

2017 MIRAE ASSET DAEWOO SUSTAINABILITY REPORT



About This Report

This report is the sixth sustainability report of Mirae Asset Daewoo. The company published the first sustainability report among Korean brokerage companies, and this is the first sustainability report created after the merger with Mirae Asset Securities in December 2016. The aim of this report is to review sustainability management activities and achievement of the company and disclose such information to the stakeholders in a transparent manner.

Reporting Method

This report was compiled according to the Core option in the G4 Guidelines of the Global Reporting Initiative (GRI), a global guideline for sustainability reports, and to the Financial Services Sector Supplement Guidelines (FSSS). It is also aligned to the 10 principles of the UN Global Compact, which the company has been upholding since 2006.

Reporting Period

All information in this report is based on the past three years from 2014 to 2016. Performance data for 2014 and 2015 refers to the business result of Mirae Asset Daewoo (former Daewoo Securities) and performance data for 2016 encompasses that of integrated Mirae Asset Daewoo after the merger with Mirae Asset Securities. Both financial information and non-financial information are reported according to the company's fiscal years following our disclosure policy. However, information that do not fit such criteria have footnotes added and information deemed necessary from the first half of 2017 is also contained in this report.

Reporting Scope

The scope of information in this report encompasses the company headquarters, Human Resources Development Center, IT Center, domestic branch network, and overseas subsidiaries and offices and other areas where Mirae Asset Daewoo performs business activities. However, in case data collection was difficult due to physical limitations in terms of material management and assessment, the scope of reporting has been limited to business sites solely in Korea, excluding overseas business sites such as overseas subsidiaries, offices, etc.

Independent Assurance

To enhance the internal and external credibility of this report, the company commissioned an independent assurance statement from the DNV GL, which is a professional assurance organization and ensured credibility and fairness in the compilation process, disclosure data and other content in accordance with International Standard on Assurance Engagements (ISAE) 3000. Detailed assurance opinions are outlined on page 72~73 of this report.

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CEO Message

I would like to express my sincerest thanks to all of our customers, shareholders, and other stakeholders for your unwavering interest in, and support for, Mirae Asset Daewoo.

It gives me great pleasure to report to you on Mirae Asset Daewoo's performance in creating economic, social and environmental value, and to share our vision for the future through this Sustainability Report.

2017 is the year when Mirae Asset Daewoo is established. As a leading company in Korea, Mirae Asset Daewoo will strive to contribute to the nation's financial industry, and help our customers prepare for a happy post-retirement life. We will look for a wide range of quality assets, and manage customer assets in a stable way through global asset allocation and brokerage.

We are establishing a customer and shareholder value-centered culture in all our decision-making processes, in particular by strengthening risk management, compliance and audit functions. Our organization, operations and processes will all apply global standards, so that we can build a strong business culture, centered on customer profitability.

In addition, we are committed to practicing warm-hearted capitalism, and thus strive to fulfill our social responsibilities through sincere sharing. Staff-led volunteer and sharing activities therefore lead our social contributions. Now celebrating its 17th anniversary, the Mirae Asset Park Hyeon Joo Foundation has provided talent development programs, including scholarships and economic education, to more than 193,328 people.

In 2006, Mirae Asset Daewoo became the first brokerage firm in Korea to release a sustainability report. The company has now been listed on the Dow Jones Sustainability Index (DJSI) World for five consecutive years, demonstrating our competitiveness as a sustainable global company.

Sustainability has recently become a critical factor for any company in making assessments of its corporate value, and in taking investment decisions. Business for financial companies relies on a relationship of trust with customers, which makes sustainability a fundamental source of competitiveness.

We will continue to grow into a global investment bank through competitiveness based on sustainability, and ensure that customer and shareholder profitability are always our first priorities.

I ask for your continuing interest and encouragement.

Thank you.

Choi Hyun Man

Executive Vice Chairman,
Mirae Asset Daewoo



2016 Key Figures

No. 1

Leading brokerage
company in Korea

57.3 KRW
in trillions

Total assets

6.7 KRW
in trillions

Equity capital

213 KRW
in trillions

Total client asset



Listed on the DJSI World for
5 consecutive years



Became the first brokerage
company in Korea to publish
the COP in 2006



Participated in the CDP for
8 consecutive years

Company Profile

Mirae Asset Daewoo has achieved distinctive competitiveness by thinking out of the box. We create new markets through relentless innovation and transformation. We do not stay complacent on where we are today, look far beyond, and seek innovation continuously, and this is where our competitiveness originates from.



Company Profile

Company name	Mirae Asset Daewoo Co., Ltd.
Headquarters	Mirae Asset CENTER 1 Bldg., 26, Eulji-ro 5-gil, Jung-gu, Seoul 04539, Korea
CEOs	Choi Hyun Man, Cho Woong Kee
Business type	Financial investment
Total asset	KRW 57.3 trillion
Credit rating	AA (Korea Ratings, Korea Investors Service, NICE Information Service)
Number of employees	4,818

Global Network

As a global investment firm, Mirae Asset Daewoo has pioneered in offering high-value products by identifying diverse prime assets across the globe based on our competitive global network and proactively developing overseas investment opportunities.

Global Presence

9 Countries

11 Overseas subsidiaries

Mirae Asset Securities (HK) Ltd.
 Mirae Asset Securities (UK) Ltd.
 Mirae Asset Securities (USA) Inc.
 PT. Mirae Asset Sekuritas Indonesia
 Mirae Asset Wealth Management (USA) Inc.
 Mirae Asset Wealth Management (Brazil) CCTVM
 Mirae Asset Securities (Vietnam) LLC
 Mirae Asset Securities (Singapore) Pte. Ltd.
 Mirae Asset Investment Advisory (BEIJING) Co. Ltd.
 Mirae Asset Securities Mongolia UT&K LLC
 Mirae Asset Investment Asia Limited

3 Representative offices

Beijing Representative Office
 Shanghai Representative Office
 Ho Chi Minh Representative Office



Subsidiaries

Name	Location	Capital stock	Main business	Ownership
Mirae Asset Venture Investments	Korea	KRW 24.9 billion	SME start-up investments	76.8%
Mirae Asset Securities (Hong Kong) Ltd.	Hong Kong	USD 242,580,645	Financial investments	100.0%
Mirae Asset Securities (UK) Ltd.	U.K.	USD 78,364,700	Financial investments	100.0%
Mirae Asset Securities (USA) Inc.	U.S.	USD 262,000,000	Financial investments	100.0%
Mirae Asset Realty (Singapore) Pte.	Singapore	USD 180,000	Real estate leasing	100.0%

* As of the end-March 2017

Business Overview

Wealth Management

We provide top-tier wealth management services that are well suited for customer's purpose and propensity of investment, backed by our global network, largest among Korean brokerage companies.

Overview

Wealth management based on global asset allocation capabilities Our global asset allocation experts analyze market conditions based on the broad financial investment product line-up, and thus offer optimized portfolio. Wealth Managers are appointed to manage customer assets, and they provide personalized wealth management services to allocate customers assets according to their investment propensity and purpose.

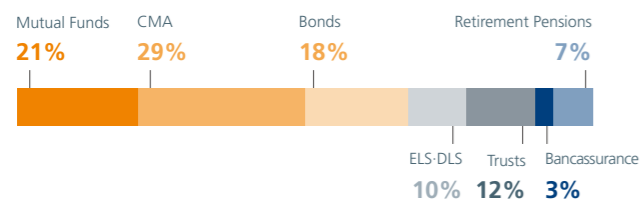
Brokerage service based on global research Mirae Asset Daewoo has long provided first-rate domestic brokerage services based on comprehensive and incisive research of Korean markets. In addition, we now offer our clients first-class access to global trading as well. By providing differentiated global investment information via our far-reaching network and research reports, we endeavor to build fruitful partnerships with all of our clients.

Strategy

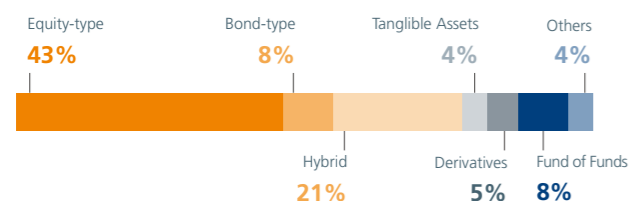
Financial Product Sales Assets Domestic vs. Offshore



Retail Client Financial Product Sales Assets Breakdown



Mutual Fund Sales Assets Breakdown



IWC

Investment Wealth-management Center (IWC) is a mega-scale financial complex and offers distinctive financial services to corporate and individual customers based on convergence of advanced financial solutions.

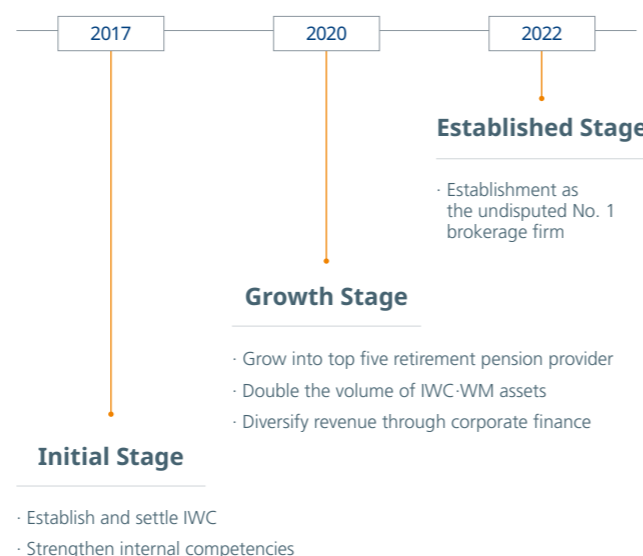
Overview

IWC is a brand-new concept envisioned and realized by Mirae Asset Daewoo, offering comprehensive financial services through the convergence of retirement pensions, wealth management and corporate finance in seven locations around the nation in Pangyo, Yeouido, Gangnam, Busan, Daegu, Daejeon and Gwangju.

Corporate client service We provide consulting services and efficient policy operation in terms of human resources, labor affairs, finance and accounting related to the retirement pension policy. A number of corporate financial services are provided aimed at boosting corporate value such as corporate financing, investment and M&A.

Private client service We offer comprehensive one-stop wealth management consulting services through which pension assets and financial assets of individuals can be comprehensively managed. Our own specialized retirement asset consulting services such as integrated consulting for public and private pensions are provided as well.

Strategy



Pension

We help our customers manage their assets to prepare for a stable post-retirement life through the efficient management of their retirement and individual pensions based on our distinctive global market asset allocation capabilities.

Overview

Mobile pension management channel A mobile-based pension management application is offered to help subscribers with little financial knowledge can manage their retirement pension with ease. This application provides various services encompassing retirement and individual pension investment orders, swap trading, and opening pension savings and IRP accounts.

Global asset allocation retirement pension wrap Launched for the first time in the Korean financial industry in September 2010, this is our flagship wealth management service which offers an one-stop service suited for the investment propensity of subscribers throughout the investment lifecycle – strategy (plan), product selection (do), and monitoring (see). As of the end of 2016, there are a total of 18,784 subscribers with KRW 593.1 billion in management.

Strategy

Key Tasks

- Maximize channel synergy to heighten competitiveness of pension products**
 - Strengthen marketing and consulting capabilities in IWC and WM
 - Establish sales channel platform and provide contents
 - Nurture IWC pension management professionals and improve work process
- Lead the pension business through innovation**
 - R&D investment to preemptively respond to policy changes
 - Seek to expand dividend products
 - Build infrastructure for retirement pension consignment operation
- Enhance the value of pension customers**
 - Customized consulting for retail VIP customers
 - Establish the customer management system for after-subscription services
 - Strengthen consulting supports for corporate customers

Investment Banking

Our investment banking offers financial solutions for corporate customers such as financing for competitive companies and project financing services in terms of structured financing for tangible assets.

Overview

Corporate finance Equity and bond sales to corporations; identifying investment target; playing a role as a lead manager and an underwriter for IPO; and pre-IPO investment.

Structured finance Offering and underwriting for asset-backed products, such as ABS and ABCP, suited to meet customer's financing requirement and market conditions.

Corporate loans Offering credit to corporates by building new business models based on revised Capital Market Act.

Underwriting-M&A Arranging loans to fund acquisition and forming syndication for corporate M&A; and providing advisory service on corporate restructuring.

Real estate development Advisory and brokerage service for project financing in relation to non-financial and intangible assets; and financing service for real-estate development.

SOC projects Providing financial advisory in areas of energy generation and infrastructure; and establishing and managing PEFs.

Strategy



Trading

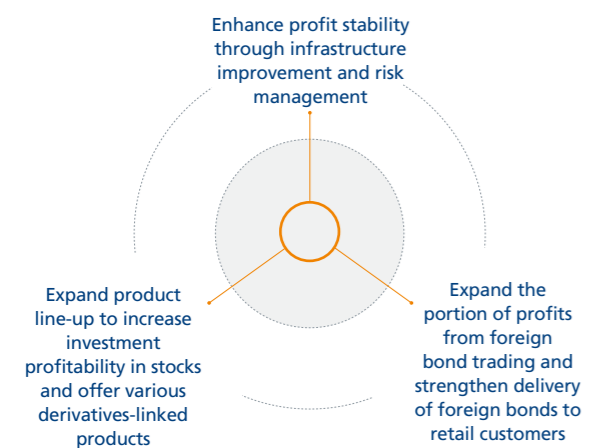
As a group of independent investment professionals, Mirae Asset Daewoo strives to increase profitability in a stable and consistent way, through product-linked trading and principal investments.

Overview

Product-linked trading We offer diverse investment opportunities with our in-house developed ELS-DLS and ETNs with various underlying assets (e.g. stocks, indices, foreign currencies, credit and commodities) to meet client needs for medium-risk medium-return investments in the current ultra-low interest rate environment. These financial products are linked to our hedging investments as well. Furthermore, our stable RP investments secure short-term fixed interest for our clients.

Principal investments We are making investments into real-estate properties and global companies with high competitiveness at home and abroad, from mid-to long-term perspectives, based on our global network, largest among Korean brokerage firms. A thorough risk management system is in place to pursue stable profitability and generate return on capital. A number of advanced trading methodologies are applied to the management of bond, foreign exchange, equity products and derivatives products, pursuing proprietary trading which generates stable and consistent return on capital.

Strategy



Wholesale

We offer equity, fixed-income and derivatives products suited for investment needs of institutional investors and corporations, as well as research on investment products, advisory on investment timing and other total solutions.

Overview

Equity brokerage We help domestic institutional investors reach optimal decisions on investments in Korean and overseas companies, based on our differentiated customer service, high quality research and stable trading capabilities.

Derivatives-linked products We offer top-tier service in brokering domestic and foreign equities and derivatives, creating and redeeming exchange-traded funds (ETF), and serving as a liquidity provider for ETFs and derivatives-linked products.

Fixed-income brokerage We have strengthened our capabilities in brokering foreign bonds for a number of central banks and institutional investors abroad. We also provide clear guidance on both domestic and global interest rates and excellent client services.

Financial products sales We are committed to continuously developing new products and providing customized products tailored to meet client needs to offer the optimal capital investment solutions.

Strategy

- Equity Sales Department**
 - Concentrate on new business areas such as overseas equity sales
 - Expand profit revenue by diversifying investment clients
 - Maintain highest market share and profitability
- Passive Solution Department**
 - Participate in overseas listed ETFs as a limited partner (LP) to penetrate into the global market
 - Enhance the ability to offer products in areas of trust and brokerage of derivative-linked products for institutional investors
- Fixed-income Sales Department**
 - Expand market share in the short-to long-term fixed-income market through proactive commercial paper (CP) markets
 - Strengthen brokerage capabilities with overseas central banks and institutional investors
- Multi Solution Department 1 and 2**
 - Strengthen product offering capabilities through collaboration with product development organization
 - Enhance sourcing capabilities of overseas alternative investment products through our global network

Global

Based on our competitive global network, we are determined to proactively find prime assets distributed across the globe and identify overseas investment opportunities to offer products with high value.

Overview

Global IB Through principal investment and alternative investment combined with productizing global prime assets, we are offering a distinctive global products to the domestic investors. The company performs cross-border M&A and investment advisory services in China, contributing to vibrant exchange between Korea and China. In Indonesia and Vietnam, local IB operations are in practice such as IPO, financing brokerage, and investment in solid companies, whilst strengthening our wholesale and bond sales.

Global brokerage We are working to develop infrastructure for Korea's outbound equity-trading business operations with institutional investors in Asia, America and Europe. In addition, we provide overseas stock brokerage service platform, with a particular focus on such markets as Indonesia, Vietnam, Hong Kong (Shenzhen-Hong Kong link, Shanghai-Hong Kong Stock Connect), while offering overseas investment information based on local research activities, with an aim to improve our competitiveness in global brokerage.

Strategy

- Create more synergy within the Mirae Asset Financial Group and expand new business**
 - Boost synergy effects in various areas such as brokerage, trading and IB through the collaboration among departments of the company and within the Group
 - Advance into the PBS market in the U.S., complete overseas equity trading platform for domestic investors, and provide products
- Pursue internal innovation**
 - Induce close collaboration among IB, investment, fixed-income and brokerage services rather than a linear matrix
 - Continue to deliver structured products catering to customer needs through innovation

Digital Finance

Equipped with competitive investment solution platforms such as the home trading system (HTS) and mobile trading system (MTS), we provide differentiated customer services by analyzing big data.

Overview

Digital finance innovation Based on our innovative digital finance solutions, we are concentrating our efforts in identifying innovative digital finance models such as fintech and developing differentiated financial services.

Tailored financial services We scientifically analyze customers in such areas as global investment, financial products and pension, based on big data analysis, and thus provide quality investment information. In addition, we offer product recommendation and other financial services personalized to meet individual customer needs.

Distinctive investment solutions We offer prompt and convenient financial services to customers anytime and anywhere through the HTS with the proven competitiveness in the online market, the industry's first MTS, global asset allocation solution and other diverse investment solutions.

Strategy



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Philosophy

Business Philosophy

We value our people and embrace the future with an open mind.

Putting our clients' needs first, we aspire to be a consistent partner. Business philosophy is what guides us and is a never-changing value of Mirae Asset.

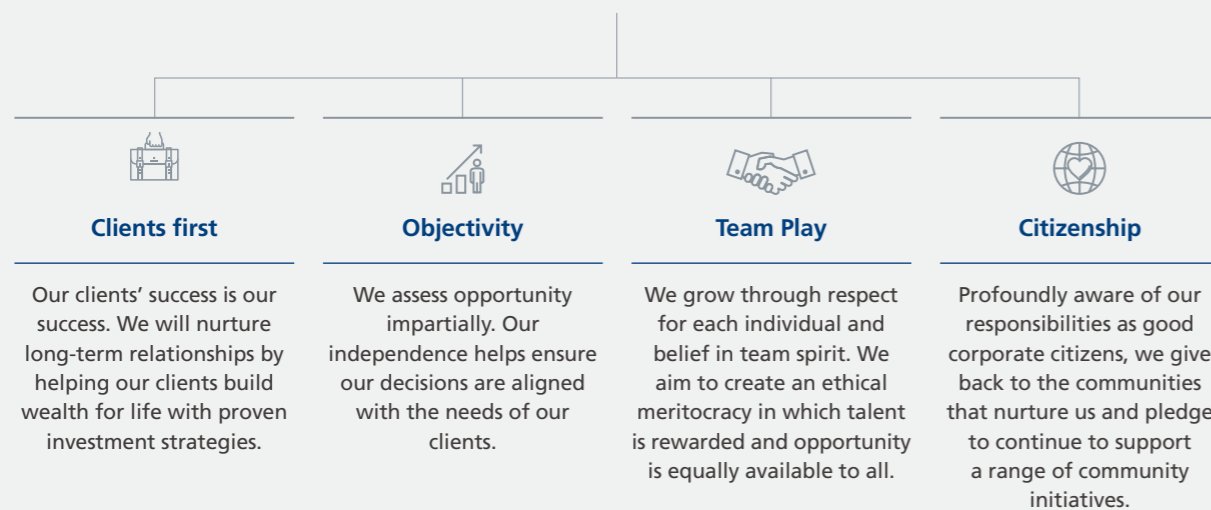
Vision

As emerging market experts with a global perspective, we pursue excellence in investment management to help our clients achieve their long-term objectives.

