

2020 JIPYONG **SUSTAINABILITY** REPORT

**PART I.
INTRODUCTION
TO JIPYONG 04**

1. JIPYONG LLC	06
2. Our Vision & Value	08
3. 2020 Management Keyword	09
4. Social Value Management	10
5. Stakeholders	11
6. Communication with Stakeholders	12
7. Materiality Test	14

**PART III.
DEDICATION TO CLIENTS
THROUGH LEGAL EXCELLENCE
AND DEVOTION 36**

1. JIPYONG's Practices	38
2. Business Performance	40
3. New Business Areas	41
4. Compliance with Legal Ethics	45
5. Communication with Clients	50
6. Law and Policy Research	51
7. Support for Legal Education	52

APPENDIX

GRI Index	72
UN Sustainable Development Goals	79
UN Global Compacts	81
Public Interest Activities Assessment Criteria	82
Independent Assurance Statement	84

**PART II
WORKPLACE WHERE
MEMBERS ARE HAPPY 16**

1. JIPYONG's Members	18
2. Human Resources Development (Education & Training)	22
3. Human Rights and Safety	26
4. Employment Relations	32

**PART IV.
COMMUNITY OF LEGAL PROFESSIONALS
CONTRIBUTING
TO THE SOCIETY 54**

1. JIPYONG's Public Interest Activities	56
2. Legal Pro Bono Activities	60
3. Non-Legal Pro Bono Activities	64
4. Environmental Policy	66

**JIPYONG
SUSTAINABILITY
REPORT**



JIPYONG'S SOCIAL VALUE MANAGEMENT AND SUSTAINABILITY

JIPYONG LLC Managing Partner, **Sung Taek LIM**

1. In 2019, JIPYONG became the first law firm in Korea to announce social value management and publish the Sustainability Report. How has JIPYONG changed since its publication of the first report?

From its foundation, JIPYONG has placed great emphasis in public values and has consistently engaged in public interest work. Some people still think that JIPYONG's public interest work is nothing more than pro bono or extracurricular activities of its attorneys and employees. While it is true that JIPYONG is a for-profit organization pursuing economic gains, JIPYONG and its members have continuously questioned, sought, and deliberated on the true purpose of a law firm.

JIPYONG's 2019 announcement on social value management is its proclamation that the pursuit of social values is as important as economic values. How JIPYONG should pursue such social values would be an on-going quest. While all members of JIPYONG come to work to make a living, that is not the only reason. A welcoming environment, honorable goals, good influence, and helping clients are all important motivation for us. I believe that JIPYONG's social value management announcement has enabled all of us to put our heads together and think about how we can contribute to making the world a better place.

In the course of preparing and distributing JIPYONG's 2019 Sustainability Report and speaking with stakeholders who read the Report, we at JIPYONG were able to reaffirm the social values that must be pursued by law firms. Law firms must not only engage in pro bono activities but also seek and pursue social values in governance, employment, legal practice, client relations and the legal community. Since publishing the previous edition, JIPYONG has strengthened its environmental policy, discussed methods for more frequent communications with stakeholders, and conducted human rights impact assessment.

2. Recently, there have been numerous calls for corporations to pursue social values such as ESG, social impact, and response to climate risk. What is JIPYONG's role in this changing environment?

In the past, companies saw social value as an option to improve their reputation. Now, more and more companies acknowledge that their own survival depends on their performance in ESG management. For 20 years since its incorporation, JIPYONG has consistently put emphasis on social responsibility of law firms. In 2020, JIPYONG established the ESG Center as part of its commitment to support companies to mitigate ESG risks, fulfill social responsibilities, and achieve sustainable growth on par with international standards. Our ultimate objective is to create a large-scale ESG ecosystem and pioneer changes in the Korean society.

3. JIPYONG designated "Local Community Development Project TOGETHER" as its social commitment project for the year 2020. In the midst, the world was hit by the COVID-19 pandemic. What is your opinion and evaluation of JIPYONG's social value performance in achieving the social commitment project and responding to COVID-19?

Following an in-house idea contest, JIPYONG designated "Local Community Development Project TOGETHER" as its social commitment project to be pursued across the company and gathered ideas on how to implement the project at the beginning of 2020. Although the global pandemic made it difficult to actively implement our plan set up in the beginning of the year, we have re-examined our relationship with the local community and reconsidered how we can contribute under the unprecedented pandemic situation. In this vein, JIPYONG's Seoul Office signed an MOU with Seodaemun Police Station to help rehabilitate community victims and encouraged members to use local markets such as the Youngcheon marketplace to alleviate the merchants' loss of revenue from the social distancing policy.

On the other hand, JIPYONG has been endeavoring to create an environment where members can work safely during the COVID-19 crisis. We provided services to help our clients maintain their business amidst the pandemic and expanded communications through virtual meetings and seminars. We also organized "Supporting Public Interest and Human Rights Activities During the Pandemic Project" for those at risk of being marginalized during the crisis period.

Needless to say, we must continue to ask ourselves and try to find out what social value means to JIPYONG, whether pursuit of social values is not too idealistic in times of economic difficulties, and whether we can do more. We also need to internalize such social values. Year 2020 is JIPYONG's first year of implementing social value management but as years go by, we hope that our members' everyday activity will be a realization of social values.

4. What is JIPYONG's mid or long-term plan or objective in pursuing social value management beyond 2021?

JIPYONG is committed to making our members understand and internalize social values so that they can implement them in performing their work. Since social value management cannot be achieved through efforts of only a few, we will continue to publicize JIPYONG's efforts and encourage members to participate.

We are looking into what JIPYONG can do to achieve carbon-neutral objectives to solve the climate crisis. In 2021, we plan to officialize JIPYONG's environmental policy, quantify its carbon emission, and come up with practical solutions to reduce carbon emission by JIPYONG's domestic and foreign offices for the long run. We would also like JIPYONG to lead the development of human rights policies that preserve and promote human dignity. We will continue to explore and pioneer new businesses that solve social problems and enhance social values.

JIPYONG SUSTAINABILITY REPORT

Part I. Introduction to JIPYONG

JIPYONG LLC (“JIPYONG” or the “Firm”) was established on April 3, 2000. As of December 31, 2020, 268 legal professionals and certified public accountants are working at the Firm. JIPYONG’s founding spirit and mission is dedication to its clients through the provision of genuine, top-class legal services, and contribution to the society based on ethics, public interest, and democratic values.

JIPYONG is committed to becoming a “community of legal experts”, values its members and stakeholders, contributes to the local community, and strives for the achievement of social justice and human rights.

01

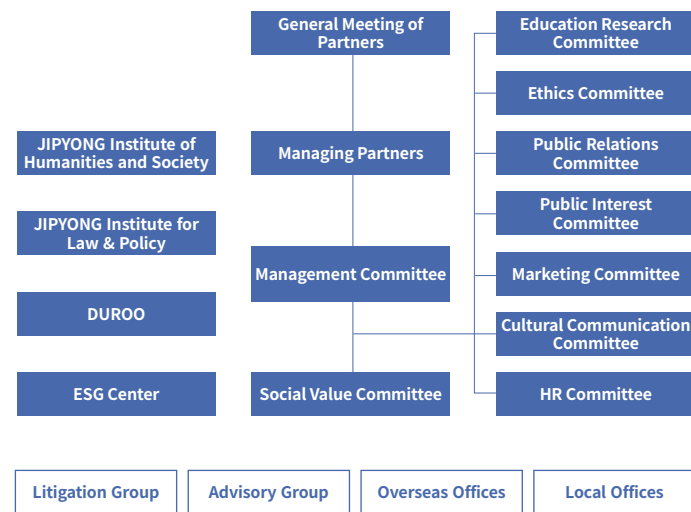
JIPYONG LLC

PROFILE

Name	JIPYONG LLC
Headquarters	10F, KT&G Seodaemun Tower, 60 Chungjeong-ro, Seodaemun-gu, Seoul, Korea
Managing Partners	Ji Hyung KIM, Young Tae YANG, Sung Taek LIM
Foundation	April 3, 2000

ORGANIZATION

Through its various committees, JIPYONG endeavors to reflect the opinions of its members in each area of management and also allows its members to directly participate in management. Currently, JIPYONG has the following committees: Public Interest Committee, Ethics Committee, Public Relations Committee, Education Research Committee, Marketing Committee, Cultural Communication Committee and HR Committee. Each committee comprises legal professionals and staff who actively express their opinions on management-related issues. JIPYONG is committed to realizing responsible management based on the opinion of its members. In this vein, a management assessment was conducted for the period between 2019 and 2020 to serve as a guidepost for firm management.



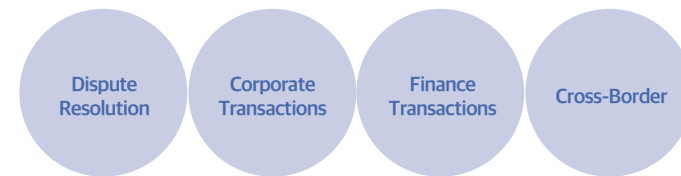
GOVERNANCE

JIPYONG is a limited liability law firm incorporated under the Attorney-At-Law Act which is subject to the provisions applicable to limited companies. The General Meeting of Partners deliberates and passes resolutions on managerial policies and plans for the long-term growth and development of the Firm through a democratic process. JIPYONG's Management Committee is composed of managing partners and members elected at the General Meeting of Partners. For efficient and faster decision-making, the Management Committee has been delegated the authority of the General Meeting of Partners to carry out responsible management. JIPYONG established the Social Value Committee in order to act on social value in an effort to achieve its key management objectives.

Managing Partners	Ji Hyung KIM, Young Tae YANG, Sung Taek LIM
Management Committee	Young Tae YANG, Sang Jun KIM, Bong Gwan SA, So Young LEE, Haeng Gyu Lee, Won JUNG
Social Value Committee	Ji Hyung KIM, Young Tae YANG, Sung Taek LIM, Sang Jun KIM, Young Soo KIM, Jun Hee Seo, In Young HWANG, Joo Youn KWON

SERVICES AND SPECIALTIES

JIPYONG provides expert and comprehensive services in all major areas of law. Our professionals in each practice area collaborate organically with other professionals, in teams, by practice area and industry in order to accurately diagnose the client's needs and to provide the best possible solutions.



Dispute Resolution Construction & Real Estate / Finance & Capital Markets & Insurance / Management & Investor Disputes / Product Liability & Consumer Claims / IP&IT / Maritime & Aviation / Criminal / Constitution & Administration / Inheritance & Housework & Family Business Succession / Tax / Labor / Bankruptcy / Fair Trade / Media / International Dispute / Commercial & Civil / Medical Disputes **Transaction (Corporate)** M&A / Corporate Law & Business Advisory / Corporate Governance / Overseas Investment / International Transactions / Bankruptcy & Restructuring / Tax / Energy / Environment / Bio & Pharmaceuticals & Healthcare / IP & IT / Entertainment / Fair Trade / Labor / Public Policy **Transaction (Finance)** Real Estate Finance & Real Investment / Project Finance / Structured Finance & Derivatives / Acquisition Finance / Ship & Aircraft Finance / Overseas Finance / Financial Regulation / Private Equity / IPO & Capital Markets / SOC **Overseas Offices:** Shanghai / Ho Chi Minh City / Hanoi / Jakarta / Phnom Penh / Vientiane / Yangon / Moscow

SOCIAL IMPACT

As of December 31, 2020, DUROO, a public interest organization established by JIPYONG for the purposes of fulfilling social responsibilities, is composed of ten full-time public interest attorneys. In addition, recognizing the importance of humanities in the development of a legal system, JIPYONG has established the JIPYONG Institute of Humanities and Society (the "Institute") with its belief that laws and policies can be upheld on the foundation of humanities. Under the leadership of Mr. Seok Dong KIM, former Chairman of the Financial Services Commission, the Institute conducts research and undertakes publication support projects in the areas of humanities, social studies, economics, and history. The Labor Law Institute "Haemil" which was established in 2012 with JIPYONG's support, is expanding the scope of labor rights and raising the level of discussions around labor law practice through its rigorous training that enables its attorneys to develop expertise in labor law and distinctive civic education in labor law. "Haemil" continues to conduct research and seek practical solutions, particularly from a perspective to integrate our society, with respect to problems in the field of labor and human rights. The institute also conducts education and research projects for lawyers and trade union workers, such as the Haemil Academy, the Haemil Forum and labor case study research projects. In 2021, JIPYONG established the JIPYONG Institute for Law & Policy. With its legal expertise and political research capacity, the Institute aims to align laws with policies to make sure that laws are integrated in real society and policies are upheld on the foundation of the Constitution and the Rule of Law and ultimately to contribute to the enactment of laws that justly reflect the reality, laws based on humanities, and policies based on the Rule of Law.

MEMBERS

JIPYONG is composed of professionals and staff members. As of December 31, 2020, JIPYONG has 468 members in total, 268 of whom are professionals and 200 of whom are staff members. In general, many law firms divide attorneys into partners and associates in order to distinguish between them. In terms of the numbers of partners and associates, JIPYONG has 88 Korean partners and 112 Korean associates (Note: JIPYONG calls our associates "prospective partners" to perceive them as JIPYONG's future partners.). In terms of jurisdiction of qualification, JIPYONG has 200 Korean attorneys and 49 foreign attorneys. As JIPYONG has the largest number of overseas offices among Korean law firms, the firm is also composed of members of various nationalities including foreign attorneys qualified in various jurisdictions.

GLOBAL REACH

JIPYONG has been working to strengthen its overseas expertise from an early stage and now has the largest number of overseas offices among Korean law firms. For the past 15 years, with 11 overseas and domestic offices, JIPYONG has provided clients with high-quality legal services in numerous areas such as investment/market penetration, M&A, finance, real estate, energy, infrastructure, dispute resolution, etc. in various countries including Southeast Asian countries such as Vietnam, Indonesia, Myanmar, Cambodia, and Laos, etc. as well as in China, Russia and Central Asia, Japan, Middle East, Europe and the US, helping clients penetrate foreign markets. JIPYONG also has the best experts in North Korean Affairs, who have long been pioneering legal practice involving North Korean issues.

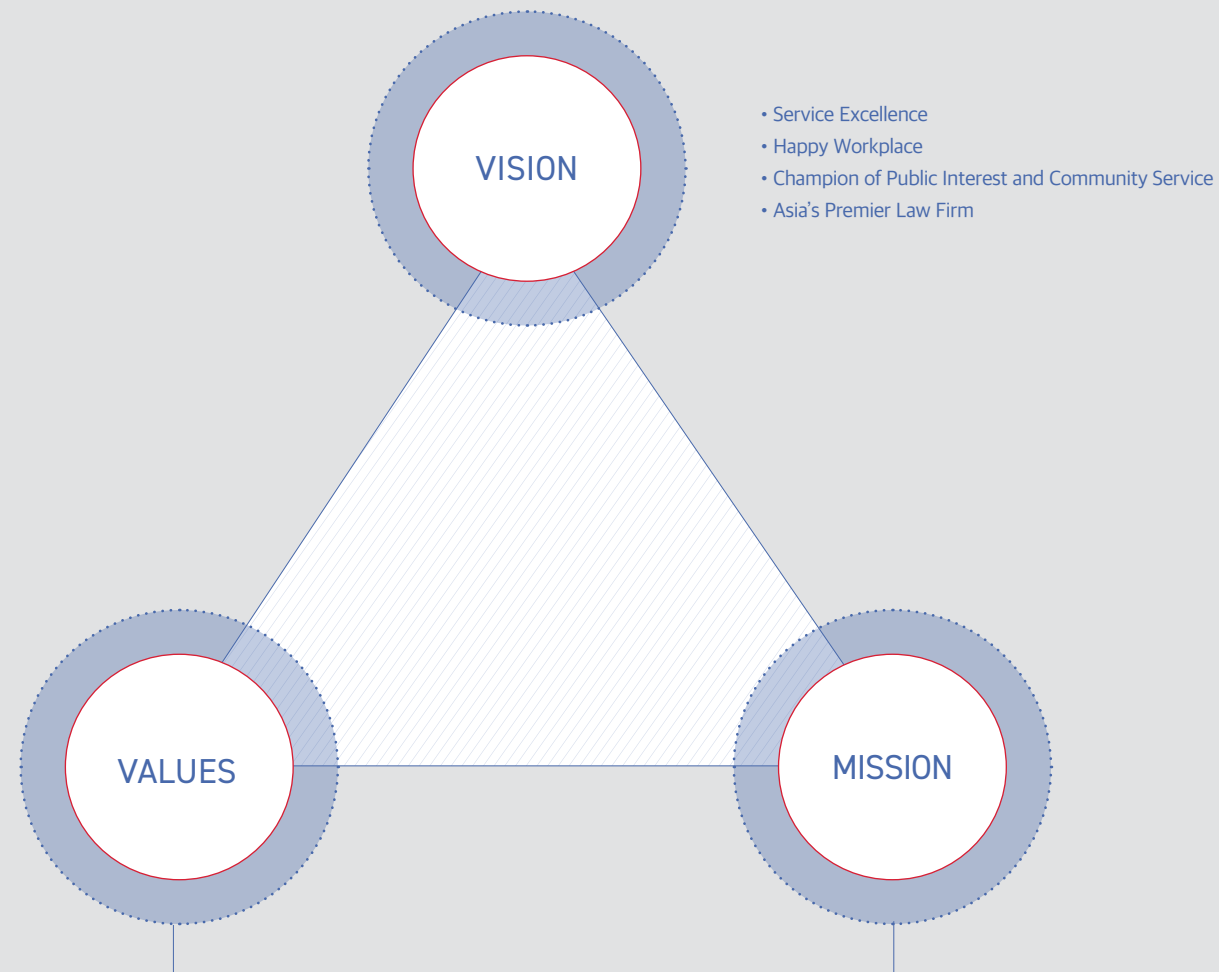


Total Members as of December 31, 2020 (Unit: Person)

Professionals	Korean Attorneys	Partners	88	268
		Associates	112	
		Foreign Attorneys	49	
	Other Professionals	Korean CPAs	2	
		Foreign CPAs	2	
		Expert Advisers	15	
Total Staff			200	
Total Members			468	

02

Our Vision & Value



- Service Excellence
- Happy Workplace
- Champion of Public Interest and Community Service
- Asia's Premier Law Firm

- People-focused
- Genuine
- Pioneering
- Principled

- Specialized law firm that provides top-rated services
- Law firm where everyone is an owner
- Law firm with structured training programs
- Global law firm
- Law firm that is a champion of public interest

- Ethical law firm
- Law firm that supports self-development
- Law firm that respects women
- Law firm that cares for minorities
- Law firm that considers the environment

03

2020 Management Keyword

Happy Twentieth Anniversary, and Ambitious Challenge

“As JIPYONG celebrates its 20th anniversary, we hope that all the members at JIPYONG truly celebrate, encourage each other, and have a year full of happiness. JIPYONG will be further committed to enhancing happiness of our members and stakeholders. Going forward, rather than resting on its laurels, JIPYONG will continue to take up challenges to change the world and to become an irreplaceable law firm. We hope you join us in our journey.”

