

Social Achievements

Classification	2020		2021		2022				
	Male	Female	Male	Female	Male	Female	Total		
All employees ¹⁾	2,249	1,787	2,159	1,650	2,015	1,570	3,585		
Newly hired employees	58	24	119	92	111	53	164		
Total number of retirees	230	53	191	131	274	129	403		
Number of employees on parental leave ²⁾	10	130	12	126	22	120	142		
By region	Korea	2,235	1,787	2,154	1,650	2,010	1,570	3,580	
	Overseas	14	-	5	-	5	-	5	
By position/ rank	Managerial position	Executive officers	227	24	298	34	274	38	312
		PB executives	45	16	44	17	52	17	69
		General manager	664	115	601	112	580	127	707
		Senior manager	951	508	867	517	798	531	1,329
	Non- managerial position	Manager	284	866	279	764	270	726	996
		Assistant manager	21	254	31	202	26	127	153
Other ³⁾	57	4	39	4	15	4	19		
By employment type	Full-time employment	1,685	1,690	1,564	1,527	1,440	1,432	2,872	
	Non-regular employment	564	97	595	123	575	138	713	
By age group	Under 30	98	223	78	120	65	92	157	
	30 to 50	1,729	1,518	1,518	1,396	1,370	1,327	2,697	
	Over 50	422	46	563	134	580	151	731	
By nationality	Korean nationals	Republic of Korea	2,231	1,781	2,147	1,643	2,003	1,563	3,566
		Canada	5	1	3	1	5	1	6
	Non-Korean nationals	United States	5	1	4	1	3	1	4
		France	4	-	1	2	1	2	3
		Others	4	1	4	3	3	3	6
Social minorities	Non-Korean nationals	18	3	12	7	12	7	19	
	Persons with disabilities	23	2	22	2	20	2	22	
Revenue-generating departments ⁴⁾	Managerial positions	1,371	461	1,301	502	1,189	515	1,704	
STEM ⁵⁾	Managerial positions	178	43	185	53	189	61	250	
	Non-managerial positions	69	41	82	47	83	50	133	

- 1) Excluding registered executives and employees on leave (parental leave, sick leave, petition leave), starting from 2021 according to the revised regular disclosure standards
- 2) The number of employees eligible for parental leave is calculated as an accumulated total each year, and the specific number of eligible individuals is not reported.
- 3) Including stock consultants and expert committee members
- 4) IB, WM (incl. PB executives) senior manager or above in the sales department as per managerial criteria
- 5) Science, technology, engineering, math (STEM): IT, digital positions (excl. digital PB, Customer Service Center)

Classification	Unit	2020	2021	2022	
Employment	Overall retirement rate	%	6.0	8.4	11.2
	Turnover rate ¹⁾	%	5.0	6.1	8.1
Diversity	Percentage of domestic nationals in managerial positions	%	99.6	99.7	99.7
	Percentage of foreign nationals in managerial positions	%	0.4	0.3	0.3
	Percentage of women in managerial positions in revenue-generating departments	%	25.2	27.8	30.2
	Percentage of women in STEM positions at all levels	%	25.4	31.1	29.0
Employees	Number of employees who returned after taking parental leave	persons	179	156	138
	Percentage of employees who returned to work after taking parental leave and completed 12 months of work	%	92.0	92.2	93.9
	Percentage of starting salaries for new employees to the minimum wage ²⁾	%	230.7	227.3	227.6
	Number of employees subject to performance evaluation ³⁾	%	94.0	95.2	94.9
	Labor union membership rate ⁴⁾	%	62.0	58.7	57.2
Industrial accidents	Number of employees absent due to illness or injury ⁵⁾	persons	22	17	20
	Number of days of work loss	days	5,113	995	982
	Number of injuries ⁶⁾	persons	2	0	0

- 1) Voluntary termination + Dispatch + Early retirement
- 2) Manager (J) annual salary compared to the minimum wage of KRW 9,160 in 2022
- 3) Excluding employees on leave (parental leave, sick leave, etc.) from the evaluation target among all employees
- 4) Including employees on leave: collective bargaining items apply to 100% of employees
- 5) Employees on sick leave due to work-related or non-work-related reasons (excl. sick leave for personal illness)
- 6) Number of industrial accident approvals by the Korea Workers' Compensation & Welfare Service

Employee Training

Classification	Unit	2020	2021	2022
Total training hours	hours	218,105	257,027	320,220
Total number of trainees	persons	27,815	43,830	54,130
Total cost	KRW 100 million	28.0	33.0	34.0

* Training conducted by the Talent Development Team, focused on the growth and support of employees, including mandatory legal training

Status of Professional Workforce

Classification	Unit	2020	2021	2022
AFPK ¹⁾	persons	1,457	1,400	1,323
CFP ²⁾	persons	269	256	249
Certified Investment Manager (integrated)	persons	1,488	1,545	1,476
Total number of employees	persons	4,036	3,809	3,585

- 1) AFPK: Associate Financial Planner Korea
- 2) CFP: Chartered Financial Planner

Human Rights and Ethics Training

Classification	Unit	2020	2021	2022
Mandatory legal training (prevention of sexual harassment, improving awareness of disabilities, prevention of workplace harassment)	persons	4,255	4,299	3,967
Ethical management training	times	38	25	23
Ethics and compliance training	persons	3,971	3,785	3,545
Information security training	persons	3,881	3,821	3,770

* Entire employees (incl. part-time workers, overseas subsidiaries/offices, independent directors, consultants, contract workers, and employees on leave)

Social Contribution Investment Amount and Number of Participants

Classification	Unit	2020	2021	2022
Social contribution investment amount ¹⁾	KRW 100 million	27.0	31.0	37.4
Volunteer participation hours ²⁾	hours	680	2,479	3,438
Number of participants in volunteer activities	persons	555	1,587	2,288

- 1) Cash and in-kind donations, as well as employee-engagement social contribution activity expenses (incl. the average hourly wage per participant multiplied by the number of volunteer participation hours)
- 2) Including ESG environmental and social campaign activity hours (applying one hour per participant)

Status of Relevant Association Fee Expenses

Classification	Unit	2020	2021	2022
Korea Financial Investment Association		42.2	43.9	46.7
Financial Security Institute		7.7	8.6	9.3
Bank of Korea		10.8	8.3	6.9
Korea Capital Market Institute	KRW 100 million	3.9	3.9	4.1
Korea Financial Telecommunications & Clearings Institute		3.7	11.5	2.6
Others		9.4	12.7	12.7
Total		77.7	88.9	82.3

* Mirae Asset Securities strictly prohibits any donations or support to political campaigns, election funds, political and lobbying organizations in accordance with its management principles and relevant laws and regulations.