We strive for our clients' lifetime well-being. Our Group Vision presents Mirae Asset's evolving role and strategy as a global investment company working towards our clients' lifetime well-being.

Core Values

Our four core values – Clients First, Objectivity, Team Play and Citizenship – should be the key decision making criteria for all Mirae Asset employees.



All decisions made at Mirae Asset are guided by our Philosophy. Since the establishment of our firm, it has defined who we are and what we should aim for.

At Mirae Asset, it is always 'Clients First' in every circumstance.

Investment Principles

Mirae Asset's Investment Principles are consistent.

All Mirae Asset employees should have a clear understanding of our Investment Principles and put into practice for all business activities.

Our investment Principle is a promise to our clients and should be firmly adhered to at all times.

1

Mirae Asset identifies the sustainable competitiveness of companies.

Companies with "sustainable competitiveness" refer to those companies with a competitive advantage in market share, business model, corporate governance and earnings growth. It is the Mirae Asset belief that share prices eventually converge with earnings growth and subsequent cash flow.

Thus, our efforts to identify companies with sustainable competitiveness are a search for high quality factors in a company that will lead to stable earnings growth.

3

Mirae Asset assesses investment risks with expected return.

Investment risks should always be simultaneously assessed with expected return. Key factors such as valuation, corporate governance and liquidity should be constantly monitored for any potential damage on the long-term competitiveness of a company.

Exposure to assets that may incur too much risk should be limited while the Risk Management Division should constantly monitor whether actual investment adheres to our investment principles.

2

Mirae Asset invests with a long-term perspective.

A long-term perspective is needed when determining whether a company's competitiveness is sustainable. Though share prices may be volatile over the short-term, earnings growth is the main driver behind long-term price movements.

Investing in individual company's intrinsic competitiveness and generating stable cash flow is the very essence of long-term investment.

4

Mirae Asset values a team-based approach in decision-making.

Successful investment management at Mirae Asset is not based on an individual's decision-making but rather on a team's decision to firmly adhere to our investment principles and process.

Mirae Asset does not rely on star managers. Portfolios in accordance with our investment principles are created through extensive discussions and teamwork among division members.

Mirae Asset firmly adheres to these core investment principles

Board of Directors

Role and Status of BOD

Mirae Asset Daewoo has built sound and transparent corporate governance structure in order to promote long-term growth and protect the interest of shareholders, financial consumers and other stakeholders. In addition, we have made continued efforts to improve transparency in management and build a robust framework for responsible business management. The Board of Directors (BOD) consists of seven directors: three executive directors and four non-executive directors. We maintain the independence of BOD from management by composing a majority (57%) of directors with qualified non-executive directors.

Classification	Name (Tenure)	Expertise					Key Profile
		Finance investment	Economy and business management	Laws and administration	Accounting and tax	Government	
Executive directors	Choi Hyun Man (13 years)	○	○				<ul style="list-style-type: none"> Executive Vice Chairman, Mirae Asset Securities Executive Vice Chairman, Mirae Asset Life Insurance Currently Executive Vice Chairman & CEO, Mirae Asset Daewoo
	Cho Woong Kee (6 years)	○	○				<ul style="list-style-type: none"> Boram Bank, Hana Bank President & CEO, Mirae Asset Securities Currently President & CEO, Mirae Asset Daewoo
	Kim Kuk Yong (6 months)	○					<ul style="list-style-type: none"> Head of IB Division, Daiwa Securities SMBC Head of Treasury, Principal Investment Division, Mirae Asset Daewoo Currently Vice President, Head of Trading Division
Non-executive directors	Hwang Kun Ho (2 years 2 months)	○	○				<ul style="list-style-type: none"> Chairman, Korea Securities Business Association First Chairman, Korea Financial Investment Association Currently Visiting Professor, Sogang Business School Currently Chair of the BOD, Mirae Asset Daewoo
	Kim Byeong Il (1 year 3 months)			○	○	○	<ul style="list-style-type: none"> Administrative Chief Official & Secretary, Ministry of Finance and Economy Currently Professor, Tax Department, Kangnam University
	Hong Seong Il (5 years 2 months)	○	○				<ul style="list-style-type: none"> CEO, Korea Investment Securities Currently Vice Chairman (non-standing), GK Partners
	Kwon Tae Kyun (2 months)		○			○	<ul style="list-style-type: none"> Deputy Minister of Trade Investment, Ministry of Knowledge Economy Minister, Public Procurement Service Currently Advisor, Yulchon LLC

* Tenure: As of May 2017

Appointment and Expertise of Directors

Industry and business experience of candidates are taken into consideration in appointing directors, in order to secure expertise and diversity in our decision-making process. In compliance with Article 5 of the company's internal corporate governance rules, we have strengthened qualification requirements of non-executive directors, such as expertise, fairness, integrity, accountability and faithfulness, to ensure a fair and transparent appointment. Candidates referred by the Committee for Recommending Candidates for Officers are also scrutinized in terms of qualification. As of May 2017, the Board consists of five directors with expertise in finance and business and two directors with background in law, public administration, tax and government, ensuring a balanced representation between career background and professional expertise.

Non-executive Director Appointment Process



Efficient Operation of BOD

Five subcommittees are in place such as Committee for Recommending Candidates for Officers, Audit Committee, Risk Management Committee, Compensation Committee and Steering Committee. In particular, the Steering Committee has been established within the BOD to deliberate and vote on key management and operational affairs. This is to ensure that major decisions of the company go through internal deliberation of the Steering Committee, established based on the Commercial Act and Articles of Incorporation, which enhances the propriety and legitimacy of managerial decisions as well as transparency and fairness of the decision-making process. This also allows us to deliver values on sound corporate governance and responsible management. In 2016, a total of 20 board meetings were held, with a 100% attendance rate. Meeting agenda was distributed prior to the meetings, allowing the directors to review items and if necessary, obtain details from working-level staff to enhance their understanding of the issues at hand. Directors from various professional backgrounds have actively taken part in the BOD meetings last year. As a result, all of the agenda have been passed without modified votes, deferrals or other abnormalities. Individual directors have leveraged their expertise to promote the company's growth and protect the interests of financial consumers. To this end, they have advised and remained faithful to their role of monitoring and supervising, understood the company's ethical duties and social responsibilities, and reflected them into decision-making.

Audit Committee The Audit Committee supervises the propriety and legitimacy of the management's actions to help deliver rational management decisions. Comprised of three non-executive directors qualified in terms of independence, the Committee members have backgrounds in business management, accounting and finance, audit and supervisory practice. There are grounds to leverage advisory from external experts, if necessary. To reinforce independence and fairness, of particular note, the Committee members are appointed and dismissed by an AGM, and they execute duties in a stance independent from the BOD or execution bodies. Resolutions made by the Audit Committee cannot be objected by the BOD.

Subcommittee	Key roles and 2016 agenda	Composition	Number of meetings held (Handled agenda)
Committee for Recommending Candidates for Officers	<ul style="list-style-type: none"> Recommend non-executive directors, CEO and members of the Audit Committee 	Executive director: 1 Non-executive directors: 2	5 times (8 agenda)
Audit Committee	<ul style="list-style-type: none"> Build propriety of the overall internal control system Establish and execute internal audit plans to evaluate and improve the company's business performance 	Non-executive directors: 3	15 times (28 agenda)
Compensation Committee	<ul style="list-style-type: none"> Determine compensation amount, payment method and matters on compensation framework Develop and disclose an annual report on compensation payment 	Executive director: 1 Non-executive directors: 2	2 times (7 agenda)
Risk Management Committee	<ul style="list-style-type: none"> Supervise comprehensively and create control environment to enable efficient risk management and build internal control framework Build integrated risk management policies, and assign roles and responsibilities for supervising Develop and amend risk management standards 	Executive director: 1 Non-executive directors: 2	8 times (25 agenda)
Steering Committee	<ul style="list-style-type: none"> Deliberate and vote on matters delegated by the BOD, including overall corporate affairs and related matters 	Non-executive directors: 3	11 times (16 agenda)

* The number of meetings held is based on figures of Mirae Asset Daewoo in 2016

Independence and Diversity of BOD

Criteria for Determining Independency of Non-executive Directors

(Disqualification of Independence, Article 382 of the Commercial Act)

- Directors, executive directors and employees who are engaged in the regular business of the relevant company; or directors, auditors, executive directors and employees who have engaged in the regular business of the relevant company within the latest two years
- The largest shareholder, his or her spouse, lineal ascendants and lineal descendants
- Directors, auditors, executive directors and employees of the corporation, in cases where the largest shareholder is a corporation
- Spouse, lineal ascendants and lineal descendants of directors, auditors and executive directors
- Directors, auditors, executive directors and employees of a parent company or a subsidiary company of the relevant company
- Directors, auditors, executive directors and employees of a corporation which has a significant interest in the relevant company, such as business transactional relationship
- Directors, auditors, executive directors and employees of another company where directors, executive directors and employees of the relevant company serve as directors and executive directors

To build sound corporate governance system, Mirae Asset Daewoo adhere to the principle of appointing independent and professional non-executive directors. Qualifications for appointing competent candidates are as follows:

Comply with the appointment procedures and principles and secure independence

- Person with sufficient job experience or professional expertise in such fields as finance, economy, business management, accounting and law, required to perform duties as the company's non-executive director or audit committee member
- Person capable of performing duties without being restricted by certain interests for the interests of all shareholders or financial consumers as the company's non-executive director or audit committee member
- Person with appropriate sense of ethics and responsibility to perform duties as the company's non-executive director or audit committee member

Leverage strategic decision-making to review candidates from various fields to contribute to flexible and efficient management

- Appoint a person with relevant experience with business management, law, administration and other fields that may comprehensively contribute to the business, despite lack of direct relevance in the financial and securities industries
- Build a dedicated team that consistently provides training and business support to non-executive directors to support expertise in financial industry, and hold regular and irregular meetings to encourage and complement individual expertise

Preventing Conflict of Interest

Directors who wish to leverage business opportunities that benefit or may benefit the company's interests are required to obtain prior approval. Activities related to conflict of interest are managed and monitored in compliance with Article 398 and 397 of the Commercial Act. Accordingly, the fifth board meeting in 2016 that took place in April deliberated on the fairness of transactions and unanimously voted on the 'Comprehensive Approval of the Transactions with Key Shareholders, etc.'. The Fair Trade Act mandates prior approval from the BOD if affiliates or conglomerates banned from doing cross-investment among affiliates engage in transactions exceeding KRW 5 billion or 5% of the larger between total capital and capital with a person with a special relationship. In line with the regulation, we have obtained approval from the seventh and ninth board meetings in 2016 on large-scale internal transactions of affiliates.

Evaluation and Compensation of BOD

Mirae Asset Daewoo reviews the composition and operation of the BOD and its internal committees prior to an AGM every year. A comprehensive evaluation is carried out, assessing whether the BOD has adequately performed its roles to contribute to the interests of internal and external stakeholders, as well as their expertise, understanding of work duties, ethical and social responsibilities and demonstrated fairness in conflict of interests. This is initiated by the BOD, but specific duties are commissioned and independently performed by supporting divisions. In addition, the Compensation Committee has set in place under the BOD to build and run a fair compensation framework. The Committee is responsible for reviewing whether the compensation framework for management and specific positions are reasonably developed against risk structure, and monitors the connection among the compensation framework, the company's financial position and risks on a regular basis. The Committee also runs an independent probe to monitor whether governance best practices of a financial company are adequately complied, thus strengths the objectivity of evaluation.

Compensation of Directors

Classification	Headcount ¹⁾ (Person)	Total amount paid ²⁾ (KRW million)	Per capita (KRW million)
Executive Director	2	1,715	858
Non-executive Director	2	37	18
Audit Committee Member	3	382	127
Total	7	2,134	304

¹⁾ Headcount: Number of registered directors as of December 30th, 2016 when Mirae Asset Daewoo was launched after the merger

²⁾ Total amount paid: Total compensation amount paid to directors of the BOD during 2016

Employee Compensation against Highest Paid Director

Highest paid director (KRW million)	Average employee compensation (KRW million)	Ratio (%)	Year-on-year change (%)
1,559	90	17.32	244

Stakeholder Engagement

Definition of Stakeholders

Mirae Asset Daewoo defines key stakeholders as the individuals or groups that have an influence on the company and vice versa. This also includes shareholders, group institutions with legal, financial and operational responsibilities, the media, labor union, NGOs, pressure groups, local community, competitors, opinion leaders and the academic. In particular, various stakeholders are categorized based on their role, level of impact, and relations and four key stakeholders are designated as customers, shareholders and investors, employees, and local community and are managed in a systematic manner. We identify key issues and events for each stakeholder classification and this is reflected on our business activities. Diverse communication channels are in place to pay attention to their opinions.

Stakeholder Communication Channel

Mirae Asset Daewoo has established various communication channels to listen to stakeholder opinions and expectations. The company undertakes stakeholder interviews and surveys to establish what they believe is important, and uses the results to determine major issues. Information on these is also disclosed in our sustainability report.

Stakeholder Communication Channel and Issues



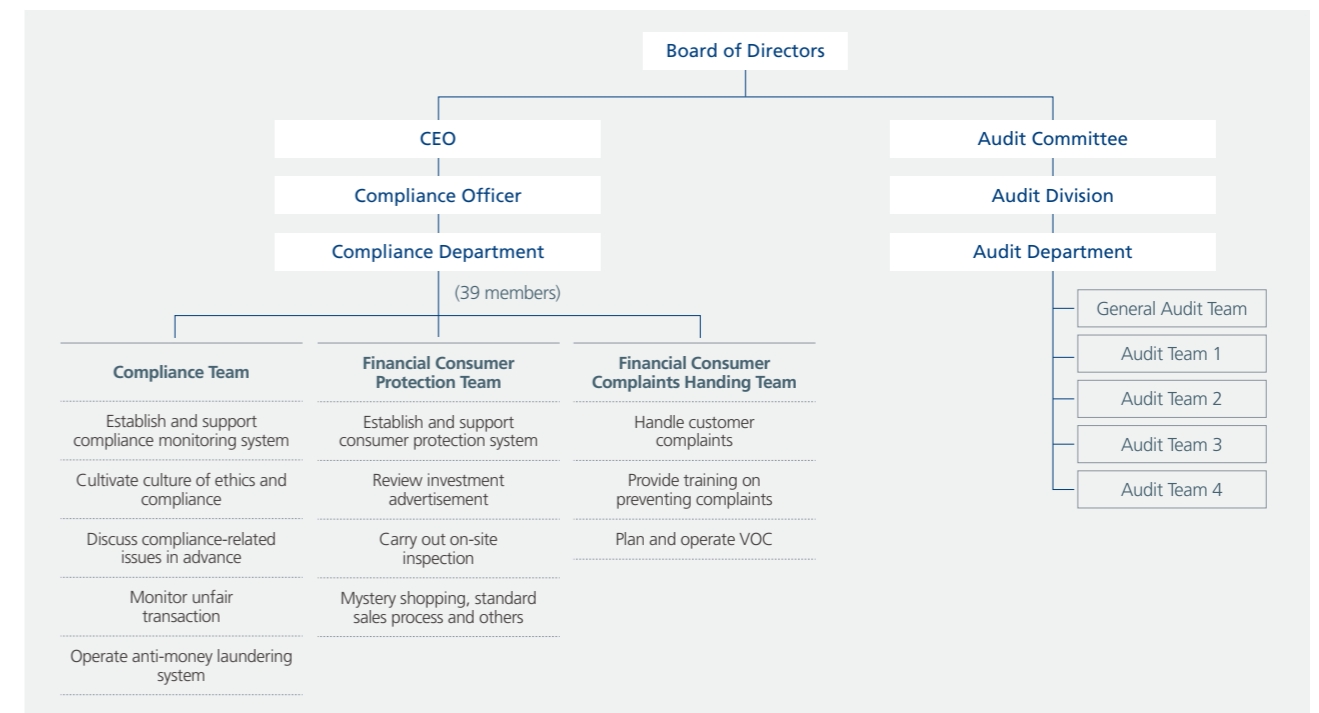
Ethical Management

Ethical Management and Code of Ethics

Mirae Asset Daewoo upholds ethical management as the first and foremost priority of the financial industry and pursues ethical practices to take a firm root in employees' business activities through the Code of Ethics. A Code of Conduct is also set in place to enable employees understand what ethical management means and achieve effective ethical management practices in their daily business activities. Based on principles and trust, the Code of Ethics is ethical guideline that sets the standard for ethical decision-making and appropriate behavior of our employees. It is also our pledge to maximize corporate value and contribute to a sound development of the financial market through the ethical management focused on customers, shareholders and society. All members of Mirae Asset Daewoo have responsibilities and obligations to adhere to the Code of Ethics, and the company collects a written oath on ethical management practices every year, in its efforts to settle a fair and transparent culture of ethics.

Organization for Ethical Management

A Compliance Officer is appointed to independently supervise corporate-wide ethics and compliance. The Compliance Department is in charge of ethical management of the company, and it manages rules on ethics and compliance, policies and conformity with procedures. The Compliance Department establishes an overall ethical management execution system and helps employees fully understand the Code of Ethics and put it into practices.



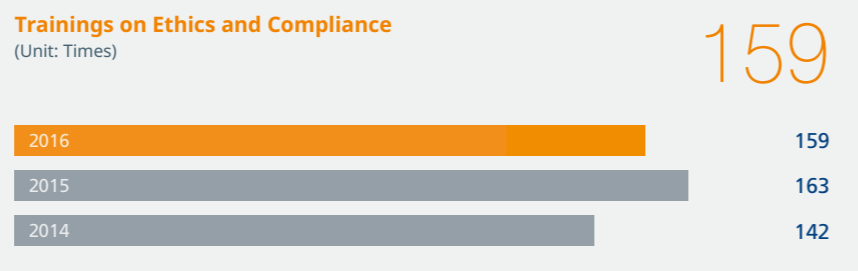
Ethics and Compliance Report

Ethics and Compliance Reporting System At Mirae Asset Daewoo, diverse ethics and compliance reporting channels have been established, including company intranet, telephone and emails through which employee's ethics violation and compliance failure are submitted and handled. Reports are treated with complete anonymity and whistle-blowers are entitled to a maximum of KRW 100 million worth of incentive to encourage employees' participation, and thus create a culture of ethics.

Financial Irregularities and Corruption Report Center We operate various channels through which our customers report matters related to any employee financial irregularities and corruption, thus customers can engage in financial transactions without worry – these channels include the Voice of Customer (VOC) system at our Customer Center, the complaints section on our website run by the Financial Consumer Protection Department, and the Corruption Reporting Center of the Compliance Team. The Compliance Team also operates the internal reporting system (Red Whistle – Helpline). Through these methods, we are striving to prevent financial irregularities and to contribute to eradicating corruption.

Ethics and Compliance Training

Mirae Asset Daewoo strives to enhance integrity of its staff through continuous trainings. In 2016, 159 ethics and compliance trainings took place on topics such as employee's personal securities transaction, anti-money laundering, provision and reception of financial benefits, and prevention of unfair transactions in various formats such as online training, compliance campaign, sales office visits and seminars – all in a bid to raise employees' awareness on ethics and compliance, thus support their will to practice integrity and help them adhere to related regulations.



Establishing a Culture of Ethics

Holding a 'Ethics and Compliance Day' and Spreading Compliance Issues In order to prevent financial incidents, first Wednesday of each week is designated as 'Ethics and Compliance Day' when an internal assessment of potential risks is conducted at each department and branch, and ethics and compliance trainings are also offered. Furthermore, in case of severe issues arise from compliance perspective, compliance seminars, on such topics as compliance case studies of other companies and regulation changes, are held to bolster the company's commitment to ethical and compliance management. Each quarter, entire employees are required to conduct a self-inspection of checklist items, such as providing financial benefits, employee's personal securities transaction, information protection, inappropriate trading, in efforts to exam their own ethics and compliance status as well as the level of understanding. This also ensures each staff to be compliant with the internal regulations, thereby contributing to creating a culture of ethics and compliance.