To mark its 20th anniversary, JIPYONG held a virtual celebration event in compliance with the government's COVID-19 guideline. The event consisted of “a virtual livestream celebration session” and “Interviews with 20 JIPYONG members for 20 weeks for the celebration of JIPYONG's 20th anniversary”. All of us at JIPYONG took the opportunity to look back on the past 20 years, communicate with each other, and make commitments for the future.



Interviews with 20 JIPYONG members for 20 weeks for the celebration of JIPYONG's 20th anniversary

04

Social Value Management

JIPYONG's Effort to Establish and Internalize the Social Value Management System

JIPYONG's Social Value Committee led by Managing Partner Sung Taek LIM aims to establish sustainable goals and mid-to long-term action plans and endeavors to achieve such goals and plans. Specifically, the Committee focuses on internalizing the social value management at the company level, pursuing and acting on its commitments, reflecting social value in all the areas of the organization including human resources, education, work, procurement, governance, and environment, etc. as well as JIPYONG's relationship with the legal society and local communities, and regularly checking whether it is on the right path. JIPYONG is pursuing social value conforming to the international standards presented by UN Sustainable Development Goals (UN SDGs) and UN Global Compact. In order to act on its commitments, JIPYONG has provided related education to its members and has carried out a campaign to raise awareness of its members with regard to the 17 goals of UN SDGs.

Members of the Social Value Committee

Sung Taek LIM, Managing Partner (Chairperson of the Social Value Committee), Ji Hyung KIM, Managing Partner (Chairperson of the Ethics Committee), Young Tae YANG, Managing Partner (Chairperson of the Management Committee), Sang Jun KIM, Partner (Member of the Management Committee), Young Soo KIM, Partner (Chairperson of the Public Interest Committee), Jun Hee SEO, Partner (HR Committee), In Young HWANG, Partner (Leader of the Environment Club), Joo Yeon KWON, Deputy General Manager (Management Assistance Team)

Our Efforts to Act on Social Commitments

JIPYONG selected and designated "Together, the Local Community Development Project" as its social commitment project through its in-house ideas competition, and provided legal support for the victims who are mainly women, children, or juveniles in collaboration with the Seodaemun Police Station and made donations to the food market while purchasing goods from local markets as part of its efforts to support the marginalized in society and invigorate local markets in collaboration with the Yeonchun Market Merchants Association.

Assistance to Companies, Public Institutions, and Civil Society to Realize Social Values

In September 2020, JIPYONG formed the ESG Center and since then it has been making its best efforts to provide unrivaled ESG advice and consulting services in Korea to help companies minimize ESG risks, fulfill their social responsibilities, and achieve sustainable growth at the international level. JIPYONG and DUROO have formed a close cooperative relationship with NGOs and civic groups in various areas including human rights for persons with disabilities, human rights for children and youth, social economy, international human rights, and environment, etc. The two organizations have advocated human rights through pro bono legal representation and advisory services and support for public interest research, etc., contributing to the creation of a fair society where democracy and transparency are firm and the voices of the marginalized in our society are heard. In addition, JIPYONG provided legal advice to social enterprises and social ventures and implemented a "matching project" to match one attorney with one social venture. The firm also has been contributing to make improvement in companies' compliance management by providing "Sotong Hotline", an online-based internal reporting (whistleblowing) system. In collaboration with DUROO, JIPYONG launched a "project to support human rights activities, and litigation and research for public interest in the midst of the COVID-19 pandemic" and selected and is supporting 9 projects regarding human rights issues that have been brought into its attention during the pandemic as well as human rights issues related to prevention and response to infectious diseases.

Implementation of Project to Create an Ecosystem for Public Interest Lawyers for the Realization of Social Values

DUROO has held a legal practice training program for public interest lawyers titled "Public interest Lawyers' Playbook" for the first time to support new public interest lawyers' activities, engaged in an exchange project to create an ecosystem for Japanese public interest lawyers, and introduced many activities carried out by Korean public interest lawyers. In 2020, JIPYONG extended its legal support and financial support for personnel expenses provided to the Refugee Rights Center and held a symposium titled "the role of lawyers to support those vulnerable to the pandemic during the COVID-19 crisis" in the Law Firm Public Interest Network to review laws and policies related to the vulnerable communities and discussed the direction of legal support to be provided to them.

05

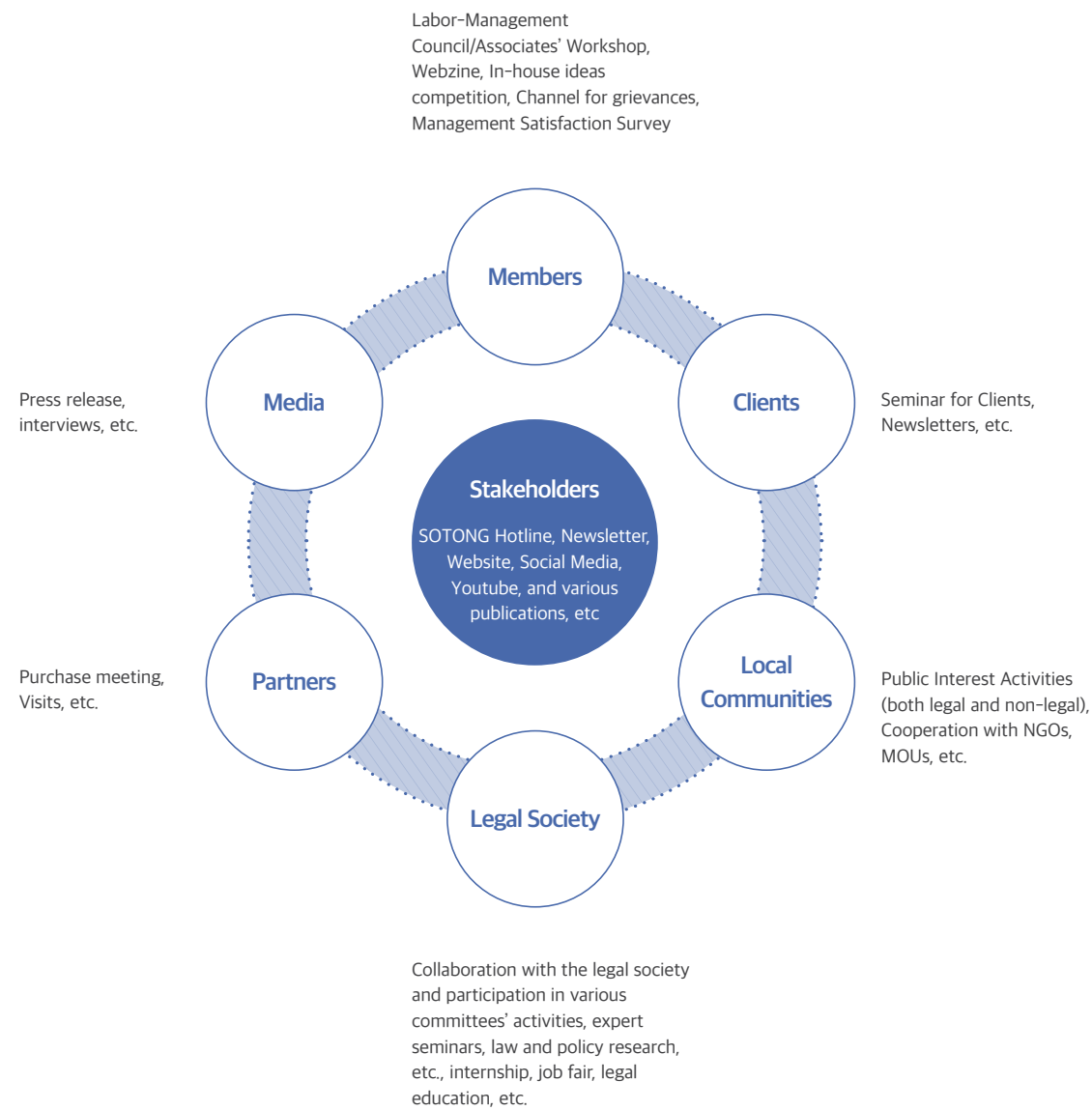
Stakeholders

JIPYONG collaborates with various stakeholders. Primary stakeholders defined by JIPYONG include its members, clients, local communities, legal society, partners, media, and public organizations. JIPYONG has strived to establish various communication channels with its stakeholders, to proactively listen to their opinions and to reflect them in management operations. JIPYONG will continue to grow with its stakeholders and to build strong relationships of trust through active communication with its stakeholders.

Stakeholder	Scope	Area of Interest
Members	All the members and executives in all of JIPYONG's domestic and overseas offices	<ul style="list-style-type: none"> Reasonable governance and democratic decision-making process Commitment to becoming a law firm which ensures its members' happiness Compliance with legal ethics
Clients	(Korean attorneys, foreign attorneys, CPAs, experts, and staff, etc.)	<ul style="list-style-type: none"> Commitment to becoming a law firm which is dedicated to clients with its top expertise and service excellence Protecting and keeping clients' information confidential
Local Communities	Legal and natural persons who receive legal services such as legal representation and advisory services, etc. from JIPYONG	<ul style="list-style-type: none"> Protecting and keeping clients' information confidential Green office policy
Legal Society	<ul style="list-style-type: none"> Lawyers' association such as Korean Bar Association and Seoul Bar Association, etc. Lawyers in courts and prosecutors' offices Lawyers in the academia such as legal professors and researchers, etc. 	<ul style="list-style-type: none"> Protecting and keeping clients' information confidential Commitment to becoming a law firm which is dedicated to clients with its top expertise and service excellence Compliance with legal ethics
Partners	Prospective Lawyars	<ul style="list-style-type: none"> Students and graduates of law schools Participants of the Internship program
Partners	Companies from which JIPYONG purchases products and services or receives brokerage services	<ul style="list-style-type: none"> Compliance with legal ethics
Media	Journalists who publish reports by referring to JIPYONG's press release or who publish articles focusing on JIPYONG's activities	<ul style="list-style-type: none"> Developing new business areas such as ESG, new technologies, and new industries, etc.

06

Communication with Stakeholders



Members

JIPYONG surveys its members from time to time and listens to various opinions from different age groups depending on the issue in question. The firm immediately shares any changes in its management and strives to listen to various opinions of its members.

- Webzine, In-house Newsletter
- General Partners' Council, Labor-Management Council, Associates' Council, Employees-Team Managers' Council, Cultural Communication Committee
- Management Satisfaction Survey, Human Rights Assessment, Survey on Discrimination and Hate Speech



Clients

JIPYONG communicates with its clients in various ways. The firm not only communicates with clients in connection with their businesses but also explains new issues through newsletter and seminars/webinars. In addition, JIPYONG continues to issue publications including research articles, comments on court decisions, and columns to inform JIPYONG's activities in detail and foster JIPYONG's research, as part of its efforts to increase JIPYONG members' expertise.

- Newsletters
- YouTube channel, Receipt of Clients' Feedback (Contact us)
- Seminars/webinars and publications



Local Community

JIPYONG contributes to the local community by responding to the needs of legal services including provision of legal education and advice. In addition, JIPYONG regularly engages in community service and citizenship activities and makes donation in collaboration with local civic groups. JIPYONG:

- provided legal education and legal advice to single mothers in Aeranwon, a single parent's institution
- sponsored Gyeore Eol School which runs various projects for North Korean adolescent defectors and the second generation of North Korean defectors who were born in China
- engaged in free meals service for homeless people operated by Dasiseogi General Support Center which helps homeless people so that they can support themselves and return to society
- engaged in a community service program to bake bread for the underprivileged groups of society operated by the People who Bake
- engaged in local community development project: signed an MOU with the Seodaemun Police Station, identifying projects in collaboration with Seodaemun-gu office, supported local markets and retailers



Support and Participation in Public Institutions and Civic Groups

JIPYONG attorneys regularly advise the government and public institutions and many of them are working as members of various committees. JIPYONG attorneys fulfill their social responsibility by listening to various social issues and providing professional knowledge and information. Currently, approximately 54 experts and attorneys are working for 173 government institutions and public institutions, or their committees. JIPYONG became the first Korean law firm which joined the UN Global Compact in 2019 and it has implemented Sustainable Development Goals. JIPYONG's various experts participate in various academic society, expert groups, and NGOs to fulfill their social responsibilities.

07

Materiality Test

JIPYONG carried out a Materiality Test to select material issues to realize social value in consideration of the stakeholders' interest and its own standard of importance.

Preparation of the list of topics

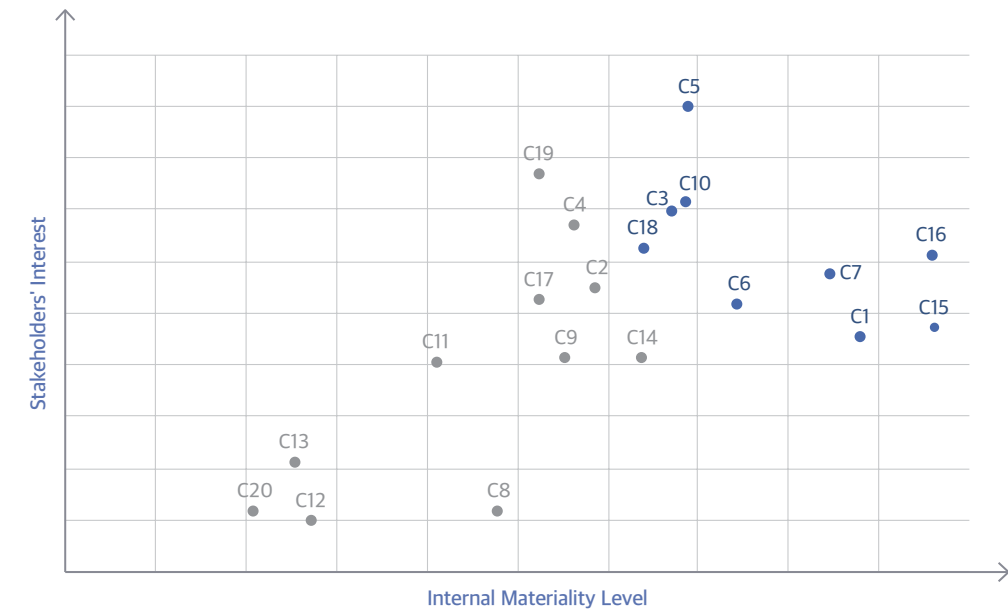
- To review GRI Standards
- To model after the issues in reports published by overseas law firms and domestic companies in the same or similar industries
- To reflect the issues in the 2019 sustainable report
- To analyze major agenda of the labor-management council and JIPYONG management committee's messages

Materiality Test

- To survey JIPYONG members (partners, associates, advisors, experts, PLs and employees (Period: May 10-12, 2020.))
- To survey stakeholders (clients, local communities, members of legal society, partners, and media) on their interest (Period: May 10-12, 2020.)
- To analyze media (602 articles and press release published in 2020)
- To analyze the messages from JIPYONG's management committee

Selection of Material Topics

- To generate material issues by adding the results of the messages by the management committee to the results of the survey on its members
- To figure out the stakeholder's interest by adding the results of the stakeholders' survey and media analysis
- To select 9 issues which show high materiality and have high level of stakeholders' interest



Out of 20 issues identified, JIPYONG selected 9 issues to focus on in this 2020 Sustainability Report. Through our internal discussion, the 2020 Sustainability Report listed the 9 material issues in the order of their relevance with JIPYONG's vision.

