

## **Employee stock ownership plan (ESOP)**

Shinhan Financial Group operates the Employee stock ownership plan (ESOP), as a way to improve ownership by sharing corporate growth and performance with employees, and provides some of employee compensation in the form of the company shares.

All employees, except registered executives who cannot join under relevant laws, can join the Employee Stock Ownership Association.

On the pay day of each month, they can purchase employee stock shares up to 15% of their monthly basic salary within a voluntarily selected range, and they can receive income deduction benefits up to 4 million won per year.

In addition, we provide purchase opportunities through regular contributions in addition to salary contributions.

※ Website publishing location : [https://www.shinhangroup.com/en/esg/2023/esg\\_table\\_social.jsp](https://www.shinhangroup.com/en/esg/2023/esg_table_social.jsp)