Mandatory Vacation Program Mirae Asset Daewoo aims to enhance the effectiveness of internal controls through the mandatory vacations set forward under the laws on governance structure and internal control standards. Regular mandatory vacations are provided according to the selection criteria in the job positions applicable for mandatory vacations such as fund trade, budget execution, settlement, and product and property operation. If necessary, irregular mandatory vacations are provided and special inspections take place to protect investors and the company from occurrence of business-related incidents.

Internal Control System

Mirae Asset Daewoo has established a corporate-wide internal control system in order to manage the ethical and compliance process, as part of our endeavor to create fair and transparent value. Employees are banned from engaging in political activities during business hours, and all company premises are assessed for exposure to corruption to further grow the company into one that fulfills its ethical responsibilities.

Prevention of the Inflow of Illegal Funds An internal system is up and running to eliminate illegal financial transactions such as money laundering and fundraising for terrorism and proactively block the inflow of illegal funds. Furthermore, employee trainings are offered to enable them to fulfill their business in right ways.

Monitoring on Money-Laundering Transactions Transaction Monitoring System (TMS) went live in 2009 in order to effectively prevent inflow and transactions of illegal funds. By analyzing various scenarios, we are thoroughly preparing ourselves to actual incident occurrence and the mandatory customer verification function is designed to proactively and effectively prevent financial crimes in advance.

Compulsory Training on Anti-money Laundering To enhance employees' understanding of preventing money laundering, Mirae Asset Daewoo provides annual trainings on anti-money laundering, which are differed by job. This training is part of the company's efforts to identify and prevent illegal money laundering and establish a sound basis for all its financial transactions.

Employee Self-Inspection Checklists for internal control per each department and branch are developed to set up a corporate-wide internal control management structure and review policy compliance status. This list consists of check items in daily, weekly and monthly basis, reflecting the characteristics of each department and branch. These checklists and self-inspection activities help enhance legality, transparency and effectiveness of the company.

TMS System

Customer verification and DB integration	Anti-money laundering solution	Interface with internal and external systems
KYC Customer management, risk evaluation and management, watch list management, CTR report, etc.	Data extraction Behavior detection engine Scenario management, behavior detection engine, each scenario's extraction threshold management	Internal Suspicious Transaction Report (STR) program
ETL KYC data, transaction data, and account data in Data Warehouse	Investigate suspicious transactions Suspicious transaction management and alert management	External Receive report template from KoFIU and provides feedback on result
	STR status management Report and related information management, online report to Korea Financial Intelligence Unit (KoFIU), encryption of reports	

Materiality Test

Mirae Asset Daewoo selects issues of keen interest to our business and stakeholders through the materiality test, and reports them in a balanced manner, thus promotes in-depth communication with our stakeholders.

Materiality Test Process

We carried out the materiality test based on various standards, such as Five-Part Materialist Test by AccountAbility and Global Reporting Initiative (GRI) guidelines. We analyzed our corporate vision and strategies, global IB and other industry issues, global standards and media exposure in a comprehensive manner. In addition, a survey was conducted to internal and external stakeholders, with an aim to listen to their voices.

Mirae Asset Daewoo conducted the materiality test in comprehensive consideration of relevance with economic outcome in the mid-to long-term perspective and impact on the company's direct and indirect stakeholders. As a result of the materiality test, 15 out of 43 issues were designated as issues with materiality and our business activities related to such issues are outlined in pages marked in below table.

Materiality Test Process



Materiality Test Results



Issue	GRI Aspects	Impact			Page
		Cost	Revenue	Risk	
1 Social contributions based on the company's competencies	Local Communities	•			41, 56~59
2 Increasing customer satisfaction	Product and Service Labeling	•			37, 53
3 Fair distribution of economic performance	Economic Performance	•			46
4 Work-life balance	Employment	•			50
5 Protecting financial consumer data	Customer Privacy			•	55
6 Expand environmental investment	Active Ownership		•		40
7 Expanding socially responsible investments (SRI)	Active Ownership		•		39
8 Fostering global talents	Training and Education	•			32~34
9 Ethics and compliance	Anti-corruption			•	21~22
10 Preventing money laundering and eliminating fraudulent transactions	Anti-corruption			•	23
11 Comprehensive risk management across economic, social, and environmental front	Audit			•	28~31
12 Providing right marketing information	Marketing Communications			•	35~36
13 Responding to climate change and managing environmental performance	Product Portfolio		•		40, 47
14 Increasing accessibility to financial information	Product and Service Labeling			•	41
15 Developing products aligned with market changes	Product Portfolio		•		39, 40, 47

SUSTAINABILITY ISSUE

- 28 Risk Management for
Mid- to Long-term Growth
- 32 Fostering Global Talent
- 35 Protecting Financial Consumers
- 38 Sustainable Growth through Finance





Risk Management for Mid-to Long-term Growth

Why does it matter?

Risk management is essential to safely protect customer assets and maximize stakeholder value amid rapid changes in the business environment. Of particular note, systematic risk management is needed to manage loss potential. Opportunities for revenue generation require a certain amount of risk, yet exposure at too high of a level can lead to large losses in stakeholder profits and corporate value. In addition, changes in the social environment, such as the rapidly aging population, have a direct impact on the business environment. The scope of risk management therefore is expanding from the financial sector to include non-financial sectors.

What are core issues?

Effective risk management should be implemented based on the establishment of an internal management system. In addition to fragmenting various risks, there is a need to build a management system and criteria for each type of risk as well as a relevant control system. Another important factor is to prepare for potential risks, such as leakage of personal information, in addition to financial risks.

How do we respond?

For systematic risk management, Mirae Asset Daewoo has categorized risks that need to be managed into market, credit, liquidity, operational, and financial system risks. We have established management systems and criteria that are appropriate for the characteristics of each type of risk, and use them to recognize, analyze, evaluate, and control the risks. We also make sure that our risk management personnel are the best skilled in the industry, and organize our financial affairs in such a way as to establish and maintain risk management systems that satisfy international standards.

What are achievements and limits?

To manage different kinds of risks, we use the standard market Value at Risk (VaR) and internal VaR model, which is calculated by our own risk management system. Although VaR can be an effective method for measuring market risk, it is limited in providing information on possible losses in cases exceeding a given confidence level, since it is based on a presupposition of normal market conditions. To mitigate this limitation, we use sensitivity monitoring and stress testing. In addition, we are expanding the previous scope of risk management, such as credit and market risks, to include operations, personal information, and ethics, while further elaborating risk management method.

Definition and Regulations of Risk

Mirae Asset Daewoo defines corporate risk as potential losses that arise in the course of its management or business activities. We have categorized risks into credit, market, operational, and other risks according to the risk type, and established regulations, detailed rules and guidelines for efficient risk management. We also have a comprehensive, company-wide risk management system in place.

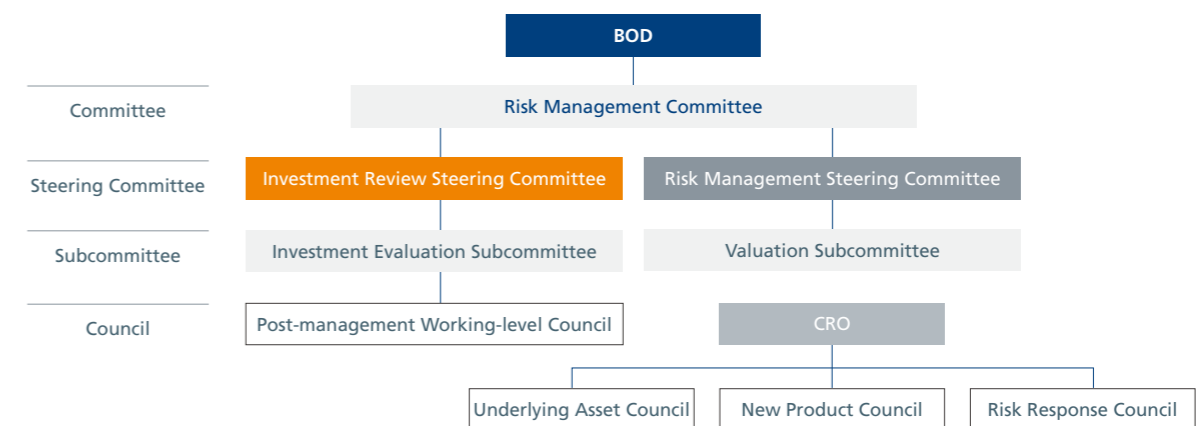
Risk Management Governance

Our risk management organization consists of the Risk Management Committee (the 'Committee' hereinafter), steering committees, subcommittees, Chief Risk Officer (CRO), and departments in charge of risk management.

Risk Management Committee The Committee consists of at least three directors, with a majority of the members being non-executive directors from BOD members. As the top risk management decision-making body, it establishes risk management strategies that correspond to the company's management strategies, and supervises whether risk management is being carried out appropriately. Major matters deliberated and decided by the Committee include establishing a basic risk management direction and strategies and inspecting implemented matters; establishing, amending, and abolishing general regulations related to risk management; setting the company's risk-adjusted capital and minimum line of asset soundness; establishing the company-wide risk appetite and loss limits and approving excess limits; approving and monitoring stress tests; and handling other significant issues related to the company's risk management system. The Committee members are appointed and dismissed by the BOD, with one non-executive director chairing the Committee.

Steering Committees In an effort to assist the effective operation of the Committee, we have established two steering committees – the Risk Management Steering Committee for risk management activities and the Investment Review Committee to review the company's investment activities. Members of the steering committee are selected by the Committee from among high ranking officers, including the CRO, and the chair of the steering committee is also appointed by the Committee. The chairperson may order discontinuity of transactions, coordinate risk positions, and request for a measure against relevant personnel.

Risk Management Steering Committee The Risk Management Steering Committee handles details and issues related to the risk management of proprietary and client assets that have been delegated to it by the Committee, and reports the results and progress of major activities to the Committee. Major tasks of the Risk Management Steering Committee are to establish, amend, and abolish detailed rules related to risk management; assign risk profiles to divisions and business sectors that fall within the risk appetite approved by the Committee; set and change risk limits commissioned by the Committee and approve cases that exceed risk limits; approve and monitor the appropriateness of company-wide risk measurements; check temporary changes to and the status of the risk management system; develop guidelines for risk-weighted evaluation on the performance results of departments in charge of transactions; approve the introduction of new products for retirement pensions, trust and wraps; and set the risk appetite for client asset management.



Risk Management Framework

Investment Review Steering Committee The Investment Review Steering Committee deals with material issues concerning the review of investments and items delegated by the Committee, reporting on these results and the progress of major activities to the Committee. Its major tasks are to establish, amend, and abolish detailed rules related to assessment and follow-up management, and handle matters related to financial investments of a certain size and their follow-up management.

Subcommittee There are the Valuation Subcommittee and the Investment Evaluation Subcommittee under the Risk Management Steering Committee and the Investment Review Steering Committee, respectively. Subcommittees are set in place for quick decision-making and specialized risk management practices in varied fields, and are operated within the authority granted to the two steering committees.

Mirae Asset Daewoo has categorized risks that are subject to management into market risk, credit risk, liquidity risk, and operational risk, in order to systematically manage risk that the company face. We also have management systems and criteria that are appropriate for the characteristics of each risk, resulting in adequate recognition, analysis, evaluation, and control of risks.

Market Risk We use standardized methods set in the Financial Investment Industry Regulations to measure market risks. In addition, we calculate internal market VaR model by adopting the market risk-measuring system of SAS.

Credit Risk We set acceptable exposure limits by counterparty type or credit rating. We also maintain an appropriate level of capital adequacy by controlling credit VaR limits based on standard models. In addition, we identify and closely manage counterparties in the high risk category through regular monitoring of our credit risk status.

Liquidity Risk We use liquidity gaps and ratios as key indicators to measure liquidity risks. Also, departments related to risk management or funds regularly monitor risks and report them to senior management. In addition to general liquidity risk management, we formulate contingency plans to deal with any liquidity crises that may arise. We classify crisis situations into four levels – attention, caution, deterioration and emergency—depending on the condition of the company's liquidity and the level of stability in financial markets. Specific action plans are established for each level to prepare for crisis situations.

Operational Risk We manage and control operational risks through Risk & Control Self Assessment (RCSA), Key Risk Indicator (KRI) management, loss data management, establishment of countermeasures, and calculation of operational VaR based on internal models. Regular RSCAs are carried out to gauge the level of risks of concern facing each department. If an indication of risk is found, countermeasures are established to control it preemptively. There is growing importance in risk management that is related to protection of a financial company's personal information and countermeasures against IT-related infringements. In response, we established an organization that is dedicated to information security and responses to infringements, and thus strengthened our response system.

Measurement and Management of Risks

Classification	Total Risk Management System	ERMS	Operational Risk Management System
Target Risk	Market-Credit risk	Market-Credit risk	Operational risks
Measurement Outcome	Standard method-based risk amount calculation, counterparty exposure management for Over-the-Counter (OTC) derivatives	Market-Credit VaR, sensitivity, exposure management per corporate-wide transaction counterparty	Operational VaR
Major Functions	<ul style="list-style-type: none"> Calculate risk amount based on standard methods to set risk limits for each unit and evaluate internal performance Calculate exposure amount per counterparty for OTC derivatives 	<ul style="list-style-type: none"> Integrated risk database Internal model to measure market and credit risks Analyze crisis situation Calculate exposure amount per counterparty at the company level 	<ul style="list-style-type: none"> RCSA KRI Loss data Measure risks and report

Risk Management System

Integrated Risk Management System In February 2011, Mirae Asset Daewoo established an integrated risk management system to meet 'Minimal Requirements for Risk Management at Brokerage Firms' recommended by the financial supervisory authorities, and to support the strengthening of total risk management. By doing so, we have built the foundation for calculating total capital at risk, managing risk, and the Risk Adjusted Performance Measurement (RAPM). We have also formulated a long-term plan for integrating and improving risk management systems to flexibly respond to changes in the Net Operating Capital Ratio (NCR) system, to increase work efficiencies between business departments and Risk Management Department personnel, and to enhance our overall risk management competencies. Based on this plan, we have been overhauling and improving our risk management systems by phase. The second-phase plan was completed in 2016, and thus we completed computerizing the standardized method-based risk amount calculation process across all sales departments. The third phase will center on computerization of the consolidated financial statement-based NCR calculation process and development of a system manage limits on various risks.

Integrated Crisis Management System Mirae Asset Daewoo has a total crisis management system in place to preemptively and actively respond to crisis situations, including the spread of risks and market shocks. We have classified crisis situations into four categories – attention, caution, deterioration and emergency – based on 'financial market stability indicators' and 'internal soundness indicators', and set detailed execution plan for each level, in order to prepare for crisis situations. In addition, we closely monitor financial markets for any sign of instability by applying specific indicators that reflect the characteristics of each department, and regularly report to senior management. To prevent risks that arise from natural disasters, such as fire, floods and earthquakes, as well as risks that are caused by IT system failure, we have developed a Business Continuity Plan (BCP) and share it company-wide. As for risks related to an IT system failure, we have created an emergency IT manual centering on seamless provision of IT services, to ensure the continuity and stability of business activities.

Mid- to Long-term Risk Management

Mirae Asset Daewoo analyzes social and environmental changes on a regular basis, and thus establishes and executes measures that allow us to effectively respond to long-term risk factors that influence our overall business.

Potential Risk	Business and Social Environment	Impact from Risk	Countermeasures
Financial market fluctuation	<ul style="list-style-type: none"> The financial investment industry is considerably influenced by the market environment, so that there are severe fluctuations in profits depending on the environment Compared to other brokerage companies, the company has the highest fixed income balance and fixed income issued offshore which means that our business portfolio is very sensitive to interest rate fluctuations Rapidly aging population – greater importance in building a portfolio that preserves investors' assets after retirement and increases profitability 	<ul style="list-style-type: none"> Lower asset market fluctuations result in the loss of investment opportunities. Also, the coupling of asset prices has reduced traditional effects of asset allocation On the other hand, extreme market fluctuations cause greater fluctuations in customer assets and the company's profits and losses There is a dire need for alternative investments owing to the loss of investment opportunities Increasing uncertainties in the global investment environment due to recent exchange rate fluctuations and changing political landscape—there are concerns over a global interest rate hike and a downward trend in the domestic real estate market 	<ul style="list-style-type: none"> Making efforts to continually generate stable profits by diversifying profit structure Enhancing employee capabilities by providing the industry's best internal training Leading the money move and increasing market dominance through thorough preparation and bold execution, ranging from entering into new markets to developing innovative products and services and creative thinking beyond conventional financial framework Preemptively reducing bond assets that are sensitive to interest rates
Security (Personal information protection, IT)	<ul style="list-style-type: none"> Increasing social interest in personal information protection due to some violations, such as a leakage of customers' personal information by the staff at outsourced companies of financial institutions in Korea Toughened legal and institutional requirements, such as the notification system of personal information collection sources and the Information Security Management System (ISMS) certification Strengthened management and supervision over the compliance with personal information protection-related regulations by government organizations 	<ul style="list-style-type: none"> Financial losses due to business discontinuity caused by a computer system failure Increasing negative impact on corporate brand image caused by legal violations Steady rise in the size of debt caused by regulatory authority punishments and lawsuits, including strengthened government regulations 	<ul style="list-style-type: none"> Conducting vulnerability inspections at least once a year for the electronic finance infrastructure and at least twice a year for open web services Acquiring and operating the ISMS certification, and improving the information protection management system by reflecting requirements set by high-level supervisory institutions and certification organizations, and the latest laws that should be observed by financial companies every year Making sure the adequacy of information protection management system operations through information protection consulting and follow-up examination by a third party



Fostering Global Talent

Why does it matter?

Mirae Asset Daewoo seeks to provide stable profits to customers and to establish a sound investment culture. We strive to be a 'financial investment expert' who manages customers' assets instead of a mere 'stock broker'. Equipped with the 'top-notch expertise in the industry', employees of the company continue to perform as a financial investment expert.

What are core issues?

Korea accounts for a mere 2% of the global stock market. There is therefore a need to broaden our investment horizons in order to successfully manage customer assets in a stable manner, over the long haul. There is also a need to expand the scope of asset allocation to cover the entire global market. We aim to successfully execute this mission by enhancing our capabilities in global asset allocation, rebalancing and brokerage.

How do we respond?

We provide training that increases understanding of global assets and forms a consensus on the need for global investment. By doing so, Mirae Asset Daewoo is fostering global talent and promoting the enhancement of their capabilities. Trainings on global asset allocation and brokerage are our flagship programs to improve global job competency. Through the self-learning program and the WM Plus-WM Expert training, we are cultivating global talent with a global investment mindset.

What are achievements and limits?

The effects of human resource investments are reflected in the diversity of customers' global asset allocation and the global brokerage outcome, in other words profits. The percentage of financial experts has been also on the rise. In addition to implementing talent-development policies that have clear outcomes, such as diversity in global asset allocation and fostering of global brokerage experts, we are expanding the scope of our talent-development programs and performance management to include leadership and innovative corporate culture, which can serve as a basis for fostering industry experts.

Global Asset Allocation Experts

Asset allocation is a basic and core element of investment. Mirae Asset Daewoo strives to develop capabilities to make diversified investments in various regions and assets, rather than focusing on the domestic market that accounts for a mere 2% of the global stock market – this will be a key strategy that enables us to reduce the risks of customer assets while increasing performance, and thus build a partnership with our customers.

Programs to Improve Asset Allocation Capabilities in WM Mirae Asset Daewoo provides its wealth management employees with educational courses, in order to help them better understand global asset allocations and enhance their knowledge of investment products and tools, thereby improving their capabilities to effectively handle asset allocation and management. The participants learn about the history of financial crises as well as theories, such as the MP generation process. In addition, such application programs as ETF management and practical training on optimal asset allocation are offered to foster global asset allocation experts. This helps employees enhance their capabilities in explaining a wider variety of assets to customers and allocating them. We will continue to offer programs that further strengthen employee capabilities.

Mirae Asset DNA School The Mirae Asset DNA School is a training program designed to help newly hired employees learn about diverse investment assets and develop the capabilities needed for prompt customer service. This program consists of two phases: 'content accumulation' and 'sales skill development'. In the former, participants develop a basic understanding of professionalism and financial knowledge, including of economics, securities and products; in the latter, participants receive hands-on coaching at actual sales sites. Through this program, participants develop capabilities that are needed to work effectively, immediately after being dispatched on the field. We plan to further develop the program to cover a wider range of content and to further assist our staff to be equipped with practical knowledge.