Material Issues

- | | |
|--|--|
| <p>C1 Realization and internalization of social value management</p> <p>C2 Reasonable Governance structure and democratic decision-making process</p> <p>C3 Communication with stakeholders and reflecting stakeholders' opinion on its management activities</p> <p>C4 Compliance with Legal Ethics</p> <p>C5 Dedication to clients through excellence in legal services and care</p> <p>C6 Contribution to society as a "community of legal experts"</p> <p>C7 Workplace happiness for its members</p> <p>C8 Support of the UN SDGs and the principles of UN Global Compact</p> <p>C9 Generation of economic results (to increase profitability)</p> <p>C10 Pioneering new business areas such as ESG, new technologies, new industries</p> <p>C11 Creation of social value through support of social ventures and pro bono activities</p> | <p>C12 Green Office Policies (Policies for water saving, reduction of greenhouse gas emission, decrease of waste and paper waste)</p> <p>C13 Support of social ventures and NGOs focusing on environment</p> <p>C14 Ensuring fairness, diversity, and equal opportunity in JIPYONG's recruitment process</p> <p>C15 Establishment of cooperative labor-management relationship</p> <p>C16 Enhancement of protective measures for members' safety and health (including response to COVID-19)</p> <p>C17 Work-life balance (by ensuring proper work hours and supporting childbirth and childcare)</p> <p>C18 Development of members' capacity and provision of education</p> <p>C19 Protection of clients' information and confidentiality</p> <p>C20 Contribution to the rule of law and the legal society (scholarship, internship, seminars, associations' activities)</p> |
|--|--|

Contribution to society as a "community of legal experts" (C6)	Dedication to clients through excellence in legal services and care (C5, C10)	Workplace happiness for its members (C7, C16, C18)	Asia's Premier Law Firm
Communication with stakeholders and reflect stakeholders' opinion on JIPYONG's management activities (C3, C15)			
Realization and internalization of social value management (C1)			

JIPYONG SUSTAINABILITY REPORT

PART II. Workplace Where Members Are Happy

A law firm's greatest asset is its people. One of JIPYONG's fundamental values is its focus on the people, and the firm's talented, progressive professionals that value integrity, work ethic, and ambition are its most important and irreplaceable assets. In order to grow together with its members, JIPYONG ensures fairness in recruiting, diversity, an environment where work-life balance is possible, and education opportunities for further growth.

01

JIPYONG's Members

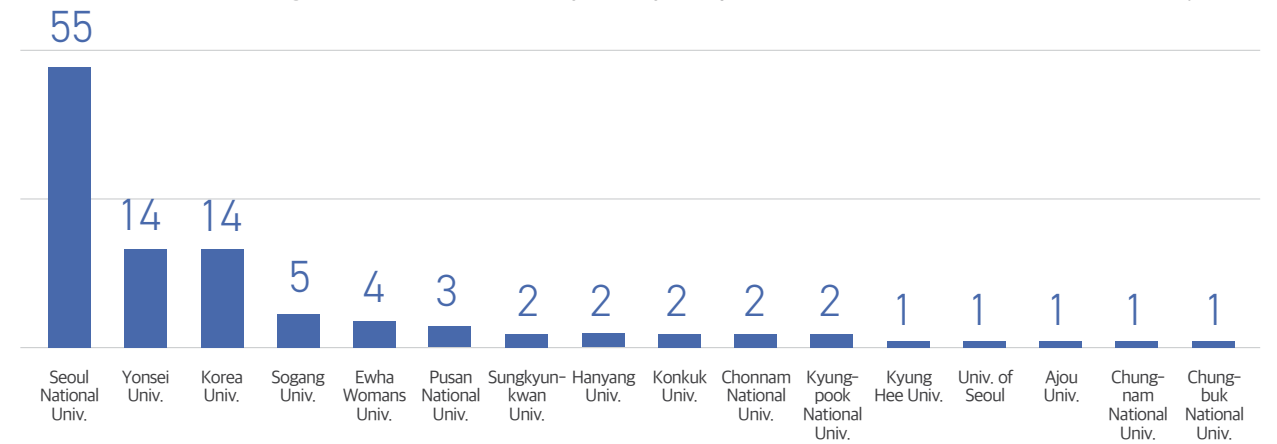
JIPYONG Attorneys

JIPYONG's recruitment philosophy for attorneys can be summed up as a search for business partners. JIPYONG views its associates not only as its employees but also its future business partners. JIPYONG's HR Committee strives to implement the best employment policy befitting the best business partners. JIPYONG includes diversity as a factor to consider in selecting its interns and new attorneys. In 2020, the firm recruited interns and new attorneys from a more diverse range of educational backgrounds. In addition, JIPYONG is committed to ensuring, throughout the hiring process, that there is no discrimination based on gender, marital status, disabilities, or whether the candidate obtained his/her license by completing the training at the Judicial Research & Training Institute or by graduating from a law school.

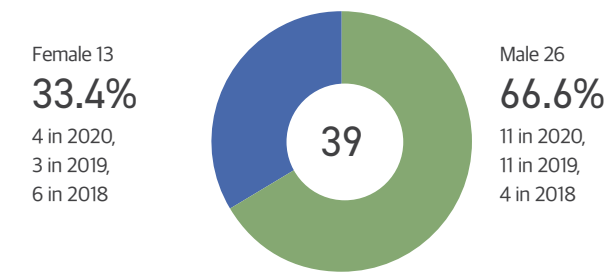
JIPYONG's Employees

JIPYONG endeavors to ensure transparency and impartiality in the hiring process by prohibiting its candidates from specifying in their applications any physical features (including their appearance, height, weight), birthplace, marital status, wealth, educational background/occupation/wealth of immediate family members and siblings, etc. in their CVs. In addition, it eschews any form of unjust discrimination, such as those based on gender, age, appearance, or medical history.

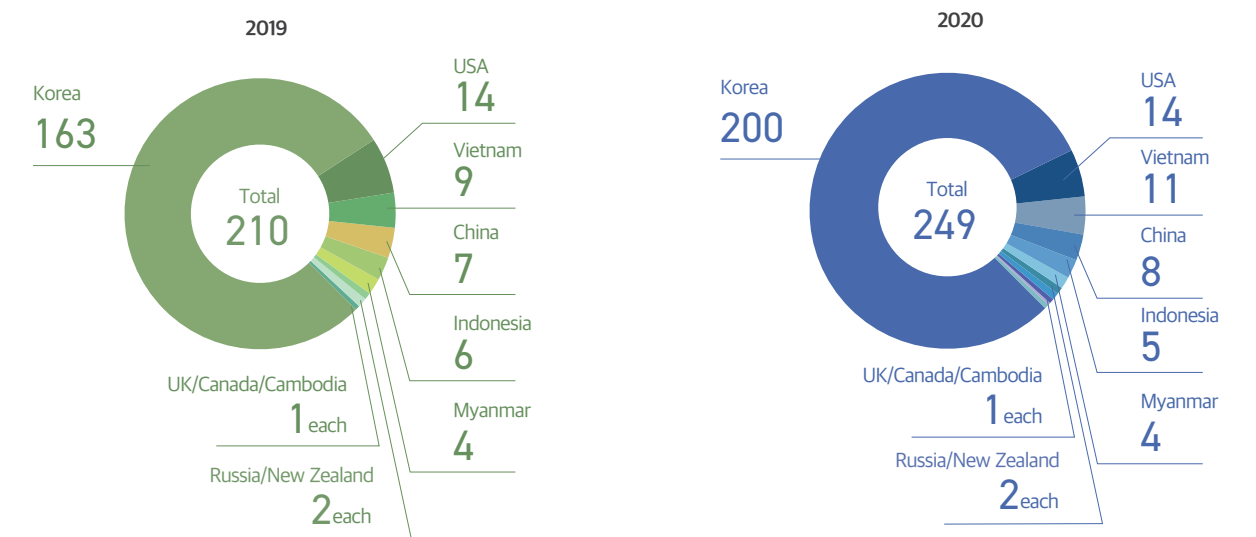
Undergraduate institutions attended by Attorneys who passed the National Bar Examination (Unit: person)



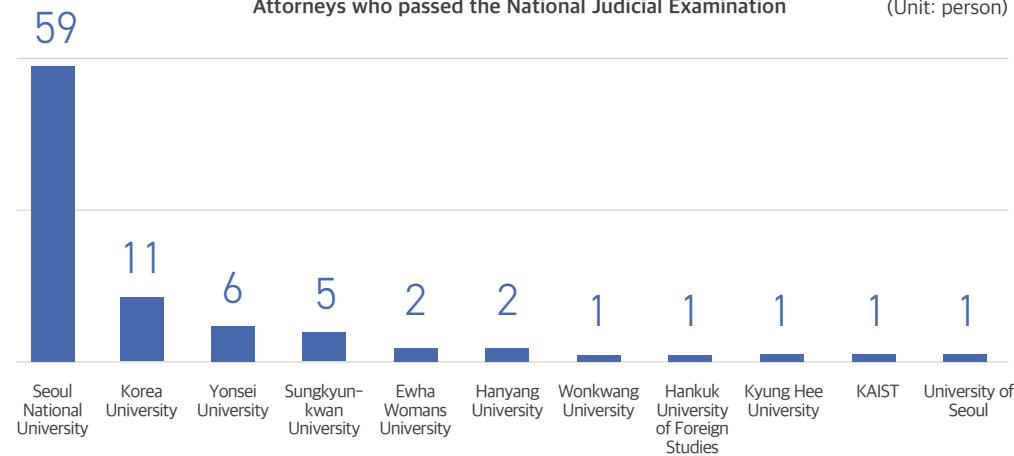
Gender ratio of new JIPYONG attorneys (2018-2020)



JIPYONG's Korean Attorneys and Foreign Attorneys by Country (Unit: person)



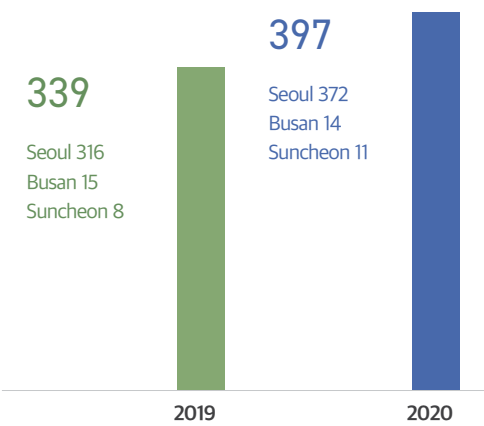
Undergraduate institutions attended by Attorneys who passed the National Judicial Examination (Unit: person)



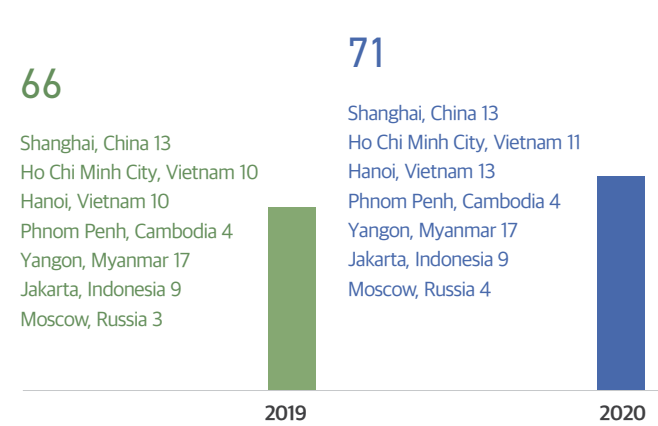
Number of Attorneys by Office

(Unit: person)

Total Attorneys in Domestic Offices

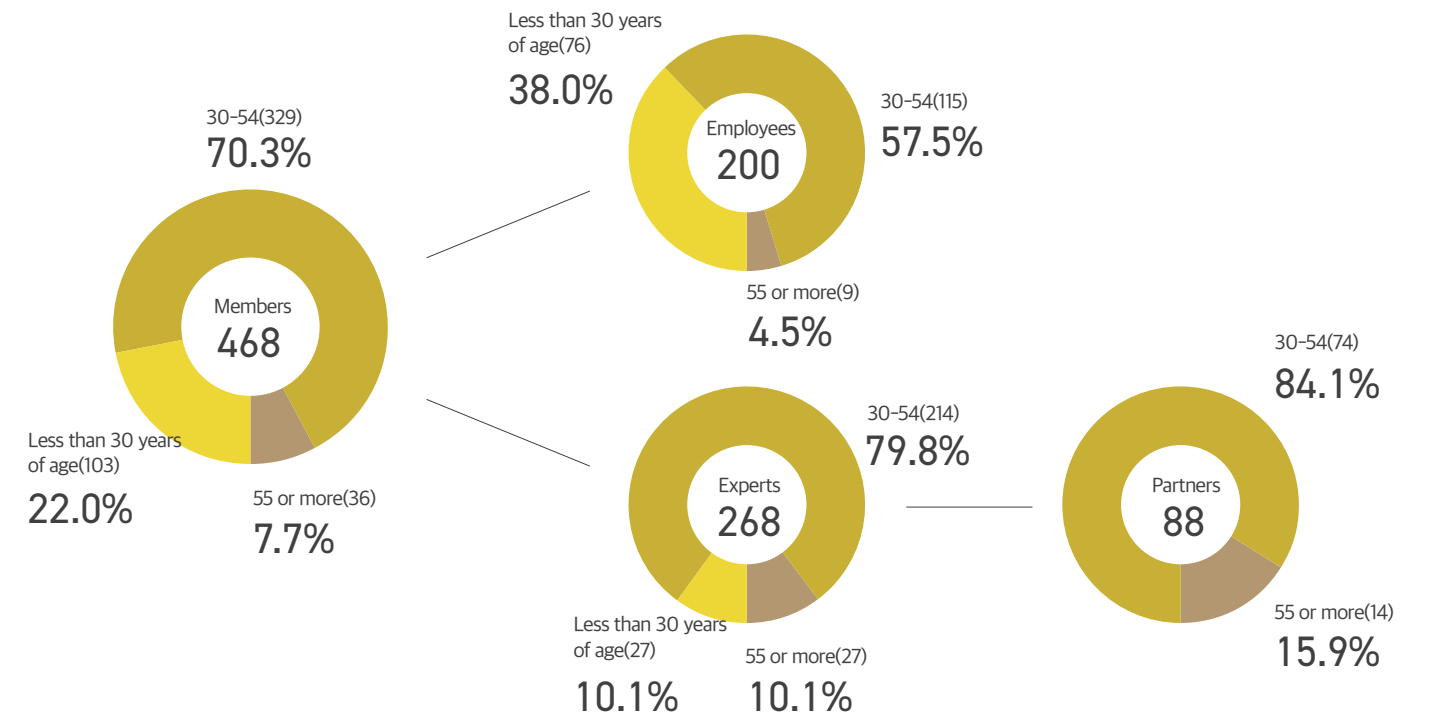


Total Attorneys in Overseas Office



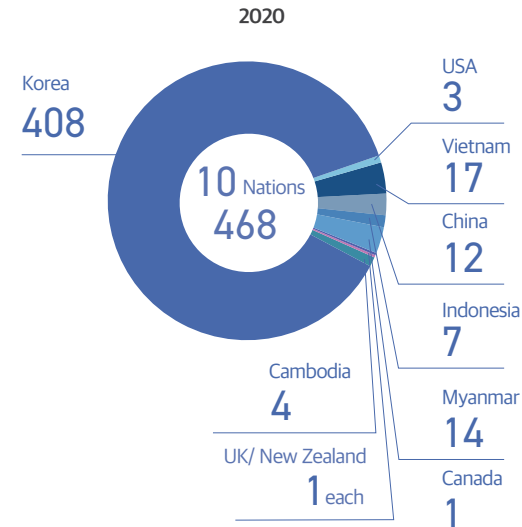
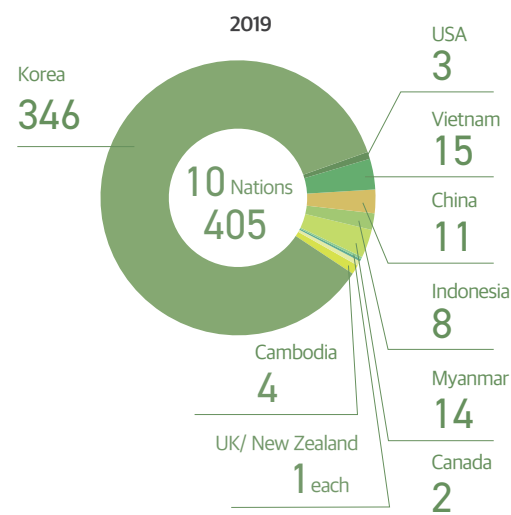
JIPYONG's Members by age group

