on various data.

In the case of Shinhan Bank, various regular recruitment and department adjustments are being carried out in consideration of the ratio of executives and employees by rank and year of birth, trend analysis, required competency of executives and employees, workload, etc., and establishing a manpower supply and demand plan according to the company's long-term vision.

● Shinhan Bank Employee Status (2022 Business report disclosure)

gender	number of employees	Average years employed by the company
male	7,381	17 years 4 months
female	6,223	14 years 4 months
Sum	13,604	15 years 11 months

※ Website publishing location : https://www.shinhangroup.com/en/esg/2023/esg_table_social.jsp