WM Master This course is designed to foster top-notch wealth management experts. Its goal is to foster a selected group of specialized talents in advisory services (taxation, real estate and legal consulting) as well as culture and artistic literacy. Employees with outstanding performance and capabilities apply for the WM Master Course, after which a strict screening process is implemented to choose participants. Employees who have completed the primary job-related course (taxation, real estate, legal affairs, etc.) and the secondary culture class (art, travel, music, humanities, architecture, etc.) are engaged in asset management activities as our representative WMs. As master WMs, they perform a pivotal role in drawing up and executing asset allocation strategies of front-line WMs. We plan to expand the foundation so that a greater diversity of employees can complete this course.

Self-learning Self-learning is an overseas training program aimed at developing a global mindset. Each employee can plan and execute all relevant matters of the program, including the training provider and venue. By providing self-initiated learning opportunities and overseas training expenses to its employees, Mirae Asset Daewoo help them to set a vision for global growth in specialized fields and grow into top-tier experts with global competitiveness and insight. The satisfaction level of participants are significantly high, and there has been a sharp increase in the number of employees who seek to participate in the program every year.

Strengthening Global Brokerage Capabilities

In our efforts to harness investment opportunities in global companies that achieve great outcomes through innovative cases, such as Google and Apple, and as part of global asset allocations, Mirae Asset Daewoo has been enhancing global brokerage capabilities.

Foreign Equity Investment Strategy Conference The Foreign Equity Investment Strategy Conference is a program designed to strengthen global brokerage capabilities. It covers various subjects, ranging from understanding foreign equity investment systems and processes to in-depth Analysis of world-leading companies. Real-time broadcasts are also available, resulting in a corporate-wide consensus on foreign equity investment and the creation of an atmosphere where employees study voluntarily. Each WM and department is making diverse efforts, such as holding a knowledge contest on the history and business areas of prospective companies by organizing the broadcasts every day. We plan to provide training that can enhance in-depth capabilities regarding foreign equity through various routes and forms.

WM Expert Course This program is aimed at fostering WMs with expertise and creativity. We segment essential knowledge and reflect the opinions of those in demand for training when designing this training program to enable actual onsite learning and feedback. In 2016, this program was offered on such themes as the global economy outlook and investment techniques, global investment strategies, and in-depth analysis of future industries. Our plan for 2017 is to learn about leading industries and companies in the future, such as the 4th Industrial Revolution.

WM PLUS We provide special lectures by reflecting the trend in different areas to choose a lecture theme and promoting voluntary participation by employees. By continually exploring content, we quickly ascertain changes in the world and strengthen employees' long-term job competency. The theme for 2016 was future industries that are garnering attention as new growth engines as well as analysis of global companies. We plan to continually offer lectures on matters that employees should be cautious of and focus on during foreign equity trading.

We pursue an innovative corporate culture where our employees continually generate creative value from unique perspectives.

Mirae Asset WAY This course enables employees to learn about and identify with the value system of Mirae Asset Daewoo to perform the mission of 'Client First'. Employees build experiences and engage in discussions on 'philosophy', 'business principles', 'code of conduct', and 'management strategies' through workshops.

Book Meetings We hold a half-yearly corporate-wide book meeting to spread the culture of reading and debating among all employees and to build an enterprising corporate culture. Through individual-level reading and department-level discussions on books, employees share their various thoughts on a single theme and explore what implications there are for business.

Leadership Workshop for Team Heads and Branch Managers This course is designed to remind participants of the roles they perform as a unit leader and to strengthen their leadership, so that they can achieve both trust and performance. Lectures and team-level workshops are held on ways to encourage voluntary participation from employees through horizontal leadership. Also, training is provided on trends to come up with innovative ideas that enable prompt responses to changes of the world.

Permanent Innovator, a Mirae Asset Course The purpose of this course is to share Mirae Asset Daewoo's strategies and generate synergy among affiliates, thus form a seamless consensus. The participants share the company's vision and the detailed business status of each sector, and they are also engaged in dialogue and discussion on the corporate vision and directions for realizing the vision.

Spreading a Culture of Innovation



Fostering Global Financial Experts

Mirae Asset Daewoo continues to provide trainings by duty type, in an effort to enhance the financial expertise of its staff. Categorized into sales at branches, sales at headquarters and management at headquarters, systematic supports for competency enhancement are set in place for each position. In addition, the company encourages its staff to acquire professional certificates, and offers relevant training.

Classification	2012	2013	2014	2015	2016
AFP ¹⁾	1,486	1,704	1,768	1,789	1,802
CFP ²⁾	261	304	318	327	328
FP ³⁾	1,462	1,467	1,474	1,480	1,495

*Figures of 2014, 2015, and 2016 are data of Mirae Asset Daewoo after merger
¹⁾ AFPK: Associate Financial Planner Korea
²⁾ CFP: Chartered Financial Planner
³⁾ FP: Financial Planner



Protecting Financial Consumers

Why does it matter?

There has been an increase in the release of complicated financial products that financial consumers find difficult to understand. This has led to a rise in incidents of consumer damage, caused by failure to provide financial consumers with right explanations about products. Financial authorities are therefore strengthening measures to protect the rights and interests of financial consumers, such as stricter regulations. Failure to protect financial consumers can lead to overall industry stagnation as it damages financial consumer trust.

What are core issues?

Non-face-to-face channels, such as the website and telephone, have been expanded in addition to traditional sales activities at branches. This has resulted in great interest in providing complete information in the product sales process as well as false and exaggerated advertising. Against the backdrop of the rapidly aging population, providing complete information to seniors and helping them better understand products also have become critical matters of complete selling.

How do we respond?

Mirae Asset Daewoo has been carrying out various activities to prevent mis-selling based on its financial consumer protection organization and system. In addition, activities to ensure complete selling have been expanded through employee trainings on a regular basis. We have also strengthened a system to protect elderly investors by preventing mis-selling at each stage of product lifecycle and operating a dedicated channel for seniors.

What are achievements and limits?

Properly selling products to customers and helping customers make the right decisions are a basis of industrial sustainability. The efforts we made for many years to ensure complete selling have enabled systematic sales process management for diverse financial investment products while increasing awareness of the responsibilities, obligations, and rights between sales staff and financial consumers. We have gone a step further and increased our efforts in complete selling, in consideration of social changes, such as increased diversity in the population structure and a rise in the aging population. Also, there is a need for much more interest and efforts to resolve social issues, such as financial fraud.

Protection of Financial Consumers

Financial Consumer Protection Charter

Mirae Asset Daewoo became the first company in the Korean financial investment industry to announce a financial consumer protection charter, the 'Think you' Charter, to protect the rights and interests of financial consumers.

Link to:
<https://www.miraeassetdaewoo.com/hki/hki3062/n14.do>

Mirae Asset Daewoo is growing based on customer trust, and employees are fulfilling their roles as global asset management experts by engaging in responsible sales. The most critical element for maintaining trust is financial consumer protection, for which we are making continued efforts.

Financial Consumer Protection Organization and System Mirae Asset Daewoo has appointed a Chief Customer Officer (CCO) who is in charge of system planning, training, evaluation and compensation for protection of financial consumer rights and interests. We have also established a dedicated organization and assigned personnel to the organization. By providing the organization with practical, independent authority, we make sure that our financial consumer protection system works effectively. To enable effective adjustments from the corporate-wide perspective, we have established the Financial Consumer Protection Council, and regularly hold a meeting at least once every quarter. In addition, we have systematically established internal regulations that are related to financial consumer protection, including two regulations, four detailed enforcement regulations and three guidelines. We also have a financial consumer protection evaluation system for diverse financial consumer protection issues, through which consumer protection efforts of each unit or staff are reflected into their performance evaluations.

Strengthening Employee Training and Inspections We formulate annual employee training plans and provide online training in relation to financial consumer protection, such as the prevention of mis-selling. We also share financial consumer protection issues and systems, in addition to collective training and visiting training programs for role playing. Furthermore, professional lecturers are invited to offer training with greater expertise. Internal mystery shopping is conducted at least six times a year to inspect the status of complete selling. Continued efforts to encourage actual execution of tasks related to financial consumer protection are also made through regular inspections, using indicators that have high relevance with mis-selling, as well as onsite branch inspections.

Activities to Prevent Mis-selling There is information asymmetry between a company and financial consumers in financial transactions owing to the complexity and expertise of products and contracts. Financial transactions that are conducted without resolving this issue therefore may result in discontent among financial consumers and can even lead to a dispute with the company. This eventually damages credibility and growth potential of the financial industry. For the purpose of strengthening the financial consumer protection system, Mirae Asset Daewoo has established a financial consumer protection system based on product's lifecycle by the phase of product development, before sales and after sales. Against the backdrop of the rapidly aging population, we are operating the 'counseling desk for seniors' to protect senior investors in tandem with a rise in financial demand among senior investors. Dedicated financial counselors with expertise and experiences are assigned at the desk, and thus offer sophisticated and advanced counseling services.

Efforts for Complete Selling throughout Product Lifecycle



Activities to Prevent Customer Complaints We have built an integrated customer complaints management system and handle them, in our effort to build trust and increase customer satisfaction. We developed a complaint handling manual and offer customer complaints prevention trainings to our employees. We also provide the 'Visiting Tour Service for Customer Complaints', in which visits are made to provide consulting on handling customer complaints at branches. For customer complaints that reveal the company's shortcomings, institutional improvements are made to prevent the recurrence of the complaints. For customer suggestions that are received through our VOC system, we hold a Customer Service Improvement Council meeting twice a month as part of efforts to actively reflect the suggestions into our work. We also have an autonomous customer complaints-handling system, which allows onsite resolution of customer complaints as soon as they occur, and thus ensures prompt handing of customer complaints.

Earning Customer Trust through Business Integrity

We established a sound foundation, with business integrity as its principle, to provide financial products and services that can be trusted by financial consumers. We strive to improve unreasonable financial product sales practices by continually inspecting and monitoring the practices. Sales of financial products and diverse transactions are thoroughly and strictly managed to protect financial consumers, such as strictly reviewing whether the rights and interests of financial consumers are violated when new products and new services are released.

Financial Fraud Prevention

Electronic Financial Fraud Prevention Service To protect financial consumers from electronic financial fraud, we have been implementing the 'terminal designation service' and 'additional authentication service' since 2013. This is intended to strengthen the security procedure during the (re)issuance of the public key certificate (PKC), registration of a different organization's PKC, and online money transfer.

Extended Validation SSL Certificate We adopted the Extended Validation (EV) SSL certificate to identify phishing and pharming, from among telecommunication financial frauds, and thus prevent damages caused by them. This informs visitors that the owner of the domain they are visiting has been checked and that it is the actual owner. This certificate makes a distinction from phishing and pharming websites when a homepage access is made. This increases security and stability to result in the prevention of damage to financial consumers.

Measures against Abnormal Financial Transactions through the FDS We operate the Fraud Detection System (FDS) to block customer damage caused by telecommunication financial frauds in accordance with Article 2-5 (Interim Measures on Users' Accounts) of the 'Special Act on the Prevention of Loss Caused by Telecommunications-Based Financial Fraud and Refund for Loss'. Upon detecting suspicious transactions where customers' accounts are used for such purposes, raising concerns for telecommunication financial fraud using the FDS, money transfer or wiring for the entire or some of the customers' accounts is delayed or temporarily restricted. As such, we do the utmost to guarantee the safety of financial consumers.



Received the Outstanding Organization Award at the Status Assessment by the FSS

In 2016, the Financial Supervisory Service (FSS) conducted an assessment on the status of financial consumer protection on 66 domestic financial institutions for comprehensive consumer protection. Mirae Asset Daewoo recorded the highest score in the securities industry, and thus received the Outstanding Organization Award. In nine out of the total 10 assessment categories, including consumer protection organization and system and establishment and management of customer complaints management system, we received the highest 'good' rating and were recognized for having the industry's best capabilities in financial consumer protection. We will continue our interest and participation in financial consumer protection since we are built on customer trust and their safety is our number one priority.

Sustainable Growth through Finance

Why does it matter?

We are facing countless social issues, including inequality, poverty, reduced population, rapidly aging population and environmental pollution. There is greater emphasis on companies' responsibilities to resolve such social issues, which in turn provide new opportunities to companies. There is growing demand for investment products that consider the environment and investments in new & renewable energy, and profitability from the investments is also on the rise. Improvement of financial accessibility for minorities goes beyond simple support, and is a good opportunity to create a new customer base.

What are core issues?

It is essential to identify social crises and opportunities in the process of developing and investing in Environment-Social-Governance (ESG) products. Risk management is also an important factor to consider to decide the participation in certain project. There are various project risks, such as issues that arise from a delay in development approval, issues related to national risks, the credit uncertainty of counterparties, and project rejection due to increased market fluctuation.

How do we respond?

We are developing various products, including socially responsible investment, in consideration of diverse environmental factors, such as the new climate change system. Of particular note, we have continued to participate in new & renewable energy generation projects that can resolve such issues as climate change and fine dust, and thus develop new growth engines.

What are achievements and limits?

For sustainable social development, we have been developing financial products and making investments in consideration of society and the environment. These ESG financial products however have a high possibility of change in accordance with national policy changes, technological advancements, and other factors. There are even cases in which a product's characteristics change during the management period. In fact, some products are put to an end because of falling profitability. To overcome such product attributes, we are closely monitoring the market flow through the Research Center and Global Asset Allocation Headquarters. We are also looking into new opportunities based on strong research capabilities.

Link to SDGs



SRI Fund and Investment

We plan products that consider future generations and customers and that create new business opportunities, and make direct and indirect investments in eco-friendly industries. We also develop and release products that invest in social enterprises for sustainable social development. We are fulfilling our social responsibilities through Socially Responsible Investment (SRI) funds, such as the Mirae Asset Green Index Fund and Allianz Corporate Value Enhancement Fund. We support companies holding green technologies with paid-in capital increase and Initial Public Offering (IPO) and make direct investments in them. By doing so, we strive to create new values by facilitating the green industry, while raising responsiveness to environmental risks and climate change in the society.

Providing ESG Financial Products As a financial investment institution, Mirae Asset Daewoo strives to contribute to the establishment of a sustainable society through finance. We have developed ESG-related financial products that reflect social issues, such as new & renewable energy, aging society, and SRI. We are reviewing diverse financial products, including SRIs, clean energy funds, and donation-type funds for our customers and stakeholders. Our flagship ESG-related fund is the 'Multi-Asset S&P Clean Energy Fund', which invests in the S&P Global Clean Energy Index, consisting of new & renewable energy-related companies. In addition to making a general fund purchase through Mirae Asset Daewoo, consumers can make an investment through various methods, such as a retirement pension and an overseas stock investment-only, tax-exempt fund.

Developing Financial Products that Consider the Aging Society It has become important, now more than ever, to supply long-term investment products that prepare consumers for old age in Korea, in which the population is aging most rapidly in the world. We are actively providing the Target Date Fund (TDF), which changes asset allocation proportions with the passage of time. It is designed for investors with a specific long-term objective, such as to set aside retirement savings or tuition by a specific target date. By supplying TDF with diverse target dates (Year 2020-2045) and strategies (asset allocation, strategic allocation, etc.), we are fulfilling our mission as a financial investment company by helping customers prepare for their senior years in Korea, a quickly aging society. We also established various monthly paid funds and derivatives-linked product (ELS, DLS) line-up that help those retired pay for living expenses. For example, there is the monthly paid Brazil bond trust, which pays monthly interests for high-interest Brazil bonds, and the Mirae Asset Daewoo Golden Age WRAP, which makes monthly yield payments and makes distributed investments in various assets. By offering such investment products that help those retired prepare for their senior years and that embody the unique management know-how of Mirae Asset Daewoo, we are further diversifying customer choice.

Win-win Growth through Finance

Partners Club to Work with SME and Small Giants SMEs have served as a foundation for economic development. Despite the importance of their roles, they have shown limitations in continued growth. The roles of SMEs are garnering attention once again owing to the need for new growth engines and an industrial paradigm shift. By offering financial services that are specialized for SMEs, we are contributing to the policy of joint growth through finance. Through Partners Club, a collaborative business model between SMEs and Mirae Asset Daewoo, we are providing total financial services that are specialized for SMEs so that senior management at SMEs can focus more on management. Through the diverse seminars and gatherings of the Partners Club, SMEs are acquiring new knowledge that helps their respective business and taking advantage of opportunities to widen their network by industry and region.

Growth Ladder Fund Growth Ladder Fund is a government-created fund that is based on a new concept of backing promising ventures and SMEs in need of capital support for further growth. The goal is to establish a healthy corporate growth ecosystem. In 2015, Mirae Asset Daewoo was selected to manage 'K-Growth Global Fund', which supports SMEs that are experiencing difficulties in advancing into overseas markets due to a lack of resources or experience despite their technological prowess. Fund management details are available on the 'Growth Ladder Fund' website run by the Financial Services Commission.

Participating in New & Renewable Energy Projects

We are involved in new & renewable energy projects as part of our commitment to fight global climate change and to develop new growth engines.

Floating Solar Power Plant on Hapcheon Dam The Hapcheon Floating Solar Power Plant project involves building a floating solar power plant that is of the world's largest capacity (40 MW) by using the water surface of Hapcheon Dam. The project is jointly conducted by K-water and Mirae Asset Daewoo. Local residents participate in the project in the form of investment in some of the funds needed in the power plant construction process. Profits from selling electric power that is generated after plant construction are returned to local residents. The aim of this resident-participating project is to promote regional development and to increase the wealth of local residents. In this regard, we are providing financial advice and funding arrangements for the KRW 100 billion in total project costs.

Biomass Power Plant Project in Fiji We provide financial advice, arrange funding, and invest in a project that involves building a biomass wood chip power plant in Nabou, Fiji. This 12MW project is expected to cost KRW 50 billion and is planned for completion in June 2017. This project is to support overseas investment development projects jointly performed by domestic SMEs and large corporations. It is expected to generate additional profits once it is registered as a Clean Development Mechanism (CDM) project.

Biomass Energy Supply Program in the South Pacific Our successful execution of the biomass power plant project in Fiji was followed by a biomass energy supply project in the South Pacific. The intent of this USD 500 million project is to build a biomass power plant and to supply biomass fuel in the South Pacific region, including Fiji, in cooperation with GCF. If the project is successfully executed, it will be expanded to cover the South Pacific islands, including Papua New Guinea. We anticipate to generate additional profits.

Solar Power Plant in Japan We provided financial advice and made funding arrangements for project costs totaling KRW 200 billion for a solar power plant construction project in Yamaguchi Prefecture in Japan. This 58.8MW project is slated for completion in December 2017. The project is in line with Japan's policy of increasing new & renewable energy power generation after the Fukushima nuclear accident, and contributed to supply and demand of new & renewable energy sources in Japan.



Partial bird's eye view of the Floating Solar Power Plant on Hapcheon Dam

Increased Financial Accessibility for Minorities

S-Loan, a Small Equities Collateral Loan Service We launched 'S-Loan', a loan service that allows customers to use only a small amount of equities as collateral. The service is designed for people who have difficulty getting loans from primary financial institutions. By releasing the service, we have increased financial accessibility for the low-income class. Individual customers in Class Six or lower credit ratings, who account for around 80% of all citizens in Korea, can easily and quickly receive a loan up to KRW 40 million. The range of equities that can be used as collateral has been expanded to 1,700 stocks to raise effectiveness. This loan service is provided at branches and via the HTS, company website, and mobile communication, resulting in increased accessibility.

Increasing Web Accessibility to the Disabled In making our financial services accessible to the socially marginalized pursuant to the Act on the Prohibition of Discrimination Against Persons with Disabilities, Mirae Asset Daewoo became the first in the Korean financial investment industry to apply the web standards and web accessibility to its Web Trading System (WTS) and all its websites, which entitled the company to the 'Web Accessibility (WA)' certification. The websites have a screen reader program for the visually-impaired, and are also designed to help investors with color blindness or weakness easily check the web contents. For these efforts, we received a Special Grand Prize at the '2013 Web Award Korea'. Since the receipt of the certification, we have been managing digital contents with focus on web accessibility and carried out accessibility assessments, which led to certification renewal in January 2017. We will continue to make our online services easy for customers to access irrespective of user environments or conditions.