(Unit: person)



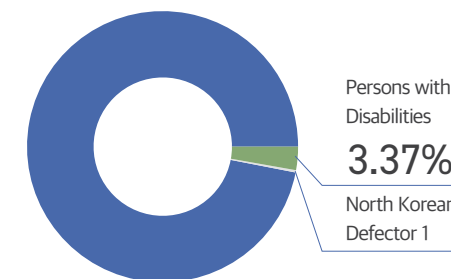
JIPYONG Members by Nationality

(Unit: person)



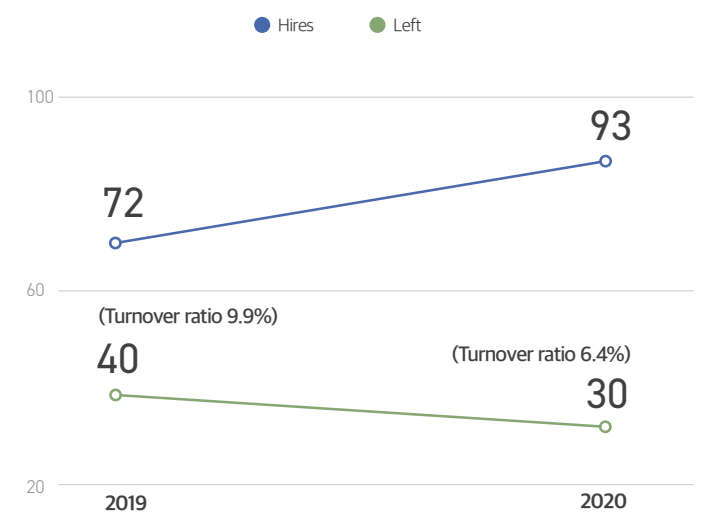
JIPYONG Members from Underrepresented Backgrounds

(Unit: person)



Recruitment and Turnover

(Unit: person)



02

Human Resources Development (Education and Training)

JIPYONG has been systematically implementing education and training programs for its members and is the first Korean law firm to have established an education committee. The firm set up JIPYONG Academy, an educational program that invites various lecturers within and outside JIPYONG to provide valuable educational opportunities to our members. In addition, JIPYONG holds a 15-week education program for new attorneys, known as Friday Seminars, to provide them with the opportunity to learn the ins and outs of the legal practice. There are also other various educational programs and opportunities in a variety of areas including, among others, Brief Review sessions in which members of the Education Committee review legal opinions and briefs prepared by JIPYONG attorneys; Precedent Seminars in which participants research and analyze the latest precedents; Specialist Field Seminars to study each specialized field in law; and Legal Practice Seminars where attorneys can learn various practical skills including legal writing, consulting skills, presentation skills, and negotiation techniques.

2020 JIPYONG Academy

The JIPYONG Academy invites internal and external experts to give lectures on various topics during lunch time to JIPYONG members every month. As in-person lectures were restricted due to COVID-19, JIPYONG adapted by delivering all lectures online and offline simultaneously. In providing the lectures, JIPYONG strictly complied with all COVID-19 guidelines and, at the same time, strove to enable as many members to participate in the lectures as possible.

Month	Topic	Online/Offline/Both
May	Impact Investment: Capital Growing with Society	Both
June	School for Future: Mother and Investor	Both
August	2nd Wave of COVID-19 and Mass COVID Testing for Prompt Diagnosis	Both

2020 Education Programs for New JIPYONG Attorneys

JIPYONG's Education Committee developed a variety of educational programs for new attorneys to develop its members' expertise through systematic education and training and to create an environment where all members can grow together. For the first two months, JIPYONG's new attorneys participate in education programs focusing on professional ethics, business etiquette, and essential topics for a successful legal practice such as litigation, counseling, and drafting opinions. They are then provided with further opportunities to obtain legal knowledge in various areas through the firm's Friday Seminars.

Education Programs for New Attorneys

How to be a Good Lawyer
Transition from Law School Students to Lawyers in Practice: Business Etiquette, Courtroom Etiquette, Legal Proceedings
JIPYONG's Social Value Management Seminar
Civil Litigation: assignments and feedback
Preparation of Legal Opinion (Civil): assignments and feedback
Contract Drafting: assignments and feedback
Preparation of Response (Civil): assignments and feedback
Lecture on Preservative Measure / Preparation of Application for Preservative Measure
Preparation of Legal Opinion Focusing on the Commercial Act: assignments and feedback
Translation of Legal Opinion in English: assignments and feedback
Lecture on Administrative Litigation / Preparation of Application for Constitutional Petition: assignments and feedback
Preparation of Legal Opinion Focusing on Constitution/Administrative Law: assignments and feedback
Preparation of Legal Due Diligence: assignments and feedback
Preparation of Administrative Complaint: assignments and feedback
Preparation of Legal Opinion: assignments and feedback
Preparation of Grounds for Appeal in Civil Cases: assignments and feedback
Assistant works for Deals: assignments and feedback
Preparation of Pretrial Briefs in Criminal Cases: assignment and feedback
Preparation of Grounds for Appeal to the Supreme Court in Civil Cases: assignments and feedback
The Board of Directors and General Meetings of Shareholders: assignments and feedback
Preparation of Comments on Contracts: feedback

Friday Seminars

Week	Description	Lecturer	Online/Offline/Both
1st	Civil Execution	Chang Young KWON	Online
2nd	Key Issues in the Commercial Act	Min SHIN	Online
3rd	Loan Agreement and Security	Seung Hyeon LEE	Online
4th	Overview of Finance Related Laws and the Financial Investment Services and Capital Markets Act	Hee Jung SHIM	Online
5th	Overview of the Fair Trade Act	Byung Joo LEE	Online
6th	Overview of the Bankruptcy Act	Soon Chul KWON	Online
7th	Overview of Labor Standards Act	Kwang Sun LEE	Online
8th	Inspection Procedure, Criminal Proceedings	Sehoon CHOI, Soo Saeng MOON	Online
9th	Overview of Intellectual Property Laws	Seung Soo CHOI	Online
10th	Overview of Legal Practice in Construction and Real Estate	Won JEONG	Online
11th	Overview of the Foreign Exchange Transactions Act	Jung Han YOO	Online
12th	How to prepare a legal opinion and find research materials, Attorneys' Work Ethic	Gee Hong KIM	Both
13th	Overview of Tax Laws	Sang Su KU	Online
14th	Overview of Corporate Accounting	Sang Su KU	Online
15th	Key Issues and Cases of Administrative Litigation / Overview of Foreign Investment System	Seongcheol PARK, Sehun KO	Both

Education and Training Hours per Person (Seoul Office)

(Unit: Hour)

	Professionals		Employees		Total	
	Total Hours	Hours per Person	Total Hours	Hours per Person	Total Hours	Hours per Person
2019	2,397.2	13.6	642	4.6	3,039.2	9.6
2020	3,467.8	16.5	735.5	4.5	4,203.3	11.3

ON JIPYONG'S
LONG-TERM TRAINING PROGRAM

My experience at Goldman School of Public Policy
at University of California, Berkley



Attorney Chang Wook MIN

I completed the U.C. Berkley Master of Public Affairs (MPA) course from May 2019 to May 2020. MPA is a program designed to provide education on policy analysis, economics, statistics, and organizational leadership, etc. to mid-careers professionals with about 10 years of work experience in related sectors. Among the 51 participants in the program, 35% were non-US citizens and most of them were professionals who worked in administrative or legislative bodies of various countries, NGOs, or international organizations, etc.

At first, the language barrier made it difficult to follow the lectures. However, I learned a lot from the students who freely and fiercely engaged in debates during the lectures. Among the professors, there was a professor wearing a hoodie and shorts and having conversation with the students without reserve. Most students proactively engaged in the lectures. They raised their hands and expressed their opinions even when they were not told to. They were happy to talk about their own thoughts and opinions. I thought the power of the U.S. comes from the culture where everyone can freely express and exchange one's opinion.

As my master's thesis, I wrote a dissertation titled "Labor Market Inequality in Korea: Duality and Earnings Gap". I focused on this issue because I was interested in the issues faced by the Korean labor market and had participated in some government projects related to its policies for temporary workers. Before I started this course, I felt that it would be difficult to identify the root of the problem if I only looked at laws and regulations and government guidelines. When I prepared for the master's thesis, I inspected data from the OECD and Statistics Korea (KOSTAT) and had an opportunity to ponder over the economic effects of the Korean government's policy and measures on the labor market. As a result, I discovered that the current inequality in the labor market is caused by inequality in the commodity market. Therefore, I concluded that solving those labor issues requires knowledge not only on labor laws but also on fair trade laws.

Not every problem can be completely solved in a single step. As both an individual's capacity and time are limited, problems in the public sector cannot be addressed simply by one person working hard. Sometimes it is not easy to resolve such problems even when many people work together for a long time. I hope that JIPYONG can maintain its reputation as a community of legal experts that resolve such difficult problems for a long time.

Education and Training Hours for New JIPYONG Attorneys

Description	Education Hours per Person	Total Education Hours
Education for New Attorneys	162	1792.00
Friday Seminars	30	380.71
Total Hours	192	2172.71

* Hours of the attorneys who joined JIPYONG after the education program began are counted on a pro rata basis for 12 months.

Regular Performance Evaluation

JIPYONG evaluates performance of its attorneys twice a year and performance of its employees once a year. 94.7% of JIPYONG attorneys received evaluations in the first half of 2020 and 91.8% in the second half (excluding those who are on a long-term training program or long-term leave). JIPYONG also reviewed the performance of 93.7% of its employees excluding new hires who worked less than three months at JIPYONG.

Category	2019	2020	
Attorneys	First Half of the Year	90.9%	94.7%
	Second Half of the Year	91.2%	91.8%
Employees	Year	95.6%	93.7%

Long-Term Training Program for Attorneys

JIPYONG views the long-term training programs for attorneys as important educational opportunities for its attorneys. Thus, the firm has developed and recommended to its attorneys a variety of long-term training programs and opportunities including the LL.M. programs at U.S. law schools, working at JIPYONG's overseas offices, working at overseas law firms, and working at Korean companies and government institutions. JIPYONG attorneys who worked at JIPYONG for at least 4.5 years (if such attorneys served in the military as military judicial officer) or at least 5.5 years (if such attorneys finished the apprenticeship program in the Judicial Research and Training Institute or if they graduated from law schools) are eligible for such long-term training programs. The number of JIPYONG attorneys who began the long-term training programs were 4 in 2019 and 6 in 2020.

2020		Institutes/Companies Providing the Training Program
Attorneys who completed the Training Program	Attorneys who started the Training Program	
4	6	On-site Training Kakao Enterprise Korea Environment Corporation
		Overseas Training Leiden Univ. (the Netherlands) Keio Univ. Law School (Japan) King's College London, LL.M. (the U.K.)
		Expert Program Ph. D course of Seoul National University

03

Human Rights and Safety

Policy Against Minority Discrimination

JIPYONG is committed to achieving diversity in the workplace and, to that end, has consistently promoted recruiting people from underrepresented backgrounds such as persons with disabilities or North Korean defectors. Through such effort, JIPYONG strives to achieve equal opportunity and societal harmony. As part of its inclusive policy, all JIPYONG members use Braille business cards for persons with vision impairment or low vision. JIPYONG created and is making efforts to maintain its work environment where persons with and without disabilities can work together without any discrimination with regard to their duties and positions. As a result, both employees with and without disabilities work in positions where they can demonstrate their full capacity.

Education to Raise Awareness of Disability Rights

JIPYONG complies with the Act on the Employment Promotion and Vocational Rehabilitation of Persons with Disabilities. As of 2020, the percentage of persons with disabilities among JIPYONG's members was 3.37%, which is higher than the mandatory rate of 3.1%. In October 2020, JIPYONG provided education to raise awareness of the rights of persons with disabilities to its members over two occasions. JIPYONG has been providing such education every year to increase human rights awareness among its members even before the law requiring such education were introduced and has been at the forefront of protecting the rights of persons with disabilities through its implementation of inclusive policies to hire more persons with disabilities, and through the activities of the subcommittee on the rights of persons with disabilities within the Public Interest Committee.

Training for Prevention of Sexual Harassment in the Workplace, Counseling, and Reporting Violations

As part of its efforts to ensure gender equality in the workplace, JIPYONG provides workplace sexual harassment prevention training to its members every year. In 2019, JIPYONG distributed informative materials on strengthening prevention against sexual harassment/violation and drafted a manual on prevention of sexual harassment and sexual violence based on the results of the 2018 Survey on Prevention of Sexual Harassment in the Workplace. JIPYONG also prepared a Guideline on Prevention of Sexual Harassment and Violation and installed the Sexual Harassment/Violation Reporting and Counseling Channel as well as a committee to resolve such grievances. Through those activities and systems, JIPYONG is committed to creating an inclusive work environment where gender equality is protected among its members and making sure that no one is discriminated based on one's gender.

Hate Speech Survey and JIPYONG's Efforts for Improvement

In celebration of the Public Interest Day in September 2020, JIPYONG conducted a survey on discrimination and hate speech, to which 57 JIPYONG members responded. Most of the respondents agreed that certain speech can constitute discrimination or hate speech regardless of the speaker's intention and other person's tolerance, and they were well aware of the possibility that such discriminatory and hate speech may arise in the workplace. Meanwhile, 91.2% of its members answered that they did not find any discriminatory language or hate speech in documents drafted by JIPYONG. However, some pointed out that they witnessed discriminatory expressions in the workplace, so JIPYONG proposed measures to be taken both by JIPYONG and its members to create a workplace where everyone can feel safe and supported in its in-house webzine.

Reported Cases and Measures for Improvement

지평 안에서 구성원들이 보고 겪은 차별·혐오표현입니다.(성별)

여자는 배치가 있어지지, 000처럼 너무 세면 언제, 배우자가 힘들어!

아무래도 평년기인가봐, 여성화가 진행되지 감수성이 예민해졌어.

아이구, 만약엔 여자에게 어떤 걸 시키면 쓰나 내가 알아서 할게.

에 얼마에 나이라도 많은데 일을 잘 하겠어?

성추행 피해를 어떻게 더 강조해볼까... "여자의 몸으로 훔칠 수 없는 상처를 입고"면 뭐겠지?

우리 팀은 여자번호사가 너무 많아서 문제야, 이번엔 남자번호사로 뽑지.

오이구, 어중어중한!

어째게그 좀 그만해.

우리는 어떤 노력을 할 수 있을까요?

- 무엇이 문제인지 인식해요**
 - 잘못된 관습표현을 알아두고
 - 상대방 입장에서 생각하고
 - 자신을 돌아봐요
 - 망심은 금물!

"나 정도면 의심되는 사항이" 라는 생각에서 심수가 비롯된다는 의견도 있었어요! 표현을 통해 드러나는 내 마음을 다시 점검해보면 어떨까요?
- 지평의 일원으로 품위있는 표현에 주의를 기울여요**
 - 편한 사이라서 심수가 없었는지
 - 술이나 기분에 휘둘린 적은 없었는지

대외적인 표현(사면)에는 더욱 주의해요
- 문제가 발생하면 지적해요!**
 - 웃치고 한 얘기까지
 - 좋은 뜻으로 하는 얘기까지
 - 우리가 하루아침에 사이도 아니고

"하하하- 요즘 이런 얘기하면 잡혀가지?"를 늘 덧붙이면서 긍정적인 표현을 입상하는다는 의견도 있었어요. 남의 얘기라고 생각하기 때문에 심수는 받아들여 진짜 지적을 해주세요.
- 제도적으로 지원해요!**
 - 소수자는 의견을 표현하기 어려워요
 - 민원창구를 만들고
 - 독립적으로 운영해주세요

"소수자에 대한 편견 심사리 '차별'로 이어집니다"

우리가 쓰는 법률서면에서의 차별표현은 생각보다 많은 편입니다.