Financial Education for Future Generations and Minorities To protect consumers and to enable minorities to reasonably use financial services, we are providing financial education to consumers and are thus contributing to enhancing consumers' right to know. By doing so, we are reducing information asymmetry and pursuing joint growth based on consumer trust. To promote the development of financial knowledge among youths, who will participate in the future financial industry, and to build a smart consumption habit, we signed a one-company-one-school financial education agreement with elementary, middle, and high schools nearby our branches, and are providing financial education and an experiential program. In addition, we are providing education to North Korean refugees, who are financial minorities, and offering financial education to elementary, middle, and high school students in connection with the Financial Supervisory Service to help them develop a correct understanding of finance as future financial consumers. We also created a teaching material through talent donations that were made by employees from 2014 to 2015. In 2016, we worked together with the Ministry of Justice and provided economic education to immigrants to help immigrants take part in the healthy growth of the financial industry.

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Performance Analysis



Sustainable Economic Performance

Mirae Asset Daewoo creates new opportunities through innovation and change, and contributes to the development of the Korean financial market by establishing an honest, reasonable investment culture.

Summary of Economic Performance In 2016, we made continued efforts to provide greater value to major stakeholders, including customers, investors, employees and local communities. The merger process between Mirae Asset Securities and Mirae Asset Daewoo incurred costs of KRW 303.8 billion. After deducting the merger costs, the company's pre-tax income and net income came in at KRW 20.9 billion and KRW 15.7 billion, respectively. As of the end of 2016, the company recorded KRW 57.3 trillion in total assets and KRW 6.7 trillion in total equity. By business area, the company's revenue totaled KRW 176.3 billion in wealth management, KRW 283.4 billion in brokerage, and KRW 137.7 billion in IB and trading, based on maximization of revenue through active expansion of overseas investments and the performance in project financing. In addition, an outstanding management performance was achieved in the area of financial account to reach KRW 216.4 billion.

Business Size We are striving to provide shareholders and investors with successful asset management performance and best services. The merger between Mirae Asset Securities and Mirae Asset Daewoo has enabled us to become the No. 1 brokerage company in Korea. Total client assets reached KRW 213 trillion in 2016. WM assets grew steadily to record KRW 111 trillion, and the number of high net worth individuals (HNWI) with investments of KRW 100 million or more totaled 129,716 at the end of 2016.

Two Years of Operating Results and Asset Status

(Unit: KRW billion)

Summarized Statement of Income	FY2016		FY2015	
	Consolidated	Separate	Consolidated	Separate
Operating revenue	7,834.0	4,145.5	4,192.5	4,087.2
Operating expenses	7,830.9	4,102.2	4,044.0	3,937.5
Operating income	3.1	43.3	148.5	149.7
Profit before income tax expense	20.9	37.0	226.1	185.2
Profit for the year	15.7	27.8	174.6	142.7
Profit for the year: attributable to equity holder of the company	39.3	27.8	169.7	142.7

Summarized Statement of Financial Position	FY2016		FY2015	
	Consolidated	Separate	Consolidated	Separate
Total assets	57,267.8	55,948.6	28,416.0	27,991.8
Total liabilities	50,602.0	49,353.1	24,964.0	24,560.7
Total equity	6,665.8	6,595.5	3,452.0	3,431.1

* 2015 figures are based on the performance of former Mirae Asset Securities while 2016 figures are based on the performance of Mirae Asset Daewoo after the merger

Credit Rating

In 2016, we received AA grade from Korea Ratings, the Korea Investors Service, and NICE Information Service for our non-guaranteed corporate bonds. We also received Baa2 grade for foreign currency-denominated long-term fixed income from Moody's, an overseas credit rating agency, and are maintaining that rating.

AA Korea Ratings, the Korea Investors Service, NICE Information Service **Baa2** Moody's

Performance by Business

Wealth Management Mirae Asset Daewoo offers the best wealth management services through global asset allocation that suits customers' investment propensity and purpose. By providing various financial investment products and global asset allocation capabilities based on our global network, which is the largest in Korea, we are leading the paradigm shift from savings to investment. By putting efforts to achieve differentiated portfolios consisting of mutual funds, fixed-income, real estate, wrap account, and trusts, our total client assets amounted to KRW 213 trillion at the end of 2016. Of this, KRW 102 trillion was in brokerage assets (including deposits) and KRW 111 trillion was in financial product sales assets.

Brokerage Brokerage refers to trading securities in the name of a financial investment company upon receipt of customers' trading order. Mirae Asset Daewoo receives a certain amount of fees from customers in the trading process. In 2016, the market share of brokerage based on simple summation of Mirae Asset Daewoo and former Mirae Asset Securities' turnover was 12.8%.

Pension Retirement pension reserves of Mirae Asset Daewoo reached KRW 6,561.8 billion at the end of 2016, placing the company at first place in the securities industry and ninth across all financial industries. Our personal pension business stood at KRW 2,089.8 billion at the end of 2016 thanks to our distinctive management capabilities, placing Mirae Asset Daewoo at first place in the brokerage industry.

Investment Banking We offer corporate financing services, including IPOs, paid-in capital increases, and issuance of equity-linked notes (CB-BW-EB) and corporate bonds. We also provide comprehensive financial services that satisfy customer needs, ranging from private equity fund (PEF) management and M&A consulting to arranging and acquiring ABS issuance, PF, SOC, and real estate finance. We are receiving recognition for our distinctive IB capabilities, based on revenue maximization through active expansion of overseas investments and outstanding performance in non-standardized project financing.

Trading We continue to achieve a stable, steady performance thanks to our advanced, unrivaled investment techniques and global network. Despite considerable market fluctuations in early 2016 as well as a drop in fixed income prices in the second half of the year, our trading business continued to generate revenue through long-term know-how and expertise.

Global We preemptively responded to changes in the global market, going beyond the boundaries of the domestic market, and are operating 11 overseas subsidiaries and three offices in nine countries, including those in Asia, the Americas, and Europe. We are carrying out local businesses based on this global network, such as IB, WM, and trading. We maximize synergies between the headquarters and the global network by supplying diverse financial products, including overseas government bonds and real estate funds.

Performance by Business in 2016

(Unit: KRW billion)

Classification	Wealth Management	Brokerage	IB & Trading	Financial Account
Net operating revenue	176.3	283.4	137.7	216.4

Distribution of Economic Performance

Mirae Asset Daewoo pursues adequate value distribution to enhance customer value and contribute to sound social growth. In 2016, we spend KRW 806.2 billion in distribution and support for major stakeholders, including customers, shareholders and investors, employees, and local communities.

Distribution of Economic Performance in 2016

(Unit: KRW million)



* Reflected the consolidated performance of Mirae Asset Securities' consolidated financial statements pursuant to K-IFRS No. 1103.

Fair and Transparent Fulfillment of Tax Payment Obligations

Faithfully fulfilling tax payment obligations for economic gains that are earned from business is an important social responsibility that companies need to execute. We are executing our tax payment obligations for domestic business sites as well as our overseas business sites based on criteria set forth by the respective local government. When tax laws are unclear to us, we receive help from external professional organizations to satisfy legal standards. We disclose income tax-related information through an audit report that is made available on the Financial Supervisory Service's electronic official notice system. Financial statement and footnote information on the audit report includes the criteria for calculating income tax expenses, deferred tax assets and liabilities, and income tax expense composition details and tax rates. We manage risks that may arise in relation to taxation, and prevent tax-related risks by fulfilling our tax payment obligations in a fair and transparent way. For international transactions with overseas subsidiaries, we observe domestic tax laws as well as the OECD Transfer Pricing Guidelines, and execute tax payment obligations based on local laws. We have overseas subsidiaries in the US, Brazil, Hong Kong, and other countries, and we transparently disclose the amount of taxes we pay in each region.



Tax Payment (Unit: %)

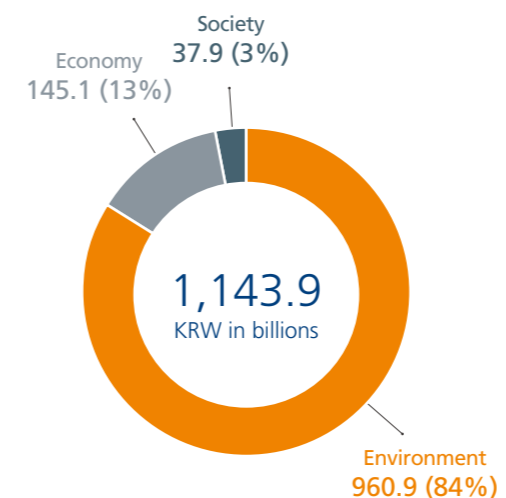
	Korea	Asia	Americas	Europe	Others
	94.9	3.0	1.4	0.02	0.68

Creating Environmental and Social Value Using Business Models

Mirae Asset Daewoo directly and indirectly creates financial value from the environmental and social perspective by managing a wide variety of financial products and services, such as managing funds and pensions, providing financial advice, and making direct project investments. By investing in social enterprises or investing in new & renewable energy power generation projects to counter climate change, we are creating economic, social, and environmental value in a balanced way. Our environmental value-related funds and financial advice amount to KRW 960.9 billion, while our social value-related funds and pensions total KRW 37.9 billion, and corporate value enhancement fund through governance improvements reaches around KRW 145.1 billion.

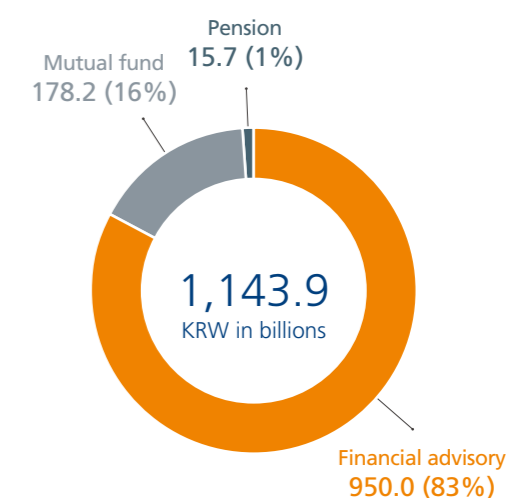
Management Size by the Theme of Product or Service

(Unit: KRW billion)



Management Size by the Type of Product or Service

(Unit: KRW billion)



* The managed amount is as of the end of 2016. Same products and services are reclassified by theme.

Solving Social Issues through Financial Products and Services

Classification	Link to SDGs	Content	Name of Product or Service
Environment	Goal 7. Ensure access to affordable, reliable, sustainable and modern energy for all	We are participating in the development of alternative energy through the Green Index Fund and Clean Energy Fund. By providing financial advice for new & renewable energy power generation projects, we are contributing to promising business projects, and achieving long-term industry development while pursuing profits.	<ul style="list-style-type: none"> Mirae Asset Green Index Fund Multi-Asset S&P Clean Energy Fund Biomass power plant project in Fiji Solar power plant in Japan Biomass energy supply program in the South Pacific Floating solar power plant on Hapcheon Dam
	Goal 13. Take urgent action to combat climate change and its impacts		
Society	Goal 3. Ensure healthy lives and promote well-being for all at all ages	We operate the Mirae Asset Social Enterprise Investment Association, Mirae Asset Youth Business Startup Investment Association, and the Growth Ladder Fund to help the growth of SMEs and venture companies and for a positive social influence. In addition, we are satisfying social demand by developing various pension products in line with a continued rise in demand, and making efforts for joint revenue for customers and the company.	<ul style="list-style-type: none"> Mirae Asset Youth Business Startup Investment Association Mirae Asset Daewoo Golden Age WRAP TDF Mirae Asset Social Enterprise Investment Association
	Goal 9. Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation		
Economy	Goal 10. Reduce inequality within and among countries	We are contributing to the establishment of sound governance through our corporate value enhancement fund, and investing in undervalued companies to promote economic returns.	<ul style="list-style-type: none"> Allianz Corporate Value Enhancement Fund

Employee Value



Protecting Human Rights

Mirae Asset Daewoo joined the UN Global Compact (UNGCC) in June 2006, and abides firmly by its ten principles concerning human rights, labor, environment, and anti-corruption, thereby fulfilling social responsibilities that are in line with global standards. We also prohibit all forms of child labor and forced labor. We especially choose talents based on their skills to actively take part in efforts to abolish academic background-based discrimination. Pursuant to the Framework Act on Employment Policy, we do not discriminate against people on grounds of gender, religion, physical condition, social status, educational background, marriage, pregnancy, or medical history during our recruitment process, and guarantee equal opportunities for employment.

Building a Corporate Culture that Promotes the Development into a Global IB

Mirae Asset Daewoo has established a new HR system and is building an innovative corporate culture across all our work, in order to grow into a global IB. By adopting the concentrated work system and minimizing overtime work, we are promoting improvements in the quality of employees' daily lives and corporate productivity. We anticipate that rest and self-development during leisure time will result in joint growth for the company and staff.

Adoption of a New HR System Mirae Asset Daewoo adopted a new HR system that is adequate for global standards. First of all, we aim to avoid 'long service-centered HR' and instead introduce 'duty-centered HR' as our foundation. We broke away from the previous vertical organizational culture-centered HR system and adopted a horizontal organizational culture by simplifying positions and a compensation system that is linked to performance. By establishing an institutional foundation that evaluates and compensates staff based on their capabilities and achievements rather than rank or position, we seek to motivate staff and facilitate the company's growth.

Change in the Position System We reduced the previous five-step position system to a three-step position system. We seek to break away from the previous vertical organizational culture and build an organization that is optimal for business trend changes by increasing decision-making speed. The focus of the new HR system is to foster juniors and improve the performance of seniors. A personnel structure in which a high percentage of personnel have advanced positions is gaining speed, resulting in less promotion opportunities. Against this backdrop, this new system will have a positive influence on motivating juniors.

Change in the Promotion System We are adopting a new form of our promotion system in accordance with the introduction of a new HR system. The previous promotion system was 'graduation-type promotion', in which employees were promoted based on the number of years of continuous service and performance evaluations. With the new promotion system, decisions on promotions will be made by considering staff's achievements, capabilities, and whether they are adequate for the respective higher position. Staff can be promoted more quickly than the previous promotion system depending on their capabilities.



Fair Evaluation and Compensation

We establish transparent procedures and proper criteria, and evaluate staff achievements and capabilities according to a reasonable basis, thus motivating staff and increasing efficiency. The new personnel evaluation system that will be introduced in accordance with changes in the management environment, such as the merger, will be used as a tool for 'managing individual performance' and 'developing employees' rather than as a tool for 'determining the ranking of staff'. Our previous personnel evaluation system assigned grades to staff achievements and capabilities. With the new evaluation system, the respective team head will frequently provide feedback in the process of the execution of goals to result in the staff's growth as well as performance management. In addition, we are ensuring smooth and impartial staff management by conducting communication-based performance evaluations, including evaluator training for team heads. In detail, we carry out performance evaluations on all employees, and provide both financial and non-financial compensation according to a fair evaluation process, such as basic salaries, bonuses, and welfare benefits. We do not discriminate based on gender, etc. in basic salaries and observe domestic legal standards. In 2017, the new employee wage was 277% of the Korean minimum wage.

Employee Communication

Grievance Handling System and Grievance Counseling System for Women Employee communication is the foundation of an innovative organizational culture. We identify working conditions in depth through multi-directional and routine communication to improve the working environment for employees and resolve personal matters, and strive to make improvements in real time. We plan to build a regular face-to-face talk system for employees to collect field requests. We created a channel to listen to female employees' grievances besides the general grievance handling system. The HR Team hot channel is used to resolve any inconveniences that female employees may experience while working as a member of an organization.

Labor-Management Relations Based on Communication

Labor-Management Council Mirae Asset Daewoo upholds the labor rights stipulated in Article 33 of the Constitution of Korea. We do not have any internal regulations or guidelines that counter or curtail the application of the law, and we do not take any measures against employees for engaging in labor union activities. We established Labor-Management Council regulations in 1990, and respect the labor union activities and labor disputes that are stipulated in the collective agreement to guarantee labor rights. As of the end of 2016, labor union membership stood at 44%, with 2,130 union members from among the 4,818 employees who are entitled to membership. The Labor-Management Council represents all employees, and performs the role of engaging in discussions with senior management on major employee-related issues. A total 20 council meetings were held in 2016.

Adoption of the Wage Peak System The adoption of a wage peak system is under consideration, in order to respond to socio-environmental changes, including the recent emergence of the aging society and revision of retirement age-related laws, and to establish a long-term sustainable growth system. We plan to establish a structure that is beneficiary for both the company and employees in that workers will be guaranteed with employment up to the extended retirement age, while the company will be able to utilize the know-how of skilled personnel.

We operate a wide array of welfare programs so that employees can attend to their work while maintaining balance between their personal and work life.

Welfare System We run condominiums so that staff can enjoy their leisure time. Housing loans are provided to purchase or lease a home to increase employees' sense of stability, in addition to financial support for tuition and medical expenses. We also have a group term life insurance policy for the entire staff, and pay all related premiums. There is also an employee health checkup system in place as part of efforts to promote employee health.

Retirement Pension System We have the retirement pension system in place, in order to help employees enjoy a stable post-retirement life. We provide retirement benefits based on the defined contribution (DC) plan to all staff who have worked for the company for no less than a year and are paid wages. As of the end of 2016, the number of staff covered by the retirement pension system was 4,493.

Maternity and Childcare Leave To encourage childbirth and protect mothers' rights against the backdrop of a low birthrate in Korea, we guarantee maternity and child care leaves that are stipulated in laws. In 2016, the number of employees who took a childcare leave reached 337, and the retention rate after childcare leave was 93.1%. In addition, we have been operating child care centers since 2011 pursuant to Article 14 'Establishment of Company Child Care Center' of the Infant Care Act. This is a part of the company's welfare system that is aimed at helping employees feel less burdened from childbirth and child care.

Key Welfare Benefits Programs

Classification	Content
Support for leisure life	Condominium usage, fitness center usage
Protection of new mothers	Maternity leave before and after birth, child care leave, congratulatory fund for birth
Housing support	Provide loans to purchase or lease a home, and provide an allowance to employees living outside of their hometown
Medical and health support	Support employees' medical expenses, health checkup for employees (spouses)
Educational support	Support child schooling expenses
Support for daily life	Transportation expenses for overtime and compensation for working on holidays, reward for long-term continuous service, etc.
Support for congratulatory and consolatory occasions	Support for funerals (condolence flowers, funeral supplies, funds), leave for congratulatory and consolatory occasions, etc.

Welfare Benefits in Consideration of Employees' Lifecycle

Employee Safety and Health

Fitness Center for Employees Aiming to promote employees' physical health, we signed a contract with a fitness center located inside the headquarters building, so that employees can freely use the center. The fitness center is available for use at any time throughout the day, except during work hours. This helps employees relieve themselves from stress and strengthen their physical health.

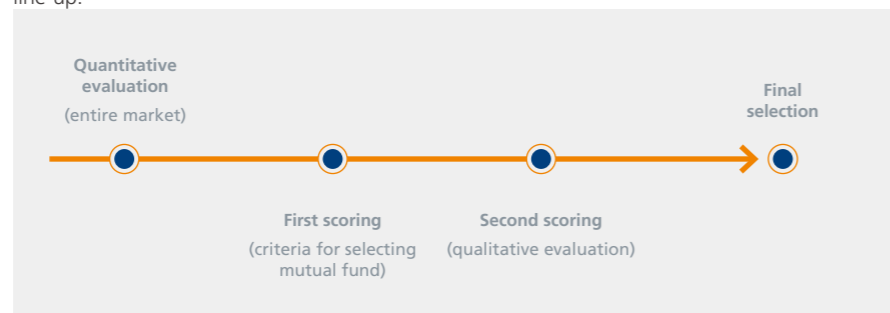
Emotion Management Program In addition to the industry's nature of managing wealth and handling sensitive customer information, employees have to spend much of their time communicating with customers at customer contact points. Managing stress that can arise from emotions can have a direct impact on employees' lives as well as management performance. We have therefore various emotion management programs in place that help employees enjoy a happy life by relieving themselves of stress and receiving training on mind management and coaching on emotions. We launched the Employee Assistance Program (EAP) in 2010 to provide psychological counseling and coaching services to resolve various issues that staff come across inside and outside of work, and we are pursuing continuous change and innovation. We also offer a psychological counseling program called 'TodakTodak'. The aim of this program is to promote employees' psychological health and happiness. A counselor who received professional training and an applicant who hasn't fully demonstrated his or her potential interact through counseling, helping the applicant independently resolve issues and enjoy a 'Happy Life'. There were around 50 counseling sessions this year, and the program is offered throughout the year. We also offer a self-reflection program called 'Inside Out', which helps participants examine themselves and learn how to engage in dialogue with themselves through meditation and emotion coaching, thus helping them live a 'Happy Life'. As of 2017, around 100 staff took part in the program, which will be continually operated in the second half of the year. These programs help staff understand and control their emotions, relieve themselves of stress, and develop a sense of pride towards their work. They contribute to the establishment of smooth customer relations in the long term.