A사건의 함소이유서 참고 / '광광역' → 시각장애인을 차별하는 표현

B사건의 계약서 참고 / '치네자' → '치네'는 여성의 손끝을 뜻하는 말로, 남성 중심적 언어 문화를 확인할 수 있는 용례

C사건의 준비서면 참고 / '미량인' → 가부장적 인식이 담겨 있는 차별적 표현 [미량인(未成人)의 뜻을 그대로 끌어오면 '약자' 혹은 '미성'이다. 남자를 따라 죽지 못해 살아남은 죄인이라는 의미다]

지평 안에서 구성원들이 보고 겪은 차별·혐오표현입니다.(성소수자·종교·장애)

성소수자는 인간도 아니라고 생각해

동성애자들 극혐이야

(소송서면에서) "질문없이 제도", "광광역 인사"

무슬림은 무너야, 방산병자라도 못하더구!

지평 안에서 구성원들이 보고 겪은 차별·혐오표현입니다.(학벌·경력·외모)

난 서울대 출신이 아니면 후배로 생각한 해

학익/학벌 무시하는 발언

경력직을 차별하는 발언

"OO씨가 우리 회사 미모 1등이지", "왕 생겼다, 혼남이야" 등 외모에 대한 반복적이고 지속적인 평가

Receipt and Handling of Grievances in 2020

In 2020, JIPYONG received five anonymous grievance reports. JIPYONG handled all the grievances reported in compliance with its principles. The “grievance related to working conditions was a suggestion to improve the workplace environment.

In 2021, JIPYONG created the “Sotong Hotline” system (sotonghotline.com), an online counseling and reporting system designed to address concerns regarding convenience, confidentiality, and anonymity when reporting grievances.

소통 핫라인



Category	Case	Result
Improvements to working environment	1	Had a team manager-level meeting and delivered the suggestion to the department in charge to reflect the suggestion.
Health and safety in the workplace	-	
Working conditions	3	Delivered to the attorney in charge in the Grievances Handling Committee and notified the problem to the related team to address the problem.
Harassment in the workplace	1	Investigated the related person
Sexual harassment/violence in the workplace	-	
Total	5	

Occupational Injury or Illness and Our Effort to Handle Such Injury in 2020

Although JIPYONG is not required to create the Occupational Safety and Health Committee under the Occupational Safety and Health Act, it consults with the Labor-Management Council about the employees' health and safety and measures to improve the work environment and members' health. There was no case of occupational injury or illness at JIPYONG in 2020. JIPYONG supports its members to take interest in their health and to engage in necessary precautions. Once an employee becomes 40 or 50 years old, JIPYONG funds the cost of his/her comprehensive medical checkup. JIPYONG will continue to pay attention to diseases and illness frequently suffered by office workers or professionals and appropriately respond to such health risks.

JIPYONG's Response to COVID-19

In order to prevent the spread of COVID-19 in the workplace in 2020, JIPYONG placed hand sanitizers, disposable gloves, thermometers, and thermal imaging camera in the office and distributed masks to all members on 2 occasions. In addition, JIPYONG revised the Operations Manual During Emergency so that it can comply with the government's guidelines and implement remote working. Also, JIPYONG has been adjusting the number of people working in the office in compliance with each level of the government's social distancing policy.

Whenever it discovered that its member (or a person who works in the same building) was diagnosed with COVID-19, JIPYONG notified its members of such fact and the diagnosed person's contact tracing information via e-mail and phone and carried out sterilization measures. On a suggestion by one of JIPYONG's members made when it first disclosed the contact tracing information of the diagnosed person, JIPYONG endeavors not to disclose any unnecessary information such as the person's symptoms or information on his/her travel log if the person did not have contact with anyone.



Interview on JIPYONG's Response to COVID-19

Administrative Support Team

Please explain the key focus of JIPYONG in response to the COVID-19 pandemic?

JIPYONG puts prevention of infection of our members and clients first. We have enhanced our Operations Manual During Emergency to prepare for any future emergent situations which specifies measures aligned with each level of the social distancing policy in Korea so as to create a system where our services for clients are not disrupted and all members can perform their duties without interruption.

Please elaborate on JIPYONG's efforts and measures to prevent COVID-19.

JIPYONG frequently circulates the guideline for prevention of infectious diseases and recommends its members to have conference calls and virtual meetings with clients instead of meeting our clients in person. JIPYONG has also placed hand sanitizers, thermometers, and masks in its offices as well as thermal imaging cameras and QR readers for clients who visit JIPYONG's offices so that we can keep records of visitors. JIPYONG has recommended and is still recommending its members to work from home and wear a mask when they are in the office. In our office, we frequently let fresh air into indoor spaces. Recently, JIPYONG has decided to provide paid vaccination leave and recommends its members to use it to be vaccinated. For more-

than one year, we regularly disinfect our offices and recommend members not to have private meetings and postpone all events. As such, we are strictly following the COVID-19 prevention guideline to help the industrial, health and safety system not be halted.

In addition, JIPYONG currently placed at-home COVID-19 testing kits and lets our members and clients to freely use the kits when they have a fever or when they feel necessary. This is part of our efforts to implement preemptive COVID-19 measures to minimize the damage that can be caused by the pandemic.

Please demonstrate any measures or efforts JIPYONG wants to pay attention to or improve in connection with COVID-19 prevention.

We hope that COVID-19 will end soon so everyone can come back to normal life. JIPYONG will maintain its close cooperation with the building managers to make sure that our workplace is adequately disinfected, sanitized, and managed to create a work environment prepared for more severe infectious diseases that may arise in the future. We are working hard to improve our workplace and check workplace safety to minimize our members stress and anxiety over the pandemic to ensure that our members can fulfill their duties based on the belief that our workplace is safe in any circumstance.

Human Rights Due Diligence

In accordance with the UN Guiding Principles on Business and Human Rights (UNGPs) approved by the United Nations Human Rights Council (UNHRC) in 2011, all companies are responsible for respecting human rights. UNGPs presents Human Rights Due Diligence as one of the key measures to be taken by companies for their responsibility to respect human rights. JIPYONG requested DUROO to perform Human Rights Due Diligence in order to identify any potential human rights risks that have arisen or may arise at JIPYONG and come up with remedies and improvement measures to address such risks.

Period, Scope, and Method of Human Rights Due Diligence

- **Period** : Sep. 2020 - Jan. 2021

- **Scope of Due Diligence**

- JIPYONG carried out human rights due diligence on matters related to JIPYONG's organizational management ("Human Rights Due Diligence Related to JIPYONG Members") and on matters related to JIPYONG's business including its legal services, etc. ("Human Rights Due Diligence Related to Clients")
- JIPYONG performed Human Rights Due Diligence Related to JIPYONG Members focusing on its members in its Seoul office and is planning to perform the same due diligence step by step for its branches and overseas offices.
- With regard to JIPYONG's Human Rights Due Diligence Related to Clients, the firm focused on law firms' characteristics distinct from other companies in general and independence in attorneys' service, as well as their confidentiality obligations for clients and fiduciary duty. Given the fact that JIPYONG is the first law firm which conducts human rights due diligence in Korea, JIPYONG checked its applicable bylaws and regulations and suggested the principles and methodology in providing legal services in terms of human rights advocacy.

- **Due Diligence Method**

- **Human Rights Due Diligence Related to JIPYONG Members**

JIPYONG provided education on human rights management to 6 groups of professionals and 7 groups of employees at JIPYONG and had 13 sessions of Focus Group Interview to receive opinion on human rights infringement cases, risks, and measures for improvement.

Interview with Members of the Management Committee / Interview with JIPYONG members on current status and situation of each administrative division.

Review of bylaws applicable to enforcement of various policies and the current status.

- **Human Rights Due Diligence Related to Clients**

Reviewed Korean and overseas articles and publications related to human rights due diligence related to law firms' business

Interviewed the members of the management committee and ethics committee

Reviewed JIPYONG's bylaws and regulations on its business relationship

Human Rights Due Diligence Related to JIPYONG Members

- Based on the human rights elements presented by the Universal Declaration of Human Rights, JIPYONG conducted Human Rights Due Diligence Related to JIPYONG Members to identify any possibility of human rights infringement from a materiality perspective in consideration of the Focus Group Interview (FGI) and its inspection of current status. In this due diligence, JIPYONG considered factors including the rights to equality and discrimination; the rights to rest and leisure and rights to receive fair considerations; safe and hygienic work environment; labor rights; protection of family and maternity; women rights; and privacy rights and portrait rights, etc.
- JIPYONG was found to have made material efforts to respect its members' human rights and protect and improve their rights in important areas related to its members such as work-life balance, prohibition of any discrimination against minorities, and safety and welfare of its members, etc.

- In order to protect its attorneys from overwork, JIPYONG established the "Guideline for Prevention of Associates' Overwork and Work-Life Balance" and implemented related measures such as management of work hours on a monthly and quarterly basis, establishment of a guideline for timesheet and management of assignments and workload, reporting of excessive workload (green card), and temporary pause of work assignment, and hiring additional attorneys in line with the workload. JIPYONG is recommended to analyze and monitor the current status based on quantitative and qualitative data so that such measures can be established in the system.
- As additional measures to improve the rights in some areas such as clean work environment were deemed necessary, JIPYONG was recommended to establish measures, in phases, to guarantee and improve such rights through participation and discussion with its employees, who are the major stakeholders of JIPYONG.

Human Rights Due Diligence Related to Clients

- With regard to the human rights risks which may occur in the course of accepting an appointment for legal services from clients, JIPYONG created an Ethics Charter consisting of 13 principles which stipulate attorneys' obligation for clients and their limitation, so as to have JIPYONG attorneys follow such principles under the supervision of the Management Committee and under the responsibility of partners.
- JIPYONG's Ethics Committee is in charge of inspecting and handling any case where an attorney violates the ethics for attorneys, responding to related questions, and providing ethics education to its members.
- It was recommended to implement measures requiring attorneys to consider human rights in the process of taking on a case and regularly provide its members with education on human rights and business to raise awareness on human rights and law firms' responsibility to respect human rights in their relationship with clients.

04

Employment Relations

Members' Participation and Cooperation

JIPYONG is committed to building a healthy, horizontal organizational culture with its members' responsible participation in the firm's management. In addition, JIPYONG has opened various communication channels to enable its members to participate in the decision-making process. To promote the shared interests of both the employees and the firm, JIPYONG's Labor-Management Council consisting of three members each from the employees and the firm, and the Associates' Council consisting of all the JIPYONG associates, work together to discuss matters such as working conditions, safety and health, and any other measures to improve the working environment. The key issue selected by the Labor-Management Council and the Associates' Council in the year of 2020 was "pursuing work-life balance" through flexible adjustment of work hours. JIPYONG also makes various efforts to communicate with its members through workshops by teams, in-house webzine, JIPYONG Academy, and club activities. Furthermore, the firm is rapidly becoming a company that creates innovative values through its members' participation. For example, JIPYONG invites its members to suggest ideas for innovation at work and often implements such ideas.

Labor-Management Council (Employees)

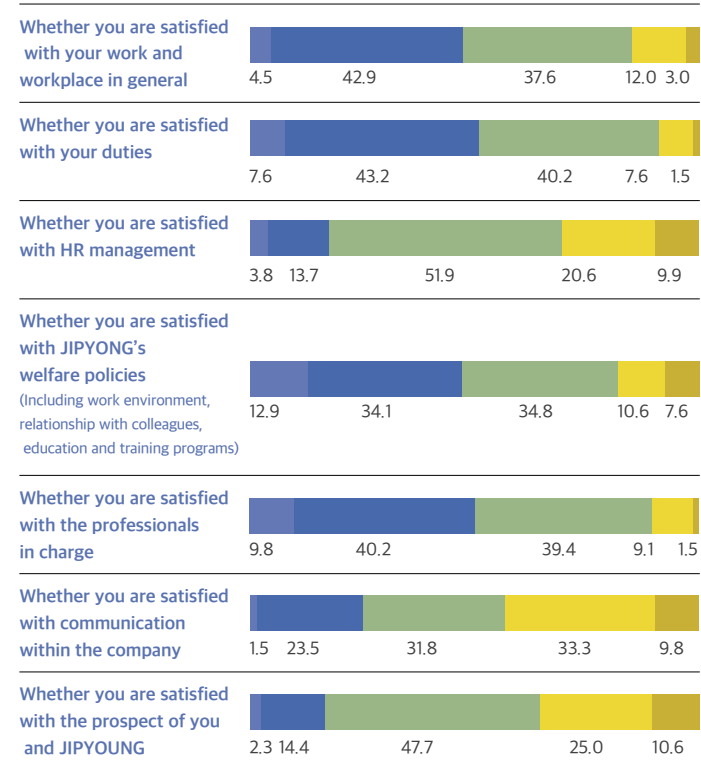
Labor-Management Council consists of three members representing the employer (the firm's members) and three members representing the employees (the employee's members). As part of JIPYONG's efforts to promote communication between the firm and the employees through the Labor-Management Council and encourage the employees to participate in the management, five more employee representatives are appointed by the members of the Labor-Management Council, and then such representatives also participate in the Council meeting. The Labor-Management Council holds a general meeting once every six months including its roundtable meeting. The Council conducted a survey on the satisfaction of employees and reflected the results in the discussion of the Council and the firm's management.

Employees' Satisfaction Survey

Period : Oct. 23, 2020 - Oct. 27, 2020 (5 days)
Participants and Method : Participant: all the employees in JIPYONG Seoul office / Method: anonymous survey using Google survey form
Participation rate : 138/145people

Multiple Choice Survey Questions and Results

(Unit: %)



Very Satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied

JIPYONG delivered to the employer's members the opinions submitted through the employees' satisfaction survey conducted by the Labor-Management Council. It changed its HR policies to improve the areas where satisfaction rates were low and continues to improve its system by receiving its members' opinions.

In addition, in order to promote communication among its members, JIPYONG created the Sotong Hotline with enhanced anonymity in submitting opinions so that its members can more freely express their opinions.

Associates' Council

JIPYONG's term for our associates is "prospective partners", as it perceives them as not only JIPYONG's employees but also its future partners. JIPYONG's associates created the Associates' Council and have regular meetings with the Management Committee to deliver their opinion on associates' working conditions and how to improve them. Before the introduction of 52-hour work-week system, JIPYONG's associates' council reviewed the work-life balance, the law firms' work approach and working hours, etc. and finally agreed on the discretionary work hour system. In addition, JIPYONG enacted "Guideline for Prevention of Associates' Overwork and Work-Life Balance" (hereinafter the "Work-Life Balance Guideline"). The Work-Life Balance Guideline specifies detailed measures that help associates strike the balance between work and life. It provides for the following measures: the associates' work hours per month shall be less than 170 hours; the firm shall hire more associates if its associates continue to experience excessive workload; and the firm shall introduce a concentrated work assignment system to address the imbalance between the volume of work assigned to the associates as well as flexible work hours, remote working, reduce the volume of work for associates who are pregnant, and regularization of winter break, etc.

JIPYONG continues to monitor whether the Work-Life Balance Guideline is well implemented and has discussions with associates to improve any shortcomings.

Key Details of the Work-Life Balance Guideline

Objective	Measure
Prevention of Excessive Workload	<ul style="list-style-type: none"> JIPYONG actually reduces the workload of associates by ensuring that their work hours are less than 170 hours per month and the average work hours are less than 150 hours per month. If associates continue to experience excessive workload, JIPYONG hires additional attorneys.
Equal Assignment of Work	<ul style="list-style-type: none"> JIPYONG ensures that works are assigned by a head of team or a partner in charge of work assignment to make sure that works are equally assigned to all associates.
Effort to Strike Balance Between Work and Life	<ul style="list-style-type: none"> An attorney may work from home or use flexible work hours because of childcare or other reasons after obtaining approval from the Management Committee JIPYONG decreases the workload of associates who are pregnant and allows them to use maternity leave to the maximum extent permitted by law JIPYONG encourages its associates to use paid leave through winter vacation and intensive vacation policies

Creation of Working Environment for Work-Life Balance

JIPYONG introduced and is proactively implementing policies for creation of “working environment for work-life balance”, which is the main concern of the Labor-Management Council and Associates’ Council. JIPYONG’s efforts include reducing work hours, expanding the scope of employees eligible for parental leave, and hiring women whose careers have been interrupted.

The period of childcare leave granted by JIPYONG shall be counted in the period of continuous service, and those who used childcare leave shall not receive any disadvantage in their performance evaluation. In addition, from February 2017, JIPYONG gives its employees whose spouse gave birth 10 days of paid leave (paternity leave for fathers) which must be used within 60 days from the date of childbirth, which is longer than the legal requirement, and encourages its employees to use such paid leave. Furthermore, whenever JIPYONG plans to expand the hiring, it first offers such opportunities to its former employees who left the company due to reasons such as pregnancy, childbirth and childcare, and JIPYONG also plans to continue to expand the hiring of career-interrupted women.