Customer Satisfaction



Developing Products that Reflect Customer Needs and Market Trends

New Product Selection Process Mirae Asset Daewoo has a new product selection process to build an excellent product line-up that is suited for the long-term, global investment environment, rather than short-term market trends. First of all, we perform a quantitative evaluation on funds in the entire market, and implement the first scoring by applying our internal selection criteria on upper-tier funds in the quantitative evaluation. We then conduct the second scoring based on the internal qualitative evaluation criteria, and decide on the final line-up.



Advancing the Recommendable Product Selection Process By advancing the recommendable product selection process, we recommend products to customers that can generate continuous and steady performance, and thus choose products that suit customer needs. First of all, we perform a quantitative evaluation based on internal criteria, and then conduct a secondary quantitative evaluation and qualitative evaluation for excellent products that were selected from the first quantitative evaluation to select candidates for recommendable products. Our Asset Allocation Committee then selects excellent financial products in given sectors, which is followed by the selection of the most suitable core products to be recommended in consideration of the market outlook.

Developing Products that Can Be Rebalanced within Funds We have developed and are supplying products that guarantee stable profits even amid sharp changes in the market environment. In 2016, we developed the 'Mirae Asset Global Solution Fund', an exclusive tax exempt fund for overseas stock investment that can be rebalanced within funds by selecting and diversifying the investment of highly performing funds. We plan to supply products suited to the changing market situations by looking into and commercializing promising alternative investment assets, including investable real estate and structured products.

DLB – Principal-protected Hybrid Fund As a product for customers who are beginners to investment, we released DLB, a principal-protected hybrid fund, which is expected to generate a maximum yield of 8% through investment in hybrid funds with little principal loss. The underlying asset for this product is a hybrid fund, which is a DLB product of public equity with capital guarantee, attaining both stability and profitability. It is a two year-maturity product where the underlying asset is the Mirae Asset High Dividend Focus 30 Fund. A yield of 80% is paid upon the fund's growth rate and if the yield exceeds 13%, early redemption of 8% is paid. If the fund records a minus yield, its principal is paid.

Enhancing Customer Satisfaction

Advancing the CS System Placing the highest priority on customer satisfaction, we are working hard to offer various products and services that are suitable for customers. By integrating our CS systems, we have established service standardization criteria and built CS standards. To further advance and standardize services, we are engaging in systematic management of the system, resulting in improvements in corporate image among customers.

Operation of the CS System



Providing Distinctive Customer Services Mirae Asset Daewoo offers a wide array of services to satisfy customer needs against the backdrop of continually low interest rates and greater demographic changes, such as the aging population. By conducting scientific customer analysis using big data, we are providing a large amount of high-quality investment information on various areas of investment, including global investment, financial products, and pensions. We are also providing financial services that are optimized for individual investors, such as customized product suggestions per customer.

Listening to the Voice of the Customers We established an integrated voice of customers (VOC) system so that opinions can be freely shared via branches, website, customer center, and email. This enables us to listen to customer voices directly and deliver the collected information to the Product Planning and Development Department so that customer opinions can be reflected. Also, the entire process of receiving customer opinions, reviewing and handling them, and producing the outcome is shared in real time so as to ensure quick and active customer feedback.

CASE STUDY



The 'Oblige Club' – providing a service for successful wealth management and peaceful twilight years of customers

Mirae Asset Daewoo provides a lifestyle care service to VIP customers. We offer greater value than financial services to customers, such as a top-quality academy, the V-Point program which provides special benefits based on our global infrastructure, and an education program for children. In addition, a team of experts dedicated to VIP advisory offers consulting services in various professional fields, including real estate, tax, law, and inheritance.

Providing Customer-Centered Digital Financial Solutions

Mirae Asset Daewoo is taking the lead in rapidly-changing digital finance by investing all its capabilities, befitting its status as the largest brokerage company in Korea. We provide various digital finance solutions based on the mission to 'enable easy and quick online transactions anywhere and anytime'.

Providing Digital Finance Services

Providing a digital investment solution We provide the global asset allocation solution, which was the first online asset management system to be provided in the industry, to customers through personal pension, retirement pension (DC), IRP, and others as part of efforts to expand the foundation of online asset management.

Customer management using big data We provide customized investment information per individual by using big data. We recommend high-yield assets to customers and offer customized asset management services based on customer data and the market's social data.

Establishing the Infrastructure for Digital Finance

Realizing an era where investments are made through voice We plan to provide a financial service in alliance with GiGA Genie, which is a voice-based artificial intelligence (AI) TV developed by KT. Once the GiGA Genie service is fully launched, various services will be provided based on voice communication to customers, including stock price and index inquiry, information on market conditions, and stock and financial product recommendation. Our ultimate goal is to realize an 'era where investments are made through voice'.

Developing customer convenience services We are making efforts to ensure that customers are provided with easier and more convenient financial services. We are developing various services, such as convenient certification using customers' bio-information, such as fingerprints, the chatbot service that is available for customer communication throughout the day, and the non-face-to-face account opening process that is more convenient than before. We plan to launch these services at the end of 2017.

Improving Customer Information Management

Customer information leakage not only lowers trust in the respective company and causes financial damage, but can also substantially impact the company's very survival. Information leakage in financial companies, where customers' personal information is directly linked to financial transactions, would trigger secondary and tertiary damage if misused by other financial companies. It may also lead to other social issues.

Strengthening the Information Protection Infrastructure To securely protect customers' information assets, we acquired the 'Information Security Management System (ISMS)', which is a domestic certification, and built an information protection system. We also operate an integrated security management system that enables real-time analysis and countermeasures against security-related situations that are detected and blocked by individual information protection systems. Other various measures are taken to protect information and prevent personal information leakage, such as the information leakage prevention system, encryption of all documents, and secure USB and blocking of media.

User Protection	Information Protection System	Monitoring	Education and Training
<ul style="list-style-type: none"> Preventing electronic financial fraud Detecting fraudulent financial transactions 	<ul style="list-style-type: none"> Blocking of DDoS attacks Invasion prevention and blocking system Web firewall system 	<ul style="list-style-type: none"> Integrated security control Server-DB access control NMS, ESM 	<ul style="list-style-type: none"> Simulation exercise for responding to infringement accidents Training for the conversion of the disaster recovery center Information protection training for employees

Spreading the Information Protection Culture We are protecting information and preventing leakage incident risks by spreading the information protection culture.

- **'Day of Information Security Inspection'** We designated a 'Day of Information Security Inspection' to protect important internal information
- **Information protection training** To enhance employee awareness of information security, we provide information protection training that is suitable for the characteristics of different duties, such as executives, general staff, IT staff, and information protection managers
- **Simulation exercises** We conduct emergency drills through the biannual 'inspection of information handling system vulnerabilities' and 'simulation exercise for responding to infringement accidents and the conversion of the disaster recovery center'

CASE STUDY

Mobile Trading System (MTS)



Enhancement of User Convenience - Mirae Asset Daewoo's MTS received the iF Design Award first time in securities industry

Smart Neo, our Mobile Trading System (MTS), was selected as the Winner in the app and software category at the '2017 iF Design Award'¹⁾ hosted by Germany's iF International Forum Design.

Its user paths are designed to ensure quick, simple execution of core functions. It supports efficient asset management by using the characteristics of mobile communication.

It improves user convenience in stock orders and financial product transactions based on diverse customer Analysis.

It has enhanced convenience by featuring the 'automatic order change by time slot', which automatically changes the order mode according to the time, and the 'chart news' function, which enables the user to find causes for stock price changes.

¹⁾ The iF Design Award is regarded as one of the world's three major design awards-the other two are the Reddot and IDEA Design Awards.

Customers



- Encouraging change into OPT tokens to prevent the exposure and leakage of security cards
- Detecting and analyzing customers' login information in real time by establishing the FDS for e-financial transactions. Identifying the truth by immediately contacting customers, if deemed fraudulent. Establishing a system for the registration of incidences linked with the internal information protection unit, Customer Support Center, and other financial institutions

Partners

- Conducting training on information protection for staff as well as major partner company employees to enhance awareness of information protection
- Presenting a guideline for outsourced companies entrusted with personal information, and taking actions against companies failing to meet minimum standards for correction or their replacement

Mirae Asset Daewoo



- Encrypting customer information and storing it safely on the database, and building a database access control system so that access is allowed only to employees with access authority
- Strengthening countermeasures against external hacking and internal information leakage incidents by separating the IT Center and the entire work network and Internet network of headquarters and branches
- Establishing the Data Loss Prevention (DLP) system to prevent external breaches of any document containing personal information and encrypting automatically (Digital Rights Management) if any document is breached to block external viewing of information
- Categorizing trainees into general staff, IT staff, information protection managers, executives, and partner companies, and conducting information protection training that is adequate for each group
- Strengthening the information protection level by leveraging a pool of specialists by signing an annual security advice and consulting agreement with companies specialized in information protection
- Received the ISMS certification in December 2014, which is a domestic standard on the information protection management system, and continuously maintaining and improving the company's abidance to domestic and overseas standards through follow-up analysis and renewal assessment

Social Contributions



Social Contributions to Practice 'Warm-hearted Capitalism'

CSR Directions Social contributions of Mirae Asset begin with 'practicing warm-hearted capitalism'. We strive to go beyond a leading financial investment group of Korea that contributes to raising the wealth of customers, and generate greater social value through accountable management. With the 'Mirae Asset Park Hyeon Joo Foundation' performing central roles, we are engaging in social contribution activities through seamless cooperation among affiliates. Mirae Asset's social contribution activities are focused on three areas – 'nurturing talent', 'social welfare', and the 'culture of sharing'. We are systematically and continually executing scholarship and education support programs based on the slogan, "Mirae Asset will serve as hope for the youth". We will return the profits we made through corporate activities to society, and strive to build a healthy society where we stand by the side of the underprivileged through volunteering.



CSR Milestones of Mirae Asset Financial Group

2000	2006	2007	2008	2013	2016-Current (April 2017)
<p>Beginning scholarship programs</p> <p>The Mirae Asset Park Hyeon Joo Foundation, a social welfare foundation, was established based on the thought, 'No student should not be able to study because of financial reasons'.</p>	<p>Fostering global financial talents</p> <p>We chose Mirae Asset global investor scholarship students based on the thought that there is a need for talents who can think more extensively in order to develop competitiveness in the global market. We have been providing an opportunity for young talents to grow into global experts by experiencing the world stage at an early phase.</p>	<p>Providing opportunities for overseas experiences and education</p> <p>We select Mirae Asset overseas exchange scholarship students so that young talents can develop extensive knowledge and embrace different cultures. By doing so, we have built a foundation for their development of competitiveness and ability to adapt to the global environment.</p>	<p>Spreading a culture of sharing</p> <p>The Mirae Asset employee volunteer group was established to carry out contribution activities in a more organized and systematic manner. We conducted the 'I Love You' donation campaign, and the matching grant, through which the amount raised by the donation campaign is matched one-on-one to raise twice the amount of funds.</p>	<p>Giving a gift of books</p> <p>We launched the Book Project in 2013, following the Hope Book Cafe, so that children can dream of a brighter, bigger future through books.</p>	<p>Hope Relay</p> <p>The cumulative number of participants in the Mirae Asset talent development program exceeded 190 thousand in 2017, reflecting the strong determination and efforts made by Mirae Asset to serve as hope for youths. We will continue to take active, detailed action so that the hopes of youths and our society grow.</p>

Investing in the Future of Korea



Mirae Asset's Overseas Exchange Program

Enabling Bigger Dreams on the World Stage – Mirae Asset's Overseas Exchange Program

A seed becomes a flower and bears fruit. Likewise, we believe money should be spent on developing our youths and a healthy society, and this is why we offer active, distinctive programs. We are especially operating the 'overseas exchange program', which is Mirae Asset's flagship social contribution program and the largest exchange student scholarship program in Korea. This program involves providing incentive funds to domestic university students who are chosen as exchange students to study at overseas universities. In providing opportunities, we place priority on students who have strong confidence toward the goals and visions that they want to achieve in lands of opportunity. We are offering the entire world as lecture rooms for new learning so that the students can overcome the boundaries of reality and broaden their knowledge in a bigger world. Since the program was launched in 2007, a total 4,017 university students (as of March 2017) took part in the program to build a foundation for development into a future talent with a global perspective and are developing into creative talents. They studied in a total 44 countries, ranging from such advanced countries as the U.S. and Germany to such emerging markets as Brazil and India. Program participants are chosen twice a year in spring and autumn semesters, and offered with scholarships of a maximum KRW 7 million. We increased the number of recipients to an annual 500 in 2016 so that a greater number of Korean youths can grow into global talents on the world stage, going beyond Korea. Mirae Asset will stand by the side of youths at all times, encouraging them to develop a flexible way of thinking and insight into the future by gaining diverse knowledge and cultural experiences.

Voice of Stakeholders

“I was able to grow further thanks to Mirae Asset's overseas exchange program.”

Choi Hong-hyeon, Korea University
(Studied in Hong Kong in 2016)

The scholarship from Mirae Asset was a great lucky break and opportunity for me. Life as an exchange student was filled with continuous challenges. I continually came across unexpected difficulties, including those related to class method, language, friends, and food. I felt myself grow throughout the process of overcoming these issues one by one.

One of the greatest assets of being an exchange student is to meet many people who work in different fields. I visited many people who work in the field that I am aiming for. I was able to find answers regarding my future path as well as how I should live my life moving forward. After the end of the semester, I was given an internship opportunity at a local private equity fund management company, allowing me to gain practical experience. Mirae Asset's overseas exchange program enabled me to develop the ability needed to grow from a student to a member of the working population, and to view the world from a wider perspective. Based on this valuable experience, I will strive to become an excellent member of society who contributes to social sharing activities, never forgetting that I was a recipient of the Mirae Asset Park Hyeon Joo Foundation's scholarship.



Global Cultural Experience Program

Social Welfare and a Culture of Sharing

Taking a Closer Step towards Becoming Global Talents – Global Cultural Experience Program Launched in 2007, the Global Cultural Experience Program takes middle school students in regional childcare centers across the nation to sites of global companies and cultural heritages, providing the students with opportunities to discover their growth potential by extending their knowledge and experiences. We will continue to provide all the support needed for children to develop bigger dreams and visions as global talents and to realize the dreams through their encounter with the world.

Encountering My Dream in Books – Book Project Implemented since 2013, the Book Project presents ‘my own books’ to children who like reading but find it difficult due to their circumstances. The books, which suit the children’s interest and book-reading level, remind children of the joy of reading and help children develop positive thoughts by brightening up the children.

Experience-based Training for Financial Self-sufficiency – Financial Career Training for Youths This program supports underprivileged adolescents in childcare institutes and juvenile detention centers who seek to prepare themselves for an independent life by providing economic education and an opportunity to explore their future career paths. It helps them grow into sound members of society. The students visit organizations to build various experiences, ranging from ‘managing their allowance’ and ‘savings and investment’ to planning the ‘future’. The education is easy to understand and fun. They also learn about subjects that increase self-sufficiency, such as rental housing and purchasing of daily supplies, and develop their sense of independence.

‘I Love You’ Donation Campaign – The Beginning of the Sharing Culture

A culture of sharing to ‘practice warm-hearted capitalism’ is embedded in the daily lives of employees at Mirae Asset, and has spread across the company. It includes the ‘Mirae Asset 1% Donation’, where 1% of employees’ monthly wages are donated, and ‘I Love You’, a donation campaign based on employees’ voluntary participation. The donations that are raised through these activities are matched one-on-one by the company to result in twice the amount of funds, which are used to help the underprivileged. Mirae Asset establishes ‘1 Company, 1 Village’ sisterhood ties, aiming for win-win relations between fishing villages and cities. A volunteer group, consisting of all employees, was formed to carry out regular volunteering in connection with facilities for children, the disabled, and seniors.

Global Social Contribution Activities

Mirae Asset is taking steps forward towards global finance, and has been conducting educational environment improvement programs for overseas children, regarding the entire world as our local community. Together with the Korea International Cooperation Agency (KOICA) and Plan Korea, we supported the repair of elementary schools and extension of middle schools that meet safe school standards for three years from 2015 through 2017. The schools are in Indonesia and the Philippines, which are frequently hit by natural disasters, including earthquakes and typhoons. We also provide disaster safety education to students, teachers, and local residents to improve their ability in responding to disasters and to minimize danger. Also, our employee volunteer group was dispatched to the schools in 2015 to engage in diverse volunteer work, including financial and art education for children and mural-painting.



Global social contribution activities – mural-painting



Global social contribution activities – financial education



Briquette delivery by executives

CASE STUDY



Fostering bilingual global talents

Children from multicultural families with parents from different countries grow up in an environment where two languages and cultures coexist. They naturally learn and understand the languages and cultures. This serves as an opportunity for the children to grow into global talents with various communication skills. It is also meaningful in that these children will take the lead in shaping Korea’s future in the right direction. To enable children from multicultural families to realize their dreams and demonstrate their talent on the world stage, Mirae Asset holds a nationwide bilingual speaking contest, develops bilingual learning materials, and offers other talent-improving programs.

Eco-friendly Management System

Social responsibilities of financial companies on environmental issues are increasing, including the carbon emission trading scheme and green financing. Against this backdrop, we strive to fulfill our environmental responsibilities based on the eco-friendly management system, including GHG emission reduction and energy saving. Moreover, we strive to create new business opportunities through the facilitation of green financing.

Reduction Activities through GHG and Energy Management Mirae Asset Daewoo strives to minimize environmental impact through quantitative performance management on energy and GHG. There is almost zero direct GHG emission caused by energy sources directly owned or managed by Mirae Asset Daewoo, given the nature of the financial industry. We manage the Scope 2, which refers to indirect emissions. We also encourage employees to take part in GHG emission reduction activities in their daily lives. In addition, we replaced outdoor advertisements with high-efficiency LED lighting. We are forming an enterprise-wide consensus by conducting various campaigns, such as turning off lights during off hours and refraining the use of air-conditioning units and heating devices. We will grow into a company that prevents potential environmental risks and fulfills our environmental responsibilities by expanding the scope of eco-friendly management not only at the headquarters level but also to branches.

Action Plans for Energy Saving We replaced all general fluorescent lamps (T-5) in our underground parking lots and common-use areas with LED lamps, which use a low amount of electric power. Also, a dimming system activated by sensors was adopted for underground parking lots to apply visual effects and eco-friendly elements, in addition to reducing electric power use. An ice storage system was applied to contribute to the reduction of energy use through the use of midnight electric power. Also, we carry out activities for energy saving and GHG emissions reduction by coming up with our 'Action Plans for Energy Saving'. We manage the amount of energy used and GHG emissions of the headquarters and all the branches, and conduct activities for energy saving to reduce the amount of electricity used as the main source of energy.

Water, Resource, and Waste Management

Mirae Asset Daewoo has a system in place for using greywater and rainwater. Water that is used once and is clean as well as rainwater are purified for reuse in bathrooms and for landscaping, resulting in water saving. There is a sewage treatment facility inside the Mirae Asset CENTER 1 Building that handles internal purification to minimize our impact on the environment. Given the nature of the financial industry, all the waste discharged is domestic waste, which is treated by an outsourced company. Wastewater is batch treated at a sewage treatment plant of Seoul Metropolitan Government, and the environmental impact is minimized through thorough separation of garbage disposal.