Current Status on the use of maternity leave/childcare leave in 2020	Expert	6 cases (Use of childcare leave: 1 / use of both maternity leave and childcare leave: 5)
	Employee	6 cases (Use of both maternity leave and childcare leave: 6 cases)
The period of maternity leave for the last five months (including maternity leave)	Expert	5.5 months on average
	Employee	14.5 months on average
Current status on the use of paternity leave for fathers (childcare leave) in 2020		Use of paternity leave for fathers: 7 cases Use of childcare leave for fathers: 1 case (11 months on average)

Category	Unit	2016	2017	2018	2019	2020
The number of JIPYONG members who used childcare leave	Male	0	1	1	2	2
	Female	15	17	10	6	8

The figures above differ from those in the 2019 report because the 2019 table showed the number of employees who used maternity or paternity leave plus the number employees who used childcare leave while the table above only demonstrates the number of employees who used childcare leave.

Family and Childcare Support

JIPYONG helps its members raise their children in a happy and positive environment. The firm provides maternity and paternity leave as well as childbirth allowances. In addition, the firm allows its members to use flexible work hours when their children start elementary school so as to let them help their children commute to school. When their children enter middle and high schools, the Managing Partners give a letter and a flower basket to celebrate their study. When they enter college, the firm also supports their tuition fees, aiming at creating a firm which can grow together with not only its employees but also their children.

Leisure Activity Support

JIPYONG supports its employees’ leisure activities by providing well-being allowance and endeavors to improve their employees’ quality of life through reduction of work hours by allowing its employees to use “leaving early on Friday” once every month, “2 hours absence from work” six times a year, as well as “leaving early on birthday”. The firm is committed to supporting its employees to take rests well and strike a balance between work and life and realize its value.

Sabbatical Leave

Since March 2017, JIPYONG provides long service leave to its employees who have provided continuous service for long term, which can be used separately from their annual paid leave, in order to give them an opportunity to recharge themselves. Experts including attorneys are entitled to take 2 weeks long service leave after a period of 3 years’ continuous service, and employees are entitled to take 2 weeks of long service leave after a period of 10 years’ continuous service and take 1 week of long service leave after a period of 20 years’ continuous service so that they can take a rest and recharge themselves. Most attorneys and employees use long service leave after adjusting the work schedule with team members, in accordance with the purpose of this system.

Category	2017	2018	2019	2020
Professionals	14	8	9	8
Employees	-	11	10	8

Management Satisfaction Survey

JIPYONG surveyed its members on its management in the years of 2019 and 2020. About 175 respondents answered the survey.

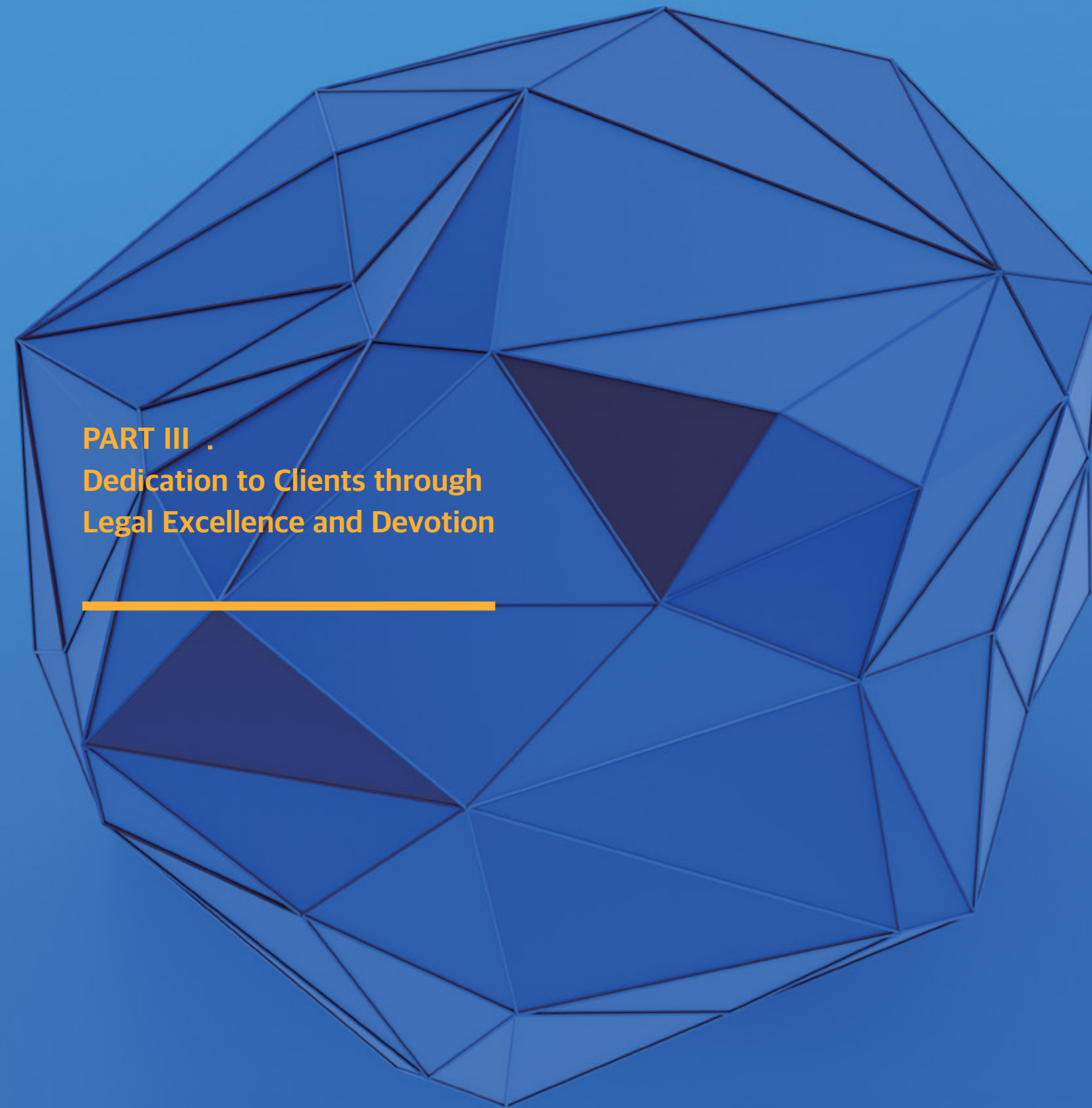
Category	Number of Participants	Total
Expert	Partner	50
	Associate	59
Employee	Team Manager	10
	Team Member	56

As a result of management satisfaction survey, social responsibility score was the highest while communication score was relatively low. The items receiving high scores are social responsibility (3.95), innovation (3.73), leadership (3.7), administration (3.53), finance (3.5) and communication (3.43), respectively.

Item	Average
[Leadership] How well did JIPYONG perform in establishing right strategies and showing good leadership?	3.7
[Communication] How well did JIPYONG perform in communicating and sharing information with the associates, experts, and employees?	3.43
[Innovation] How much effort did JIPYONG make to bring innovation and change to the organization?	3.73
[Administration] How well did JIPYONG manage various administrative system and organizations in terms of effectiveness and stability?	3.53
[Finance] Did JIPYONG achieve its sales and financial objectives and effectively manage cost, etc.?	3.5
[Social Responsibility] Did JIPYONG make effort to fulfill its social responsibility in terms of governance, compliance with legal ethics, balance between work and life, employment and organizational operations, contribution to the environment, and public interest activities?	3.95
[General Review] Did JIPYONG perform well in management?	3.78

The respondents also answered that JIPYONG did well in responding to the COVID-19 pandemic, establishing a stepping stone to further growth, helping its employees strike a balance between work and life, developing new business areas, recruiting NEXUS’ real estate & finance team, conducting human rights due diligence, etc. They also said that JIPYONG needs to work more on increasing customer loyalty, improving its employees’ working conditions and welfare, etc.

JIPYONG SUSTAINABILITY REPORT



PART III . **Dedication to Clients through** **Legal Excellence and Devotion**

JIPYONG provides professional and comprehensive legal services in various areas, while also focusing on achieving social value. Our attorneys have dedicated themselves to proactively developing their expertise and specialty in creating social value and addressing social problems.

01

JIPYONG's Practices

JIPYONG provides professional and comprehensive legal services in areas as varied as litigation/arbitration, M&A, corporate matters, international transaction, foreign investment, finance/securities, PE, construction/real estate, fair trade, labor, bankruptcy/restructuring, intellectual property, criminal litigation, tax, constitution, administrative litigation, insurance, maritime, international arbitration, inheritance/family law.

Corporate	Finance	Dispute Resolution	Construction & Real Estate
<ul style="list-style-type: none"> M&A General Corporate Matters Corporate Governance Bankruptcy/Rehabilitation/Corporate Restructuring Overseas Investment Foreigners' Investing Public Policy / Legislation Risk Management ESG Center 	<ul style="list-style-type: none"> Real Estate Finance/Real Investment SOC Project Finance Structured Finance/Derivatives Acquisition Financing Ship and Aircraft Finance IPO & Capital Market Private Equity Financial Regulation & Financial Institutions M&A for Financial Institutions & Entry to Overseas Markets Financial/Securities/Insurance Disputes 	<ul style="list-style-type: none"> Financial/Securities/Insurance Disputes Construction/Real Estate Disputes Fair Trade & Competition Disputes Labor & Employment Disputes IP Disputes Bankruptcy Disputes Corporate Management Disputes / Investor Disputes Product Liability & Consumer Claims Commercial/Civil Disputes Maritime & Arbitration International Arbitration International Litigation Constitutional & Administrative Litigation Medical Disputes Family Law Tax Disputes Media Disputes 	<ul style="list-style-type: none"> Construction & Real Estate Disputes Construction & Real Estate Administrative Law Government Bidding & Contracts Overseas Construction
Antitrust & Competition	Labor & Employment	Criminal Defense	Intellectual Property
<ul style="list-style-type: none"> Concerted Practice (Cartel) Abuse of Dominance & Unfair Trade Practices Corporations and Inside Trading Merger Subcontract Law Franchise & Retail Law Unfair Advertisement & Form Contracts Fair Trade & Competition Disputes 	<ul style="list-style-type: none"> Labor & Employment Disputes Industrial Health & Safety 	<ul style="list-style-type: none"> Corporate Criminal Defense General Criminal Defense Financial Defense Securities Defense Construction & Real Estate Defense Labor Defense Tax Defense Fair Trade Defense Election Law Religious Defense 	<ul style="list-style-type: none"> Patent & Utility models / Employee Invention Trademarks & Design / Anti-Competitive Practice Copyright Trade Secrets & Industrial Technology & Business Information Protection Privacy & Data Protection IP Management & Strategy Consulting Services Disputes over Abuse of IP Rights & Technology Theft Unfair Trade Practices & Customs Clearance

Inheritance / Family Law	Tax & Accounting Center	Insurance	ESG Center
<ul style="list-style-type: none"> Inheritance Disputes Divorce and Division of Property / Custody Inheritance and Gift Tax / Family Business Succession Other Family Disputes 	<ul style="list-style-type: none"> Tax Disputes Tax Advisory Service Response to Tax Investigation Inheritance and Gift Tax / Family Business Succession Tax Defense Accounting Regulation Customs & International Trade Tax & Accounting Center 	<ul style="list-style-type: none"> Insurance Disputes Insurance Regulation D&O and Professional Liability Marine / Airline Insurance & Reinsurance Insurance Company Audits Establishment and Operation of Branches of Insurance Company Insurance Company M&A Listing of Insurance Companies 	<ul style="list-style-type: none"> Environment Human Rights Management & CSR/Sustainability /Social Value Compliance / Ethical Management
Industry	Region		
<ul style="list-style-type: none"> Biotechnology / Pharmaceutical / Medical Device & Healthcare Technology, Media & Telecommunications Energy / Resources / Infrastructure Construction / Real Estate Electronic Banking & Fintech New Technologies / New Industries Entertainment / Sports & Leisure Game & E-Sports Government Contracts & Offset Trade R&D Education Religion 	<ul style="list-style-type: none"> Global Business Center Vietnam Indonesia Myanmar China Russia / Central Asia Cambodia / Laos / Thailand Singapore / Malaysia Philippines Japan India / Middle East / Africa UK / Germany / Europe US / Canada Australia / New Zealand Central & South America North Korea - NK Investment Consulting Center 		

02

2020 Business Performance

In 2020, JIPYONG took a leap again by addressing various challenges even during the COVID-19 public health emergency situation. In 2020, JIPYONG hired about 50 attorneys and other professionals and increased in size greatly. In particular, it recruited NEXUS's real estate team and employed various attorneys having expertise in tax, fair trade, and criminal defense, etc.

In addition, JIPYONG endeavored to develop its expertise through the litigation researcher system and the system for concentrated management of important cases, etc. Celebrating its 20th anniversary, JIPYONG's year was focused on strengthening its values and the founding philosophy, and it made particular efforts to enhance and internalize social value management.



03

New Business Areas

In response to new market environments, JIPYONG established new teams or enhanced the existing organizations to develop new business areas.



Tax & Accounting Center

In 2020, JIPYONG announced its establishment of the Tax & Accounting Center to strengthen its tax team and combine different tasks in accounting sector to provide a total service in tax and accounting. JIPYONG's Tax team and Accounting Regulation team use their expertise and skills in collaboration with the firm's related professional teams including inheritance/family law team, criminal defense team, public policy and legislation team, and global business center to provide advanced legal services to clients.



Digital Economy Group and Green New Deal TF

JIPYONG launched the Green New Deal TF, based on its Environmental/Energy/Public Policy teams, to proactively respond to Green New Deal-related issues, and the Digital Economy Group consisting of the nation's top experts in law and various industries such as smart city and SOC, etc., to respond to the issues related to the Korean New Deal and provide necessary legal services.

The Digital Economy Group led by the Managing Partner Young Tae YANG consists of 50 experts in the data-based industries such as personal information, big data, blockchain, and AI, which are essential for the transformation to the digital economy, and the non-face-to-face industries such as digital healthcare, online education, and tangible media, and the key industries of Digital New Deal such as platform business, digitalization in the SOC sector, and smart city.

The Green New Deal TF led by Managing Partner Sung Taek LIM consists of 30 experts in environment, energy, finance, and legislation. The TF provides broad legal services including legal advice on investment/finance and various approvals/permits related to new and renewable energy such as wind and solar energy, etc., advice on the measures to climate change such as ETS, smart grid, green mobility, zero energy buildings, etc., advice on the assessment and response strategies to environmental risks that may arise in the transaction process including M&A and restructuring, etc., and advice and representation in connection with environmental disputes related to soil, air, and water pollution.

ESG Center

JIPYONG ESG Center is committed to providing clients with the nation's top ESG advice and consulting services to help clients minimize ESG-related risks, fulfill their social responsibilities, and achieve sustainable development on par with the global standards. In order to help our clients manage the ESG-related risks and achievements, JIPYONG provides one-stop solutions in the area of ESG in collaboration with the firm's various working groups, each of which focuses on environmental (E), social (S), and governance (G).

JIPYONG ESG Center is led by Managing Partner Ji Hyung KIM, a former Supreme Court justice and the current (non-standing) head of Samsung's Corporate Compliance Monitoring Committee as a consultant of the Center, and Managing Partner Sung Taek LIM, one of the top-tier experts in the areas of balance between business and social values, ESG, and human rights management, as the head of the Center. The Center has the Strategy Group, which is led by Jun Hui LEE who previously was a director at Deloitte Korea. The Center's key members include: Young Kyu YUN, former counsel of the Financial Supervisory Service (FSS), who has significant experience in financial regulation; Senior Advisor Joon Gil LEE, former government official at the Korea Fair Trade Commission who is an expert in compliance; Young Soo KIM, former founding member of Gong-Gam (a Korean Public Interest Lawyers Group), who worked as a public interest lawyer before joining JIPYONG as Partner; Hye Jung RYU, who regularly advises the Ministry of Industry, Trade and Energy and Korea Power Exchange, etc. on the environment and energy law issues; Hee Jung SHIM, a former (executive level) in-house counsel of a global bank's Seoul office as the nation's top-tier expert in the financial regulation and corporate governance areas; Chang Wook MIN who recently earned a masters' degree in Public Affairs from UC Berkeley Goldman School of Public Policy with a focus on social policy and Business and Human Rights (BHR); and Yung Eun JANG, who handled matters related to listing and disclosure in an accounting firm and Korea Exchange for about 15 years.

Environment Team

JIPYONG's Environment Team consists of various experts with deep knowledge and experience in not only traditional environmental areas (e.g., air, water, and soil, waste, noise and vibration, natural environment, and environmental impact assessment, etc.) but also new environmental areas (e.g., new and renewable energy, eco-friendly mobility, hydrogen economy, and smart city, etc.). JIPYONG provides comprehensive legal services in the area of environment from advice on environmental legislation and policy and advice on individual environmental issues, to representation in environmental disputes.

Human Rights Management Team

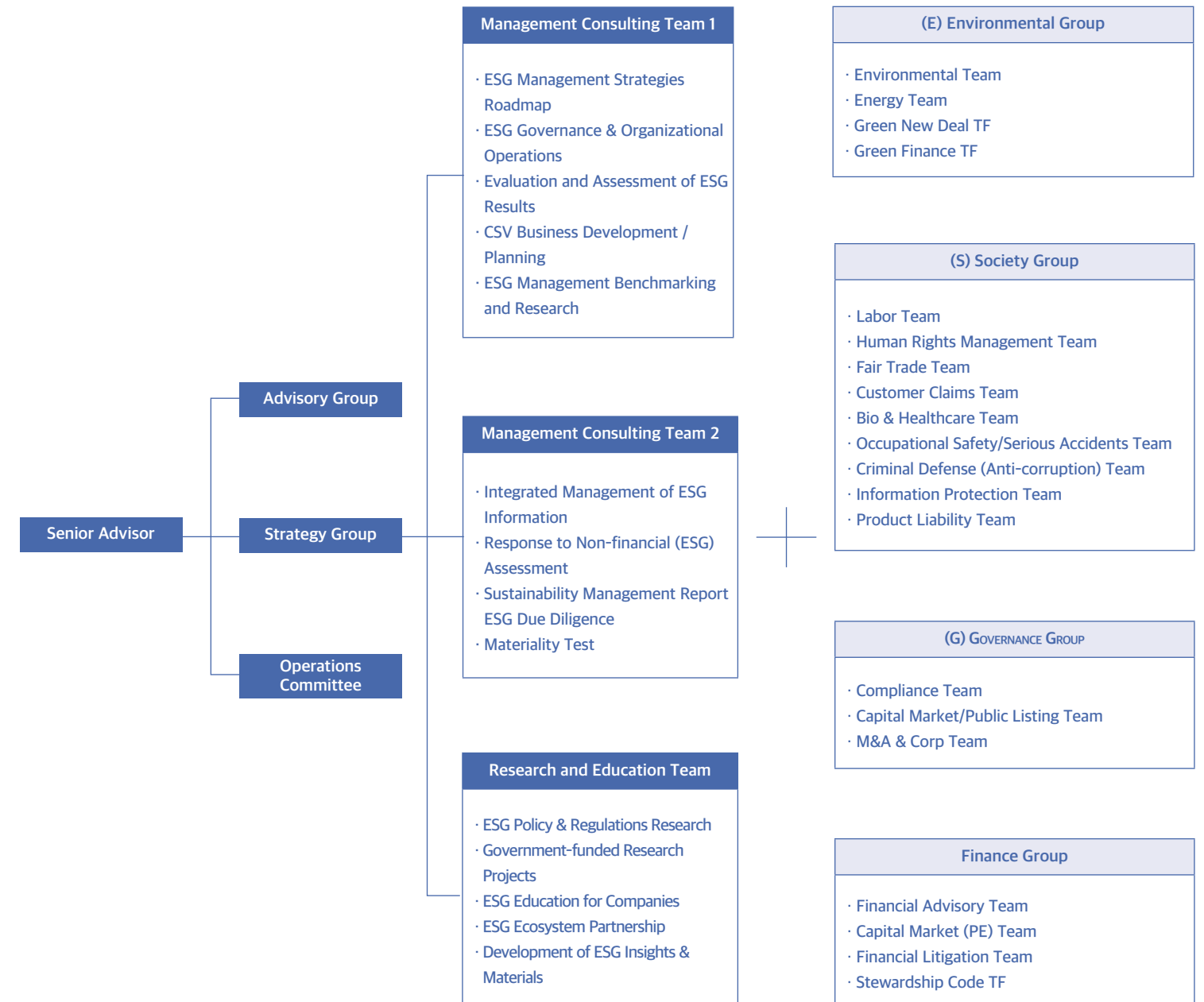
JIPYONG's Human Rights Management Team provides systematic and specialized advice on human rights management and successfully represents clients in human rights-related cases such as petitions, complaints, and litigation, etc. based on its extensive experience and expertise. The team has a plethora of experience in rendering advice to companies on establishing a human rights management system, conducting human rights impact assessment, due diligence and inspection on specific human rights issue, etc. as well as supporting social enterprises, helping the establishment of legislation on social economy, and impact finance, etc.

Compliance Team

JIPYONG's Compliance Team inspects compliance risks that may arise in areas of anti-corruption, antitrust and competition, finance, and corporate governance, etc. and advises clients on preventive measures as well as procedures for ex post remedies. The team provides comprehensive legal services to companies for compliance monitoring and support, including establishment of a compliance system (compliance monitoring, control, and support), provision of delegated services for internal reporting hotline, internal audit and digital forensic investigation, audit on labor/subcontracting/embezzlement and breach of trust by directors, etc.

Occupational Safety·Serious Accidents Team

Following the Amendments to the Occupational Safety and Health Act, which was amended to strengthen the responsibility of the contractor, etc. which became effective in January 2020, it is expected that the Severe Accidents Punishment Act will come into effect in January 2022. As the Occupational Safety and Health Act fails to prevent the occurrence of serious accident, the Severe Accidents Punishment Act was introduced to prevent serious industrial and civil accidents by imposing criminal punishment and punitive damages to the management of companies, etc. The companies are required to be prepared for the enactment of the law proactively and systematically before the enforcement of the new law as it is expected that various risks may arise to companies upon occurrence of serious accidents while there are ambiguities in the language of the Severe Accidents Punishment Act.



04

Compliance with Legal Ethics

JIPYONG is well aware of the ethical responsibility it has to clients, employees and executives, companies, the nation and the society. As such, it enacted JIPYONG LLC Ethics Charter ("Ethics Charter") simultaneously with its incorporation to implement ethical management and compliance in a systematic and proactive manner. JIPYONG's Ethics Charter is the code of conduct which provides criteria for value judgment for all members at JIPYONG in their performance of duties and daily lives. All members at JIPYONG are committed to faithfully implementing the Ethics Charter.

JIPYONG's Ethics Charter

Upon its incorporation, JIPYONG established the Ethics Charter to require all members to follow ethical standards and applicable laws and regulations. The Ethics Charter consists of 13 provisions including duty of loyalty for clients, obligation to notify, duty to handle business within the reasonable scope, duty to do one's best regardless of the value of compensation, prohibition of representation of other parties, prohibition of pursuit of private interest, prohibition of discrimination, etc.

Operation of the Ethics Committee

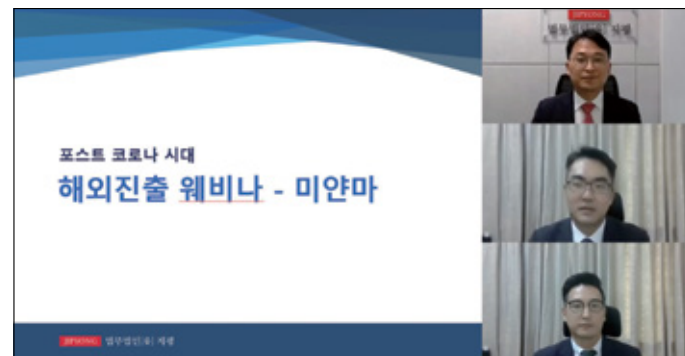
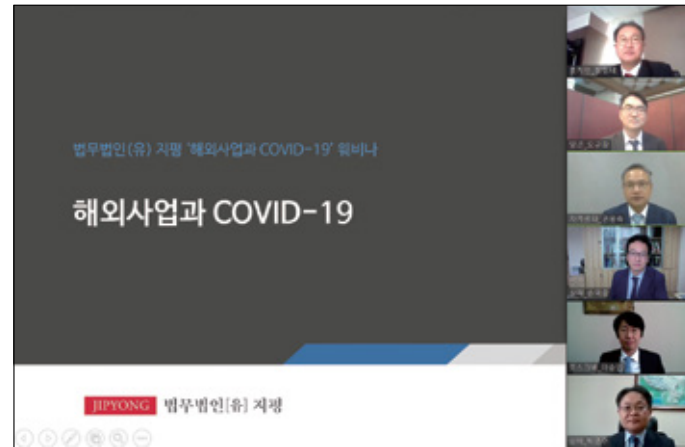
In line with the implementation of the Improper Solicitation and Graft Act which became effective in September 2016, JIPYONG enacted its Ethics Committee Rules and reorganized the Ethics Committee (chairman: managing partner Ji Hyung Kim) on July 1, 2016. The Ethics Committee is comprised of the chairman who is appointed by the Management Committee, as well as three managing partners and three partners. The Ethics Committee requires all JIPYONG members to comply with legal ethics, anti-corruption, and integrity obligations, and has the authority to investigate and deal with any breach of such obligations. Further, the Ethics Committee is also responsible for answering questions on attorney ethics and providing ethics education to all JIPYONG members.

In JIPYONG's Occupational Safety/Serious Accidents Team, attorneys and experts specialized in labor, criminal defense, corporate legal matters, construction/real estate, and ESG including attorneys who previously served in courts, prosecutors' offices, or Police and attorneys specialized in ESG, etc. collaborate with each other to provide consulting services to clients to establish a safety and health management system tailored to each company's characteristics in order to prevent serious accidents. In addition, JIPYONG is committed to supporting clients to ensure safety in their workplaces, prevent any serious accidents, and minimize any risks through its partnership with external institutions including the Korea Industrial Safety Society, and the Korea Safety Technology Association.

Overseas Business

JIPYONG operates overseas offices in China, Russia, Vietnam, Indonesia, and Myanmar. Understanding the customs and practice in such countries are as important as interpretation of the law. JIPYONG provided a series of webinars for clients who are having difficulty in receiving experts' opinions from local experts and collecting related information due to various restrictions caused by the COVID-19 pandemic.

Date	Webinar Title	Overseas Offices (Country)
May 27, 2020	"Foreign Business and COVID-19"	Russia, Myanmar, Vietnam, China, Indonesia
July 22, 2020	Overseas Expansion in the Post COVID-19 Era - Myanmar	Myanmar
November 26, 2020	Legal and Practice Review on Effective Collection of Debts at Vietnam, Indonesia, and Myanmar	Vietnam, Indonesia, Myanmar



JIPYONG LLC Ethics Charter

1
JIPYONG LLC members must always understand and diligently comply with the rules and regulations governing their respective professions or governing the professionals they assist such as the Attorney-At-Law Act and Korean Attorneys' Code of Ethics, the Patent Attorney Act and related regulations, and the Certified Public Accountant Act and related regulations. Members must also maintain their dignity as JIPYONG constituents in carrying out their work or their daily lives.

2
JIPYONG members must always understand and diligently comply with the principles, agreements and rules agreed by the members.

3
JIPYONG members must not take on cases contravening conventional ethics or social justice, or unfairly prejudicing third parties. They must also not utilize their knowledge and skills to represent such interests.

4
JIPYONG members must give their utmost effort to protect the interests of their clients.

5
The activities of JIPYONG members in protecting the interests of their clients must not exceed legitimate scopes of ordinarily applicable regulations, social justice and professional conscience.

6
JIPYONG members must faithfully carry out all mandated work and must not act dishonestly or request unjust compensation for their work.

7
JIPYONG does not represent and work for opposite parties in the same case.

8
JIPYONG members must under no circumstances betray the client's trust.

9
JIPYONG member must not pursue personal gain, by for example purchasing securities, through information obtained through their work.

10
JIPYONG members must strive to be interested in and participate in activities advancing the public interest.

11
A JIPYONG member must immediately notify the company if it he or she becomes aware while conducting work that (i) any damage or disadvantage might be or was in fact incurred by JIPYONG due to reasons such as a breach of duty of care or (ii) his or her interests and JIPYONG's interests might or in fact conflict.

12
JIPYONG members must take care not to speak or act in their social lives in a way that might defame the reputation of or disadvantage the company.

13
A JIPYONG member who has a duty to notify or obtain approval from the company pursuant to this Ethics Charter or has questions regarding the charter's interpretation or application must report or inquire either the Management Committee, the Ethics Committee or the professional he or she is assisting.

Ethics compliance index

Item	Existence
Internal control procedure in the event of conflict of interests	Yes
Internal control procedure in the event of illegal activities	Yes
Compliance standards, education, regulations or guidelines on Improper Solicitation and Graft Act	Yes
Legal ethics policy regarding utilization of former judges, retired officers and non-attorney professionals	Yes
Internal control procedure regarding retainer by non-attorney professionals	Yes
Internal control procedure regarding excessive engagement or unethical representation	Yes

Ethics Regulation Procedure

The Management Committee and practice team leaders discuss and decide on matters concerning ethics, integrity and anti-corruption on the basis of the Ethics Charter. The Ethics Committee investigates and decides on: matters reported to it, disciplinary actions requested to be made by the committee pursuant to internal disciplinary rules and matters requested by the Management Committee or auditor. JIPYONG has enacted and implements a separate "Disciplinary Rules for Professionals" to enhance the Ethics Charter's regulatory power. Further, there is also a reporting procedure that applies in the event illegal activities are found.

Professionals who Retired from Public Service

According to Article 31(3) of the Attorney-at-Law Act, no person who commences a legal practice after working as a judge, a prosecutor, a long-term military judicial officer or a public official may accept cases handled by the state agency in which he or she has worked on from one year before his or her retirement until his or her retirement such as a court, prosecutors' office, military court, Financial Services Commission, Fair Trade Commission and a police office for one year from the date on which he or she retired from office. JIPYONG complies with the foregoing provision and prohibits its attorneys who joined JIPYONG after retiring from public service from engaging in any cases involving the government institutions where they worked until their retirement. Thanks to strict enforcement of this rule, there has been no cases where a disciplinary action was imposed on JIPYONG due to its attorneys who retired from public service accepting such a case.

List of JIPYONG Experts who Retired from Public Service

[Lawyers]

	Name	Date of Retirement	Date of Entry to JIPYONG	Position in Public Service Upon Retirement
1	Gyeong Woon KANG	1998-08	2011-03	Judge, Suncheon Branch of Gwangju District Court
2	Ho Jung KANG	2012-02	2013-12	Prosecutor, Seoul Western District Prosecutors' Office
3	Kyeong Ran KWAK	2019-03	2019-03	Advisor, National Assembly of Korea
4	Chang Young KWON	2017-02	2017-03	Presiding Judge, Uijeongbu District Court
5	Kang San KIM	2019-02	2019-03	Presiding Judge, Gwangju District Court
6	Donga KIM	2019-02	2019-03	Presiding Judge, Seoul Southern District Court
7	Ji Hyung KIM	2011-11	2012-12	Justice, Supreme Court
8	Soo Saeng MOON	2018-02	2018-03	Presiding Judge, Seoul Southern District Court
9	Young Joo PARK	2001-02	2001-02	Judge, Busan District Court
10	Jeong Soo PARK	2015-02	2015-03	Presiding Judge, Seoul Southern District Court
11	Bong Kwan SA	2016-02	2016-03	Presiding Judge, Seoul Central District Court
12	Chang Ik SUNG	2012-02	2017-12	Presiding Judge, Ulsan District Court
13	Seung Ki SHIN	2007-08	2012-06	Prosecutor, Special Investigation Department at Busan District Prosecutors' Office
14	Sang Sub UM	2020-02	2020-03	Presiding Judge, Suwon Family Court

15	Ja Sung OH	2017-08	2017-09	Senior Prosecutor (Head of Criminal Trial Division), Seoul High Prosecutors' Office
16	Kong Hyun LEE	2011-03	2011-03	Justice, Constitutional Court
17	Sang Geun LEE	2007-02	2012-06	Judge, Busan High Court
18	Jae Seung LEE	2020-08	2020-10	Senior Prosecutor, Seoul Western District Prosecutors' Office
19	Hong Jae LEE	2009-01	2013-04	Senior Prosecutor (Head of Foreign Criminal Affairs Department), Seoul Central District Prosecutors' Office
20	Hyeong Tae LIM	2020-02	2020-02	Presiding Judge, Jinju Branch of Changwon District Court
21	Ki Seok CHANG	2019-08	2019-09	Deputy Chief Prosecutor, Jeju District Prosecutors' Office
22	Hee Chan JEONG	2007-02	2020-02	Prosecutor, Seoul Eastern District Prosecutors' Office
23	Sehoon CHOI	2016-01	2016-02	Senior Prosecutor (Head of Criminal Trial Division), Seoul High Prosecutors' Office
24	Young Nam CHOI	2017-02	2017-02	Presiding Judge, Gwangju District Court
25	Jai Sang HAN	2020-02	2020-03	Judge, Seoul Central District Court
26	Jae Chul HAN	2002-02	2011-03	Judge, Gwangyang City Court at the Suncheon Branch of Gwangju District Court

[Non-Lawyers]

	Name	Date of Retirement	Date of Entry to JIPYONG	Position in Public Service Upon Retirement
1	Yung Joo KANG	2002-04	2009-09	Member, Monetary Policy Committee, Bank of Korea
2	Doo Young KIM	2019-06	2019-09	Executive Vice President for Innovative Growth, KOTRA
3	Brian KIM	2016-12	2017-01	Managing Director, KOSPI Market Division, Korea Exchange
4	Seok Dong KIM	2013-02	2015-04	Chairperson, Financial Services Commission
5	Si Mun KIM	2017-12	2018-01	General Counsel, Fair Trade Commission
6	Yong Chae SEOMUN	2011-02	2014-07	Director General, Planning & Coordination Bureau, Financial Supervisory Service
7	Joon Gil LEE	2006-11	2015-11	Head of Terms and Conditions Examination Division, Fair trade Commission
8	Yung Eun JANG	2018-02	2018-02	Head of Disclosure Dept. and Listing Dept., KOSPI Market Division, Korea Exchange
9	Yeon Soo JIN	2006-12	2012-11	Deputy Director, Market Oversight Bureau, Fair Trade Commission
10	Hyon Min CHOI	2016-12	2020-11	Commissioner, Busan Regional Tax Office, National Tax Service

Confidentiality

Law firms and their attorneys have the obligation to keep their clients' information confidential pursuant to the Attorney-At-Law Act. JIPYONG more strictly complies with such obligations by enacting the Ethics Charter (Article 8). In any event, JIPYONG and its members will not provide or disclose to a third party any information about clients or the work they have done for the clients unless they obtained prior approval from the firm in accordance with the procedures determined by JIPYONG to the extent that it is unavoidable to protect legitimate interests of JIPYONG and its members. In addition, JIPYONG members fulfill their duty of care regarding their daily speech and actions, and meticulously deal with their relationship with a third party so as to ensure that they do not divulge their clients' information and any other information on the business processed on behalf of the clients and keep such information confidential.