Raising Environmental Awareness and Establishing a Green Office

We emphasize the importance of efforts to lower environmental impact for sustainable development, while enhancing environmental awareness among employees. In 2011, the Mirae Asset CENTER 1 Building became the first building in Korea to receive the SILVER grade in the Core & Shell category of eco-friendly buildings from the US Green Council in the category of the Leadership in Energy and Environment Design (LEED).

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Key Performance

Economic Performance

Mirae Asset Daewoo Co., Ltd.
(formerly known as Daewoo Securities Co., Ltd.) and its subsidiaries

As at December 31, 2016 and 2015
(Korean won in thousands)

Consolidated Statements of Financial Position			
		December 31, 2016	December 31, 2015
Assets			
Cash and cash equivalents	₩	2,006,028,721	391,020,824
Financial assets at fair value through profit or loss		33,187,791,805	19,316,183,864
Available-for-sale financial assets		8,739,716,751	2,470,756,311
Loans and receivables, net		10,080,235,050	5,516,536,854
Investments in associates		415,153,973	357,149,742
Property and equipment, net		347,756,016	10,918,631
Investment properties, net		1,115,086,366	116,530,414
Intangible assets, net		655,881,351	26,642,445
Other assets		120,706,828	191,818,254
Income tax receivable		121,631,480	18,464,269
Deferred tax asset		477,787,620	-
Total assets	₩	57,267,775,961	28,416,021,608
Liabilities			
Financial liabilities at fair value through profit or loss	₩	22,049,093,636	9,607,540,168
Deposits due to customers		4,125,075,298	945,134,870
Borrowings		18,946,893,914	9,715,170,613
Debentures		2,725,625,018	1,496,065,655
Provisions		15,152,117	5,019,303
Other liabilities		2,737,601,397	3,136,304,955
Income tax payable		2,569,874	4,387,058
Deferred tax liabilities		-	54,361,716
Total liabilities		50,602,011,254	24,963,984,338
Equity			
Capital stock		3,401,960,790	1,698,077,585
Capital surplus		1,813,265,000	321,046,945
Retained earnings (Provision for regulatory reserve for loan losses of ₩82,105,710 and ₩44,214,327 as at December 31, 2016 and 2015, respectively) (Planned provision for regulatory reserve for loan profits (losses) of ₩31,256,743 and (₩37,891,383) as at December 31, 2016 and 2015, respectively)		1,397,747,544	1,398,258,401
Capital adjustment		(103,038,496)	(56,924,983)
Accumulated other comprehensive income		128,929,761	68,209,583
Non-controlling interests		26,900,108	23,369,739
Total equity		6,665,764,707	3,452,037,270
Total liabilities and equity	₩	57,267,775,961	28,416,021,608

Mirae Asset Daewoo Co., Ltd.
(formerly known as Daewoo Securities Co., Ltd.) and its subsidiaries

For the years ended
December 31, 2016 and 2015

(Korean won in thousands, except earnings per share information)

Consolidated Statements of Comprehensive Income			
		2016	2015
Operating revenue			
Commissions received	₩	671,222,416	296,108,689
Gains on financial instruments at fair value through profit or loss		5,389,594,263	3,160,131,996
Gains on available-for-sale financial assets		70,376,855	90,481,084
Interest income		925,526,979	510,557,622
Gains on loans and receivables		8,747,893	51,612
Gains on foreign currency transactions		576,584,478	81,205,035
Others		191,968,917	53,963,884
		7,834,021,801	4,192,499,922
Operating expenses			
Commissions expense		127,067,469	50,516,500
Losses on financial instruments at fair value through profit or loss		6,037,776,179	3,263,945,100
Losses on available-for-sale financial assets		80,282,270	49,740,051
Interest expense		382,955,584	239,747,241
Losses on loans and receivables		20,205,744	37,182,654
Losses on foreign currency transactions		373,253,646	69,012,378
Salaries		459,943,075	189,429,955
Selling and administrative expense		332,930,441	139,019,160
Others		16,436,705	5,438,646
		7,830,851,113	4,044,031,685
Operating income		3,170,688	148,468,237
Non-operating income, net			
Non-operating revenue		47,747,862	113,264,209
Non-operating expense		(29,977,609)	(35,630,075)
		17,770,253	77,634,134
Profit before income tax expense			
Equity holder of the Company		50,656,868	220,411,139
Non-controlling interests		(29,715,927)	5,691,232
		20,940,941	226,102,371
Income tax expense			
Equity holder of the Company		11,365,369	50,660,601
Non-controlling interests		(6,125,329)	802,220
		5,240,040	51,462,821
Profit for the year			
Equity holder of the Company		39,291,499	169,750,538
Non-controlling interests		(23,590,598)	4,889,012
		15,700,901	174,639,550
Other comprehensive income (loss) for the year, net of tax			
Items that are or may be reclassified subsequently to profit or loss:			
Net change in unrealized valuation of available-for-sale financial assets		22,268,817	(10,900,365)
Equity in other comprehensive income of associates		(2,301,019)	4,871,032
Gain or loss on translation of foreign operations		34,691,576	(8,914,940)
		54,659,374	(14,944,273)
Total comprehensive income for the period			
Equity holder of the Company	₩	100,011,678	154,167,471
Non-controlling interests		(29,651,403)	5,527,806
	₩	70,360,275	159,695,277
Earnings per share			
Basic and diluted earnings per share (won)	₩	116	817

Mirae Asset Daewoo Co., Ltd.
(formerly known as Daewoo Securities Co., Ltd.) and its subsidiaries

For the years ended
December 31, 2016 and 2015
(Korean won in thousands)

Consolidated Statements of Changes in Equity

	Attributable to equity holders of the Company						Non-controlling interests	Total equity
	Capital stock	Capital surplus	Capital adjustment	Accumulated other comprehensive income	Retained earnings	Total		
Balance at January 1, 2015	₩ 622,441,380	439,222,973	(57,137,489)	83,792,649	1,242,972,524	2,331,292,037	24,037,716	2,355,329,753
Total comprehensive income for the year:								
Profit for the year	-	-	-	-	169,750,538	169,750,538	4,889,012	174,639,550
Net changes in unrealized valuation of AFS financial assets	-	-	-	(11,433,259)	-	(11,433,259)	532,894	(10,900,365)
Equity in other comprehensive income of associates	-	-	-	4,871,032	-	4,871,032	-	4,871,032
Gain or loss on translation of foreign operations	-	-	-	(9,020,839)	-	(9,020,839)	105,899	(8,914,940)
Transaction with owners, etc.:								
Dividends paid	30,702,600	(20,370,700)	-	-	(14,464,661)	(4,132,761)	-	(4,132,761)
Capital increase with consideration	653,047,225	300,783,874	-	-	-	953,831,099	-	953,831,099
Capital increase without consideration	391,886,380	(391,886,380)	-	-	-	-	-	-
Disposal of treasury stock	-	-	129,760	-	-	129,760	-	129,760
Stock option	-	-	82,746	-	-	82,746	750,789	833,535
Acquisition of additional interest in subsidiaries	-	(6,702,822)	-	-	-	(6,702,822)	(6,946,571)	(13,649,393)
Balance at December 31, 2015	₩1,698,077,585	321,046,945	(56,924,983)	68,209,583	1,398,258,401	3,428,667,531	23,369,739	3,452,037,270
Balance at January 1, 2016	₩1,698,077,585	321,046,945	(56,924,983)	68,209,583	1,398,258,401	3,428,667,531	23,369,739	3,452,037,270
Total comprehensive income for the year:								
Profit for the year	-	-	-	-	39,291,499	39,291,499	(23,590,598)	15,700,901
Net changes in unrealized valuation of AFS financial assets	-	-	-	37,523,132	-	37,523,132	(15,254,314)	22,268,818
Equity in other comprehensive income of associates	-	-	-	(2,865,512)	-	(2,865,512)	564,493	(2,301,019)
Gain or loss on translation of foreign operations	-	-	-	26,062,558	-	26,062,558	8,629,017	34,691,575
Transaction with owners, etc.:								
Dividends paid	-	-	-	-	(39,802,356)	(39,802,356)	-	(39,802,356)
Adjustment due to business combination	1,703,883,205	1,491,689,033	(2,427,845)	-	-	3,193,144,393	26,107,929	3,219,252,322
Increased in treasury stocks	-	-	(43,730,328)	-	-	(43,730,328)	-	(43,730,328)
Stock option	-	-	44,660	-	-	44,660	7,073,842	7,118,502
Changes in scope of consolidation	-	529,022	-	-	-	529,022	-	529,022
Balance at December 31, 2016	₩ 3,401,960,790	1,813,265,000	(103,038,496)	128,929,761	1,397,747,544	6,638,864,599	26,900,108	6,665,764,707

Mirae Asset Daewoo Co., Ltd.
(formerly known as Daewoo Securities Co., Ltd.) and its subsidiaries

For the years ended
December 31, 2016 and 2015
(Korean won in thousands)

Consolidated Statements of Cash Flows

	2016	2015
Cash flows from operating activities		
Profit for the year	₩ 15,700,901	174,639,550
Adjustments :		
Interest income	(925,526,979)	(510,557,622)
Dividend income	(144,722,343)	(50,493,228)
Interest expense	382,955,584	239,747,241
Income tax expense	5,240,040	51,462,821
Loss on valuation of financial assets held for trading	88,231,372	27,443,508
Loss on valuation of financial liabilities held for trading	3,457,877	3,878,977
Loss on valuation of financial assets designated at fair value through profit or loss	33,014,236	69,558,961
Loss on disposal of financial assets designated at fair value through profit or loss	-	1,747,122
Loss on valuation of financial liabilities designated at fair value through profit or loss	1,422,926,327	180,700,490
Loss on valuation of derivatives	822,368,877	679,991,549
Loss on disposal of derivatives	-	585,385
Loss on disposal of available-for-sale financial assets	29,679,889	14,285,670
Impairment loss on available-for-sale financial assets	50,602,381	35,454,381
Loss on valuation of investments in associates	4,409,546	2,282
Loss on disposal of investments in associates	-	32,370,349
Loss on disposal of investments in subsidiaries	2,315,271	-
Depreciation	15,060,921	9,915,437
Depreciation on investment properties	10,249,308	-
Loss on disposal of property and equipment	338,401	103,786
Amortization	25,225,622	2,973,935
Loss on disposal of intangible assets	124,634	1,923
Stock option expense	9,347,331	1,071,713
Rent expense	2,095,216	1,197,109
Bad debt expense	20,205,744	37,182,654
Other bad debt expense	8,236,492	1,950,091
Loss on foreign currency translation	1,779,281	15,916,815
Loss on restoration	68,939	72,558
Other operating expenses	261,043	221,652
Provision of allowances for litigation	61,902	-
Gain on valuation of financial assets held for trading	(73,404,561)	(57,107,075)
Gain on valuation of financial liabilities held for trading	(17,415,437)	(2,867,188)
Gain on valuation of financial assets designated at fair value through profit or loss	(287,173,190)	(56,389,026)
Gain on disposal of financial assets designated at fair value through profit or loss	₩ (1,751,750)	(24,105,951)

Mirae Asset Daewoo Co., Ltd.
(formerly known as Daewoo Securities Co., Ltd.) and its subsidiaries

For the years ended
December 31, 2016 and 2015
(Korean won in thousands)

		2016	2015
Gain on valuation of financial liabilities designated at fair value through profit or loss	₩	(214,849,433)	(570,048,670)
Gain on valuation of derivatives		(1,514,798,802)	(452,141,228)
Gain on disposal of available-for-sale financial assets		(70,376,856)	(90,481,084)
Gain on valuation of investments in associates		(21,381,904)	(8,391,647)
Gain on disposal of investments in associates		(19,274)	(276,100)
Gain on disposal of investments in subsidiaries		(677,486)	(75,928,397)
Gain on disposal of property and equipment		(34,694)	(5,677)
Gain on disposal of intangible assets		(1,060,170)	(126,667)
Reversal of bad debt allowances		(8,543,118)	(51,612)
Reversal of other bad debt allowances		(358,000)	(2,124,676)
Gain on foreign currency translation		(162,897,368)	(43,380,459)
Gain on restoration		(15,486)	(17,456)
Reversal of allowances for litigation		(8,517,281)	-
		(515,267,898)	(536,657,354)
Changes in :			
Other deposits		376,971,692	(56,349,328)
Due from financial institutions for customers account		138,332,777	(429,189,451)
Financial assets held for trading		4,982,193,624	(3,959,610,772)
Financial assets designated at fair value through profit or loss		1,923,208,686	(337,841,322)
Loans and receivables		(413,620,062)	(106,009,467)
Other assets		2,827,280,838	(449,956,634)
Deposits due to customers		330,501,029	217,178,135
Financial liabilities held for trading		119,950,030	(47,364,163)
Financial liabilities designated at fair value through profit or loss		(2,765,402,577)	1,350,461,189
Other liabilities		(2,634,354,284)	45,995,633
Provisions		(4,479,311)	(596,142)
		4,880,582,442	(3,773,282,322)
Interest income received		937,532,223	520,889,960
Interest expense paid		(368,853,150)	(213,389,771)
Dividends received		144,366,201	50,437,838
Income tax paid		(79,433,561)	(66,112,078)
Net cash used in operating activities	₩	5,014,627,158	(3,843,474,177)

Mirae Asset Daewoo Co., Ltd.
(formerly known as Daewoo Securities Co., Ltd.) and its subsidiaries

For the years ended
December 31, 2016 and 2015
(Korean won in thousands)

		2016	2015
Cash flows from investing activities			
Proceeds from disposal of available-for-sale financial assets	₩	14,240,820,946	844,284,673
Proceeds from disposal of investments in associates		2,418,229	2,884,345
Proceeds from disposal of investments in subsidiaries		-	163,371,023
Proceeds from disposal of property and equipment		236,619	8,387
Proceeds from disposal of intangible assets		1,293,172	542,400
Decrease in deposits		1,900,381	9,395,622
Acquisition of available-for-sale financial assets		(12,336,928,887)	(938,293,512)
Acquisition of investments in associates		(18,621,054)	(29,000)
Acquisition of investments in subsidiaries		(950,326,445)	-
Acquisition of property and equipment		(52,619,977)	(6,795,605)
Acquisition of investment properties		(913,116,554)	(74,827,929)
Acquisition of intangible assets		(20,832,905)	(2,078,539)
Increase in deposits		(8,214,601)	(2,094,776)
Net cash used in investing activities	₩	(53,991,076)	(3,632,911)
Cash flows from financing activities			
Proceeds from borrowings, net	₩	-	2,533,244,033
Proceeds from debentures, net		-	551,700,000
Issue of new shares with consideration		-	953,831,099
Proceeds from disposal of treasury stock		-	172,586
Increase in other liabilities		16,057,383	112,593,351
Decrease of borrowings, net		(2,759,279,173)	-
Decrease of debentures, net		(313,892,096)	-
Acquisition of treasury stock		(113,805,572)	-
Dividends paid		(150,824,058)	(4,132,761)
Decrease in other liabilities		(41,774,539)	(20,950,988)
Decrease in non-controlling interests		-	(13,649,393)
Net cash provided by (used in) financing activities	₩	(3,363,518,055)	4,112,807,927
Effect of exchange rate fluctuations on cash and cash equivalents held	₩	17,889,870	6,239,894
Net increase in cash and cash equivalents		1,615,007,897	271,940,733
Cash and cash equivalents at beginning of year		391,020,824	119,080,091
Cash and cash equivalents at end of year	₩	2,006,028,721	391,020,824

Social Performance

Classification	Unit	2014	2015	2016	
Employment					
Total number of employees		3,044	2,995	4,818	
By gender	Male	1,836	1,784	2,722	
	Female	1,208	1,211	2,096	
By region	Domestic	3,005	2,955	4,782	
	Overseas	39	40	36	
By position	Executives	92	85	201	
	Department head level	206	205	439	
	Deputy general manager level	691	662	945	
	Manager level	475	516	894	
	Assistant manager level	647	581	1,068	
	Staff level	872	865	1,204	
	Others	61	81	67	
By type	Full-time	2,566	2,430	4,063	
	Part-time	478	565	755	
	Number of employees converted from part-time to full-time	14	66	118	
Recruitment and retirement	New hires	115	221	306	
	Retiree	160	279	341	
	Female new hires	30	114	177	
Minorities	High school graduates	281	283	381	
	Disabled people	19	16	24	
	Foreigners	26	21	26	
Parental leave	Retention rate after parental leave	101	105	307	
	Number of people staying at work for 12 months since returning to work after parental leave	59	74	187	
Labor union membership percentage	%	70	70	44	
Occupational injury	Number of absentees due to injuries or illness	Person	20	18	134
	Lost work days	Day	720	683	8,133
	Number of injuries	Person	0	0	0

Hiring and retaining outstanding talents Mirae Asset Daewoo makes continued efforts to recruit the best talents in different fields, and hired 306 talents in 2016. The turnover rate was 7.6% in 2015 but substantially dropped to 4.2% in 2016. This is an outcome of our efforts to retain outstanding talent. We will continue to spread our vision and increase satisfaction levels to recruit and retain employees.

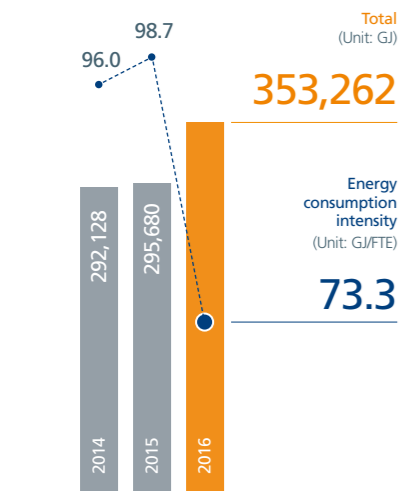
Classification	Unit	2014	2015	2016	
Employee Training					
Total training hours	Hour	94,500	102,675	181,309	
Number of employees received training	Person	6,877	4,978	12,463	
Total training expenses	KRW billion	2.5	2.6	6.6	
Education on Human Rights and Ethics					
Training hours for education programs on human rights and ethics per employee	Hour/Person	142	167	126	
Number of people who participate in education programs on human rights and ethics		4,922	4,857	4,818	
Number of people who participate in education programs on prevention of sexual harassment	Person	2,933	2,903	4,304	
Number of people who participate in education programs on information protection		2,887	2,854	2,882	
Protection of Financial Consumers					
Education on complete selling	Participants	Person	26,831	24,507	37,051
	Training hours	Hour	12	16	13
Results of mystery shopping evaluation (Fund, derivative linked securities, Wrap, trust, bond, etc.)	1st quarter		94	99	98
	2nd quarter	Point	82	97	97
	3rd quarter		97	99	99
	4th quarter		94	94	87
Receiving and handling of VOCs	Number of VOCs received		1,028	4,829	5,281
	Number of VOCs handled	Case	1,028	4,829	5,281
Social Contribution Expenditures and Participants					
Expenditures in social contributions	KRW billion	3.2	3.7	6.3	
Hours for volunteer activities	Hour	8,836	6,731	8,166	
Participants in volunteer activities	Person	2,397	2,096	2,836	

* 2014 and 2015 figures are data of the former Daewoo Securities; and 2016 figures are data of Mirae Asset Daewoo data after the merger.

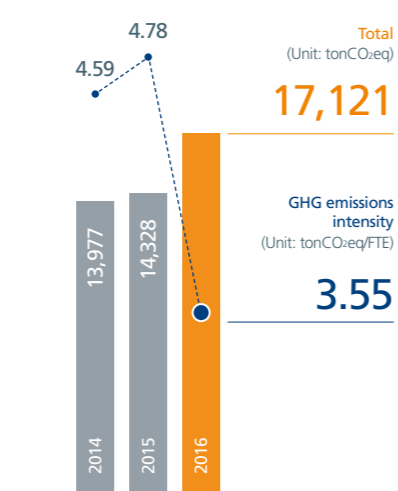
Environmental Performance

Classification	Unit	2014	2015	2016
Energy Consumption				
LNG		11,510	10,513	13,426
Gasoline, diesel		298	337	216
Kerosene	GJ	442	308	340
Electricity		272,630	278,233	332,680
District heating		7,248	6,289	6,600
GHG Emissions				
Direct GHG emissions (Scope 1)		736	578	719
Indirect GHG emissions (Scope 2)	tonCO ₂ eq	13,241	13,750	16,402
Other indirect GHG emissions (Scope 3)		565	543	502
Water Consumption				
Tap water and sewage	m ³	117,417	117,776	105,101
Use of Raw Materials				
Paper usage	ton	210	174	77
Weight of Waste				
General wastes	kg	108,180	111,900	63,750

Energy Consumption



GHG Emissions



* Total GHG emissions and GHG emissions intensity are based on Scope 1 and Scope 2.

GHG Emission Verification Statement

Introduction

Korea Productivity Center was required to verify '2016 Greenhouse Gas (GHG) emissions Statements (hereinafter 'Statement')', of which reporting years was defined as January 1, 2016 to December 31, 2016, by Mirae Asset Daewoo.

Levels of Assurance

A reasonable level of assurance was agreed.

Verification Scope

In 2016 GreenHouse Gas emissions throughout domestic 13 company buildings of Mirae Asset Daewoo's own

Verification Criteria

- GHG Energy Target Management Guideline
- Community-Scale GHG Emission Calculation Guideline
- IPCC Guideline: 2006, WRI-WBCSD GHG Protocol: 2004
- ISO14064-3: 2006 standard

Limitation

Having investigated by sampling method, the Statement might have errors and uncertainties. Final GHG estimates may contain uncertainty for the reasons such as unspecified standard and method, although no exceptional factors has been reported.

Conclusion

- The verification team confirmed that the 'Statements (2016)' was being reported in accordance with self-inspection guideline based on GHG Energy Target Management Guideline and IPCC Guideline.
- Appropriate corrective action was taken by Mirae Asset Daewoo in accordance with investigation results from the verification team.
- The verification team confirms that the 'Statements (2016)' was being reporting 'appropriately' in accordance with relevant standards.

Classification	Greenhouse Gas (GHG) Emissions
Direct Emissions (Scope 1)	719 ton CO ₂ e
Indirect Emissions (Scope 2)	16,402 ton CO ₂ e
Other Indirect Emissions (Scope 3)	502 ton CO ₂ e
Total Emissions	17,623 ton CO₂e

13th June 2017
 Korea Productivity Center, Sustainability Management Center
 Director **Dong-Soo, Kim**

D. S. Kim

Independent Assurance Statement

Introduction

Mirae Asset Daewoo Co., Ltd. ("Mirae Asset Daewoo") commissioned DNV GL Business Assurance Korea, Ltd. ("DNV GL"), part of DNV GL Group, to undertake independent assurance of Mirae Asset Daewoo Sustainability Report 2017 (the "Report"). DNV GL's assurance engagements are based on the assumption that the data and information provided by the client to us as part of our review have been provided in good faith.

Scope of assurance

The scope of assurance includes a review of sustainability activities and performance data over the reporting period from 1st January to 31st December 2016. This also includes:

- Evaluation of the Report on the adherence to the principles for defining the sustainability report content set forth in the Global Reporting Initiative (GRI) Sustainability Reporting Guidelines 4.0;
- Evaluation of the process for determining material aspects for reporting and the management approach to material issues and the process for generating, gathering and managing the quantitative and qualitative data in the Report.

Basis of our opinion

The assurance engagement was planned and carried out using DNV GL's assurance methodology VeriSustain^{TM 1)}, which is based on our professional experience, international assurance best practice including International Standard on Assurance Engagements 3000 (ISAE 3000). We provided the limited level of assurance. The audit was carried out in May through June 2017 and the site visits were made to Mirae Asset Daewoo's headquarters in Seoul. We undertook the following activities as part of the assurance process:

- challenged the sustainability-related statements and claims made in the Report and assessed the robustness of the underlying data management system, information flow and controls;
- interviewed representatives from the various departments;
- conducted document reviews, data sampling and interrogation of supporting databases and associated reporting systems as they relate to selected content and performance data;
- reviewed the materiality assessment report.

Limitations

The engagement excludes the sustainability management, performance and reporting practices of Mirae Asset Daewoo's subsidiaries, associated companies, suppliers, contractors and any third-parties mentioned in the Report. DNV GL did not interview external stakeholders as part of this Assurance Engagement. Economic performance based on the financial data is cross-checked with internal documents, the audited consolidated financial statements and the announcement disclosed at the website of Korea Financial Supervisory Service (<http://dart.fss.or.kr>) as well as Mirae Asset Daewoo's website (www.miraeassetdaewoo.com). These documents, financial statements and the announcements are not included in this Assurance Engagement. Limited depth of evidence gathering including inquiry and analytical procedures and limited sampling at lower levels in the organization were applied. The baseline data for Environmental and Social performance are not verified, while the aggregated data at the corporate level are used for the verification. DNV GL expressly disclaims any liability or co-responsibility for any decision a person or an entity may make based on this Assurance Statement. The directors of Mirae Asset Daewoo have sole responsibility for the preparation of the Report. The responsibility of DNV GL in performing the assurance work is to the management of Mirae Asset Daewoo in accordance with the terms of reference.

Conclusion

On the basis of the work undertaken, nothing comes to our attention to suggest that the Report does not properly describe the adherence to the Principles for defining report content in GRI G4 nor is prepared 'in accordance' with GRI G4 Core option. Further opinions with regards to the adherence to the following Principles are made below;

Stakeholder Inclusiveness

Mirae Asset Daewoo has identified 4 internal and external stakeholder groups such as Customers, Shareholders and Investors, Employees and Local community. Mirae Asset Daewoo engages with the stakeholders at company and business unit levels through various channels. The examples of approaches to engage with selected stakeholders are described in the Report.

¹⁾ The VeriSustain protocol is available upon request at DNV GL Website (www.dnvgl.com)

Sustainability Context

The Report shows stakeholders efforts to achieve Mirae Asset Daewoo's vision. In addition, the Report presents the performance results from perusing core values of client first, expert group in investment, mutual trust and respect, and social responsibility in connection with sustainability issues. Mirae Asset Daewoo addresses in the Report how 15 material issues are managed and what was the key performances achieved in 2016, which would help the stakeholder understand the management approaches toward the material aspects.

Materiality

Mirae Asset Daewoo has conducted the materiality assessment to prepare the Report. The issue pool with relevant 43 issue is formed by analysing the key issues from the global sustainability initiatives and standards, the topics which industry peer group considers material and the subjects covered by journalist reports. The issues in the pool are rated by combining the level of impact on Mirae Asset Daewoo's business and level of stakeholders' interest in the issue. The prioritization is based on the stakeholder survey results. Mirae Asset Daewoo has ended up with 15 material issues through these evaluation processes. In additional, Mirae Asset Daewoo has presented the relevance of Mirae Asset Daewoo's financial and risk aspects to selected key material issues. The audit team reviewed the materiality assessment process and noted that the relevant material issues prioritized from the process are addressed in the Report.

Completeness

The Report has covered the sustainability management approach and sustainability performances of Mirae Asset Daewoo for the reporting period. The reporting boundary has been set to include headquarters, human resource development center, IT center, domestic branches as well as overseas subsidiaries and offices over which Mirae Asset Daewoo has business control. However, when it comes to social and environmental data, Mirae Asset Daewoo limits the scope of reporting to domestic business operations and excludes overseas business operations because the impacts to stakeholders are not material. The audit team reviewed that the performance results of material issues within the reporting boundary were reported without omissions in the Report.

Accuracy and Reliability

We found a limited number of non-material errors and these were corrected prior to inclusion in the Report. The data presented in the report were gathered from the teams responsible for data control Mirae Asset Daewoo. The audit team interviewed the Person-in-charge, reviewed the process of gathering and processing data and information, and the supporting documents and records. The depth of data verification is limited to the aggregated data. Based on sampling verification and other reported information and available evidence, nothing comes to our attention that would cause us to believe that the data and information presented in the Report have any intentional error or material misstatement.

Competence and Independence

DNV GL Business Assurance is part of DNV GL Group and a global provider of certification, verification, assessment and training services, helping customers to build sustainable business performance. Our environmental and social assurance specialists are present in over 100 countries. The assurance work was performed by independent team which meets DNV GL's competence requirements. DNV GL was not involved in the preparation of any statements or data included in the Report except for this Assurance Statement. The audit team has complied with DNV GL's Code of Conduct.

June 2017
Seoul, Korea

In Kyoon Ahn

Country Representative
DNV GL Business Assurance Korea, Ltd.



GRI Index

General Standard Disclosure

Aspect	Index	Indicators	Page	Remarks	
Strategy and Analysis	G4-1	Statement from the most senior decision-maker about the organization's sustainability	4~5		
	G4-3	Name of the organization	6		
	G4-4	Primary brands, products, and/or services	8~11		
	G4-5	Location of organization's headquarters	6		
	G4-6	The number and name of the countries where either the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report	7		
	G4-7	Nature of ownership and legal form	6		
	G4-8	Markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries)	6~7		
	G4-9	Scale of the reporting organization	6~7		
	Organizational Profile	G4-10	Total number of employees	6	
		G4-11	Percentage of total employees covered by collective bargaining agreements	68	
		G4-12	Description of the organization's supply chain	46	
		G4-13	Significant changes during the reporting period relating to size, structure, or ownership or its supply chain	2	
		G4-14	Implementation of the precautionary approach or principle	28~31	
G4-15		External economic, environmental and social charters, principles, or other initiatives which the organization subscribes to or endorses	77		
G4-16		Memberships of associations such as industry associations	78		
G4-17		All entities included in the organization's consolidated financial statements or equivalent documents	6~7, 20		
G4-18		The process for defining the report content and the Aspect Boundaries	24~25		
G4-19		Material Aspects identified in the process for defining report content	25		
Identified Material Aspects And Boundaries		G4-20	Aspect Boundary within the organization	25	
		G4-21	Aspect Boundary outside the organization	25	
		G4-22	Effect of any restatements of information provided in previous reports, and the reasons for such restatements	2	
	G4-23	Significant changes from previous reporting periods in the Scope and Aspect Boundaries	2		
	G4-24	Stakeholder groups engaged by the organization	20		
	Stakeholder Engagement	G4-25	Basis for identification and selection of stakeholders with whom to engage	20	
		G4-26	Approaches to stakeholder engagement by type and by stakeholder group	20	
G4-27		Key topics and concerns raised through stakeholder engagement, and how the organization has responded to them	25		
G4-28		Reporting period	2		
G4-29		Date of most recent previous report	2		
Report Profile	G4-30	Reporting cycle	2		
	G4-31	Contact point for questions regarding the report or its contents	2		
	G4-32	Report the 'in accordance' option the organization has chosen (including GRI Index, External Assurance Report, etc.)	72~73		
	G4-33	The organization's policy and current practice with regard to seeking external assurance for the report	72~73		
Governance	G4-34	Governance structure of the organization, including committees of the highest governance body	16~19		
	G4-56	Organization's values, principles, standards and norms of behavior	21	https://www.miraeassetdaewoo.com/newir/home/kr/csr/rule.jsp	
Ethics and Integrity	G4-57	The internal and external mechanisms for seeking advice on ethical and lawful behavior, and matters related to organizational integrity, such as helplines or advice lines	22		
	G4-58	The internal and external mechanisms for reporting concerns about unethical or unlawful behavior, and matters related to organizational integrity	22~23		

Disclosure on Management Approach for Material Aspects

Aspect	Index	Indicators	Page	Remarks
Economic Performance	DMA		44, 46	
	EC1	Direct economic value generated and distributed	44, 46	
	EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change	40	
	EC3	Coverage of the organization's defined benefit plan obligations	50	
Employment	DMA		48	
	LA1	Total number and rates of new employee hires and employee turnover by age group, gender, and region	68	
	LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation	50	
	LA3	Return to work and retention rates after parental leave, by gender	68	
Training and Education	DMA		32	
	LA9	Average hours of training per year per employee by gender and employee category	69	
	LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	-	100%
Local Communities	DMA		38, 56	
	SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs	57~59	
	FS14	Initiatives to improve access to financial services for disadvantaged people	41	
Anti-corruption	DMA		21	
	SO3	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	22~23	
	SO4	Communication and training on anti-corruption policies and procedures	22	
Product and Service Labeling	DMA	Policies for the fair design and sale of financial products and services, and initiatives to enhance financial literacy (former FS15, FS16)	35, 38	
	PR3	Type of product and service information required by the organization's procedures for product and service information and labeling, and percentage of significant product and service categories subject to such information requirements	36~37	
	PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes	-	No Significant Violations
	FS15	Policies for the fair design and sale of financial products and services	36~37	
Marketing Communications	FS16	Initiatives to enhance financial literacy by type of beneficiary	41	
	DMA		35	
	PR6	Sale of banned or disputed products	36	
Customer Privacy	PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by type of outcomes	36~37	No Significant Violations
	DMA		55	
	PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	55	No Significant Violations
Product Portfolio	DMA	Policies with specific environmental and social components, assessing, monitoring, improving staff competency, and environmental and social risks and opportunities, applied to business lines (former FS1, FS2, FS3, FS4, FS5)	38	
	FS6	Percentage of the portfolio for business lines by specific region and sector	47	
	FS7	Monetary value of products and services designed to deliver social benefits for each business line	39, 47	
	FS8	Monetary value of products and services designed to deliver environmental benefits for each business line	40, 47	
Audit	DMA	Coverage and frequency of audits to assess implementation of environmental and social policies and risk assessment procedures (former FS9)	31	
Active Ownership	DMA	Voting policies applied to environmental or social issues for shares over which the organization holds the right to vote shares or advises on voting (former FS12)	38	
	FS10	Percentage and number of companies held in the institution's portfolio with which the organization has interacted on environmental or social issues	47	
	FS11	Percentage of assets subject to positive and negative environmental or social screening	47	

Disclosure on Management Approach for Non-material Aspects

Aspect	Index	Indicators	Page	Remarks
Market Presence	EC5	Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation	49	
Indirect Economic Impacts	EC7	Development and impact of infrastructure investments and services supported	40	
	EC8	Significant indirect economic impacts, including the extent of impacts	47	
Materials	EN1	Materials used by weight or volume	70	
	EN3	Energy consumption within the organization	70	
	EN4	Energy consumption outside of the organization	70	
Energy	EN5	Energy intensity	70	
	EN6	Reduction of energy consumption	70	
	EN8	Total water withdrawal by source	70	
Water	EN15	Direct greenhouse gas (GHG) emissions (Scope 1)	70	
	EN16	Energy indirect GHG emissions (Scope 2)	70	
	EN17	Other indirect GHG emissions (Scope 3)	70	
Emissions	EN18	GHG emissions intensity	70	
	EN19	Reduction of GHG emissions	70	
Effluents and Waste	EN22	Total water discharge by quality and destination	70	
	EN23	Total weight of waste by type and disposal method	70	
Compliance	EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	-	No Significant Violations
Transport	EN30	Significant environmental impacts of transporting products and other goods and materials for the organization's operations, and transporting members of the workforce	70	
Occupational Health and Safety	LA5	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs	-	Held the Occupational Safety and Health Committee, participated by an equal number of management and labor
	LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and gender	68	
	LA7	Workers with high incidence or high risk of diseases related to their occupation	68	
	LA8	Health and safety topics covered in formal agreements with trade unions	68	
Diversity and Equal Opportunity	LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	68	
Equal Remuneration for Women and Men	LA13	Ratio of basic salary and remuneration of women to men by employee category and significant locations of operation	-	Refer to page 710 in the business report
Labor Practices Grievance Mechanisms	LA16	Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms	49~50	
Non-discrimination	HR3	Total number of incidents of discrimination and corrective actions taken	48	
Freedom of Association and Collective Bargaining	HR4	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights	50	
Child Labor	HR5	Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor	48	
Forced or Compulsory Labor	HR6	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor	48	
Assessment	HR9	Total number and percentage of operations that have been subject to human rights reviews or impact assessments	69	
Human Rights Grievance Mechanisms	HR12	Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms	22	
Grievance Mechanisms for Impacts on Society	SO11	Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms	22	
Compliance	PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	-	No Significant Violations

UNGC & UN SDGs

UNGC

Mirae Asset Daewoo joined the UN Global Compact (UNGC), a voluntary corporate initiative that calls for corporations to assume social responsibility, in June 2006. By abiding by its ten principles concerning human rights, labor, the environment, and anti-corruption, we are taking part in global standards on corporate social responsibility and declaring our strong determination to practice sustainability management. We will continue to abide by the ten principles of UNGC to fulfill our social responsibilities as a global financial investment company.

Classification	Principles	Activities of Mirae Asset Daewoo	Page
Human Rights	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and Principle 2: make sure that they are not complicit in human rights abuses.	We establish human rights protection principles, and provide training on preventing various human rights violations, including sexual harassment.	48, 69
Labour Standards	Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	We operate the Labor-Management Council based on communication.	48, 50, 68
	Principle 4: the elimination of all forms of forced and compulsory labour;	We establish principles on protecting human rights concerning the eradication of child labor and forced labor, and implement the principles throughout our business activities.	48
	Principle 5: the effective abolition of child labour; and Principle 6: the elimination of discrimination in respect of employment and occupation.	Prohibition on discrimination based on gender, age, religious belief, social status, region of origin, school, childbirth, medical history, etc. is specified on the Rules of Employment.	48
Environment	Principle 7: Businesses should support a precautionary approach to environmental challenges; Principle 8: undertake initiatives to promote greater environmental responsibility; and Principle 9: encourage the development and diffusion of environmentally friendly technologies.	We develop alternative energy through the Green Index Fund and Clean Energy Fund, participate in new & renewable energy power generation projects, including the floating solar power plant on Hapcheon Dam, as part of efforts to save energy, and build a green office.	39~40, 47, 60
Anti-Corruption	Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	We conduct compliance and ethical management activities, such as blocking the inflow of illegal funds.	21~23

UN SDGs

Mirae Asset Daewoo is conducting activities to achieve the Sustainable Development Goals (SDGs) that were established by the UN for the sustainable development of the international community. The following lists the activities we perform for each goal. Details concerning the goals are available at <http://sustainabledevelopment.un.org>.

Classification	Goals	Activities of Mirae Asset Daewoo	Page
Goal 3.	Ensure healthy lives and promote well-being for all at all ages	· Developing financial products in consideration of the aging society, such as the Target Date Fund (TDF)	39
Goal 4.	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	· Providing financial education to future generations and the underprivileged · Offering various scholarship programs, such as Mirae Asset's Overseas Exchange Program · Providing financial career training for youths which is an experience-based training for financial self-sufficiency	41, 57~58
Goal 5.	Achieve gender equality and empower all women and girls	· Supporting the career development of female employees	49~50
Goal 7.	Ensure access to affordable, reliable, sustainable and modern energy for all	· Participating in the development of alternative energy through the Green Index Fund and Clean Energy Fund · Participating in new & renewable energy power generation projects, such as the floating solar power plant on Hapcheon Dam	39~40, 47
Goal 9.	Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation	· Operating the Mirae Asset Social Enterprise Investment Association, Mirae Asset Youth Business Startup Investment Association, and the Growth Ladder Fund to help the growth of SMEs and venture companies	39
Goal 10.	Reduce inequality within and among countries	· Increasing financial accessibility for minorities through S-Loan, a small equities collateral loan service	41
Goal 13.	Take urgent action to combat climate change and its impacts	· Saving energy and building a green office	60
Goal 16.	Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	· Protecting personal information by strengthening our information protection infrastructure and spreading a culture of information protection	55

Membership in Associations

Name of organization		
Asia Society Korea Center	ISDA	Korea Management Association
Association of Compliance Officers	K-OTC	Korea Money and Finance Association
Capital Market Association of Securities Companies	Korea Association of Real Estate Investment Trusts	Korea Options, Swaps & Derivative Association
Center for Financial Law of Seoul National University	Korea Capital Market Institute	Korean Pension Association
Committee on Financial Informatization Promotion	Korea Center for International Finance	Korean Securities Association
Financial Information Business	Korea Chamber of Commerce and Industry	Korean Securities Law Association
Financial Information Security Council	Korea Economic Research Institute	National Strategy Institute
Financial Law Center, Sogang University	Korea Employers Federation	Seoul IB Forum
Financial Security Forum	Korea Federation of Banks	The Institute of Internal Auditors
Financial Security Institute	Korea Financial Investment Association	UN Global Compact
Global Finance Society	Korea Financial Telecommunications & Clearings Institute	
Institute for Global Economies	Korea Listed Companies Association	

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