Compliance with Privacy Regulations

JIPYONG protects valuable information of clients, its members, and interns, etc. in compliance with applicable laws including the Personal Information Protection Act and the Act on Promotion of Information and Communications Network Utilization and Information Protection, Etc. JIPYONG established the Confidentiality Regulation to systematically manage documents and materials in accordance with their confidentiality levels, and specified the provisions applicable to document management in the Guidelines for Confidentiality and Security Control under which the firm shall, in particular, manage the documents containing clients' trade secret, etc. to ensure that such documents are not disclosed to any third party other than the experts in charge and JIPYONG employees. In addition, JIPYONG frequently checks whether its clients' information and personal information are protected and kept confidential and urges its members to pay attention to the protection and security of such information. It also provides mandatory education on personal information protection to all employees and executives in its Seoul office once a year through the Personal Information Protection Portal website. Further, JIPYONG informs the matters related to confidentiality to its clients by specifying them in contracts and discloses the information on the privacy officer and the division in charge of personal information protection and possible remedies in the case of personal information infringement by posting them on its website pursuant to its privacy policy.

[Privacy Policy]

Pursuant to the Personal Information Protection Act, JIPYONG established the Privacy Policy and discloses it on its website to protect personal information of data subjects and promptly and smoothly deal with any grievances related to personal information protection. JIPYONG has designated the following person as the Privacy Officer who is responsible for, and thus supervises any matters related to the personal information processing in order to ensure that any grievances from data subjects related to JIPYONG's data processing are promptly handled and any damages arising therefrom are adequately relieved.

Privacy Officer

Name: So Young LEE
 Title: Attorney-at-law
 Tel.: 02-6200-1721

Division in Charge of Personal Information Protection

Division: Computing Department
 Responsible Employee: General Manager Jin Gu KIM
 Tel.: 02-6200-0715

Preventing Conflict of Interests

Beyond simple compliance with the Attorney-At-Law Act, JIPYONG has implemented a strict conflict of interests checklist to meticulously check whether there is any conflict of interests with its existing clients whenever they are requested to represent a new client in order to prevent any conflict of interests between clients and interested parties.

JIPYONG's conflict of interests checklist consists of four questions, and JIPYONG attorneys must check whether a case requested by a new client has any conflict of interests with any existing cases they are dealing with before they provide advice not only in litigation cases but also when the attorneys enter into advisory contracts so as to ensure that they do not violate the trust of clients they serve.

The interests of our clients are our utmost concern. If JIPYONG is unable to conduct work for a client due to conflicts of interest, such is diligently explained to the client and assistance is given to protect the client's interest by, for example, referring them to other professionals.

05

Communication with Clients

JIPYONG has been working to increase transparency in its communication with stakeholders including employees, clients, supply chain, and local communities. As a law firm, JIPYONG in particular has had close communication with the legal society. In addition, JIPYONG continues to communicate with clients by providing up-to-date information through its newsletters and press release. We have recently upgraded our website to enable our clients' easy access to the website in both web and mobile environments and we are endeavoring to be even closer to our clients by using various platforms such as YouTube and Facebook. Further, we provide clients with high-quality knowledge and education through various efforts including a series of seminars for clients focusing on professional areas such as labor and accounting and publication of legal anthology "Horizon of the Law", an anthology of legal articles written by JIPYONG's experts and attorneys.

2020 JIPYONG Seminars

JIPYONG has expertise and excellence in various areas including law, accounting, expertise in business practice including negotiation skills and corporate general, international transactions, foreign investment, finance/securities/PE, construction/real estate, antitrust/competition, labor, bankruptcy/corporate restructuring, intellectual property, criminal defense, tax, constitution, administrative law, insurance, maritime, international arbitration, inheritance/family law, etc. JIPYONG's experts share their expertise, skills, experience, and knowledge with clients and the general public through seminars, lectures, and publications.

2020 JIPYONG Seminars

Date	Title
Feb. 3, 2020	Labor Team's Seminar for Clients
Feb. 6, 2020	Response Strategies for Audit Regulations
May 27, 2020	Foreign Business and COVID-19 (Webinar)
Jun. 24, 2020	[LEGAL 500] Guiding Your Business Through a Time of Crisis: A Lawyer's Guide to COVID-19 in South Korea (Webinar)
Jul. 22, 2020	Overseas Expansion in the Post COVID-19 Era - Myanmar (Webinar)
Oct. 30, 2020	JIPYONG/DUROO "International Research on Children Deprived of Liberty" Symposium
Nov. 26, 2020	Legal and Practice Review on Effective Collection of Debts at Vietnam, Indonesia, and Myanmar (Webinar)



06

Policy Research on Legislative Matters

JIPYONG's Policy Research on Legislative Matters

As part of its effort to make investments and provide services for public interest, JIPYONG actively advises government institutions on legal matters and accepts research projects on legislative reforms. JIPYONG believes that it is our social responsibility to contribute to the advancements of the legal system of our society and makes efforts to maximize our society's social values through fairer and more just legal system. In 2020, JIPYONG provided research and advisory services for 16 projects on legislative matters.

JIPYONG's Research and Advisory Services on Legislative Matters in 2020

- Consultation and research on measures to manage and improve the online copyright system
- Advice on the enactment of the Enforcement Decree of the Act on Examination of Death in the Line of Duty of KOICA Officers, etc.
- Research on enactment and amendment of the Enforcement Rules of Industrial/Energy/ODA Businesses and applicable regulations
- Review on the amendments to the subordinate statutes of the National Health Promotion Act
- Research on the amendments to the Special Act on Support of Scientists and Engineers for Strengthening National Science and Technology Competitiveness
- Review on the amendments to the Act on Promotion of Mutually Beneficial Cooperation Between Large Enterprises and Small and Medium Enterprises
- Preparation of the amendments to the Royalty Guide
- Review on the amendments to the Airport Facilities Act (MT-AAP-2001)
- Research for preparation of the guidebook on the Water Environment Conservation Act
- Research on the legislative reform of personal information protection laws and regulations applicable to data anonymization
- Research on institutionalization of SPC
- Research on operation of the human rights impact assessment by Seoul Metropolitan government
- Research on legislations related to children of incarcerated parents
- Research on the COVID-19 pandemic
- Advice on the Research on the direction of legislative reform on the restrictions on the operation of old diesel vehicles
- Primary research to establish the criteria for human rights infringement

07

Support for Legal Education

JIPYONG/DUROO's Operation of internship programs in summer and winter 2020

JIPYONG operated an internship program twice during the summer of 2020. About 45 law school students participated in the program to learn and experience the legal practice of attorneys for two weeks.

Category	Term	Students Eligible for the program	No. of participants	Law school (Number of participants)
Summer Internship 2020	First round Jun. 29 - Jul. 8, 2020	2nd year law school students	27	Seoul National Univ. (9), Yonsei Univ. (5), Korea Univ. (2), Sungkyunkwan Univ. (2), Ewha Univ. (1), Hanyang Univ. (2), Sogang Univ. (2), Chung-Ang Univ. (1), Kyunghee Univ. (1), Ajou Univ. (2)
	Second round Jul. 13 - Jul. 22, 2020		26	Seoul National Univ. (5), Yonsei Univ. (5), Korea Univ. (7), Sungkyunkwan Univ. (2), Ewha Univ. (3), Hanyang Univ. (1), Sogang Univ. (1), University of Seoul (1), Pusan National Univ. (1)

DUROO provided a 3-week internship program and a 2-week internship program in winter and summer of 2020, respectively. DUROO's internship programs for law school students who are interested in public interest and human rights provide valuable hands-on experience including review of public interest litigation records, preparation of briefs, related research, attending a trial, and works and projects in cooperation with organizations for public interest including NGOs, and other philanthropic activities.

DUROO will continue to work on informing the legal practice of public interest attorneys to prospective lawyers who want to become public interest lawyers and training the upcoming generation of public interest lawyers

Category	Period	Students Eligible for the Program	No. of participants
Winter Internship 2020	Feb.3 - Feb.21,2020	1st-and 2nd year law school students	11
Summer Internship 2020	Aug.10 - Aug.21, 2020	1st-and 2nd year law school students	10

Support of Legal Education

JIPYONG attorneys believe that nurturing future lawyers is one of the important responsibilities of attorneys. This is why JIPYONG continues to put effort into educating prospective lawyers. JIPYONG attorneys provide lectures based on their hands-on experience to judicial apprentices and law school students at law schools, the Judicial Research and Training Institute, and universities. In 2020, 6 JIPYONG attorneys gave lectures to 4 law schools and 1 university.

JIPYONG Attorneys who Provided Lectures in 2020 in Support of Legal Education

Name	Institution/Title
Sung Taek LIM, Managing Partner	Adjunct Professor, Law School of Yonsei University
Seung Soo CHOI, Partner	Adjunct Professor, Law School of Chung-Ang University
Chang Young KWON, Partner	Adjunct Professor, Aerospace Legal Department, Korea Aerospace University
Seong Jin BAE, Partner	Adjunct Professor, Seoul National University School of Law
Won JEONG, Partner	Adjunct Professor, Korea University School of Law
Donga KIM, Partner	Adjunct Professor, Seoul National University School of Law

JIPYONG Internship Testimonial

JIPYONG, Where I look Forward for My Future

Ye Hyun LIM, Law Student (Summer Intern at JIPYONG)

Although my internship at JIPYONG was less than two weeks, my experience at JIPYONG was truly valuable. I was continuously impressed by the commitment and pride of JIPYONG's attorneys as well as their trust and respect to their colleagues. It showed JIPYONG's founding philosophy that it will always put people first based on its belief that people are the driver of its growth.

JIPYONG attorneys dedicated themselves to providing best services as legal experts while finding ways to advance our society by leveraging their expertise and knowledge. By seeing their approach to work, I learned a lot about lawyers' sense of duty and work ethics. I was convinced that I could be a good lawyer if I work with such dedicated attorneys.

My experience at JIPYONG not only reinforced my desire to be a highly competent lawyer but also let me dream of becoming a responsible professional who works with and learns a lot from dedicated colleagues with strong work ethics. Although it was such a short period of time, I will not forget my internship experience at JIPYONG and reflect what I have learned in the path to become a lawyer who have both expertise and a warm heart.

DUROO Internship Testimonials

"I want to dedicate my whole life to work that makes my heart beat."

Jang Hyun NAM, Law Student (Former Intern at DUROO)

My internship experience at DUROO is composed of two parts: First, I was asked to voluntarily fulfill assignments, and second, I was given an opportunity to participate in a series of lectures that introduce different fields as well as special lectures. It was inclusive and intellectually stimulating lectures and special lectures that were given once or twice every day because it made me think about issues that I have never thought about before.

"I want to make a world where more people can live happy."

Seul Ki JANG, Law Student (Former Intern at DUROO)

Each and every story I heard and witnessed at DUROO and what I learned from the organization became the truly valuable asset which makes me ponder upon whenever I feel lost. Furthermore, through my internship experience at DUROO, I became to know many colleagues who see the same future as I do. Having time with people wishing to spread positive influence made for a truly enjoyable and enriching experience and made me look forward to meeting them in the future. I was really happy to get to know other interns, colleagues, and DUROO attorneys whom I worked with during the internship.



JIPYONG SUSTAINABILITY REPORT

PART IV. Community of Legal Professionals Contributing to the Society

JIPYONG members are committed to realizing social values by performing public interest activities based on their expertise and interest. In 2020, JIPYONG members provided a total of 8,930.85 hours of community service without pay or credit, and the value of such community service amounts to KRW 6,351,526,700. The value of achievements made through such activities including legislative reforms and advancements in rights and interests of minorities exceeds the foregoing amount. JIPYONG arranges various community service programs and donation programs in order to allow for more of its members to experience our local communities and to act in the spirit of sharing.

01

JIPYONG's Public Interest Activities

Although JIPYONG could not operate some of its public interest activity programs due to the COVID-19 pandemic in 2020, JIPYONG members were still able to achieve total service hours for public interest activities of 8,930.85 hours, an increase of 622.4 hours from those of 2019. The average JIPYONG attorney performed 40.59 hours of public interest service and the average JIPYONG attorney who participated in public interest activities spent 47.50 hours on public interest service. Among 220 Korean attorneys who are subject to the pro bono requirement, 188 attorneys, 85.45% of the total attorneys at JIPYONG, participated in public interest activities. Among those attorneys, about 45% participated in more than 30 hours of public interest activities.

Total Hours of Public Interest Activities

8,930.85 Hours



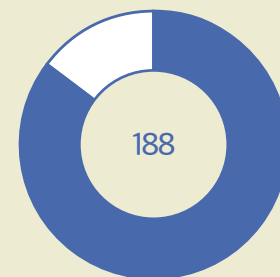
Average Hours of Public Interest Activities per Attorney

40.59
(8,930.85 hours/220 attorneys)



Percentage of attorneys who participated in public interest activities

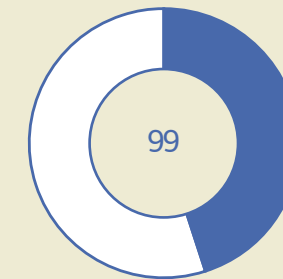
85.45 % (188 attorneys/220¹⁾)



1) The number of Korean attorneys + foreign attorneys in JIPYONG's Seoul office who are required to participate in public interest activities

Percentage of attorneys who participated in public interest activities for more than 30 hours

45 % (99 attorneys/220)



Total hours of public interest activities

3,691.84



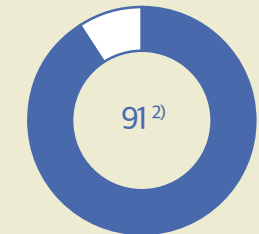
Average hours of public interest activities per JIPYONG member

7.89 (468 members)

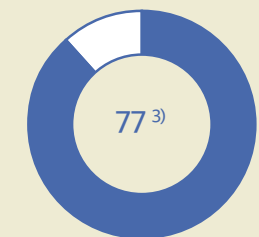


Percentage of partners and associates who participated in public interest activities

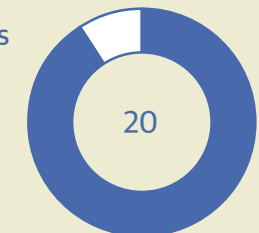
Partners
81.98 %
(91 partners/111)



Associates
88.51 %
(77 Associates /87)



Foreign attorneys
(in Seoul office)
90.91 %
(20 foreign attorneys/22)



※ This index is calculated in accordance with the Law Firm's Public Interest Activities Evaluation Index prepared by the Korean Bar Association.

※ This index was prepared based on 220 JIPYONG attorneys (both Korean and foreign attorneys in JIPYONG Seoul office, branch offices, and overseas offices) (excluding JIPYONG attorneys who applied for the exemption of public interest activities).

※ Work hours of public interest attorneys (DUROO attorneys) were excluded.

※ Hours of public interest activities in fields other than the law were calculated based on all JIPYONG members.

2) The number of partners among the number of Korean attorneys who are required to participate in public interest activities

3) The number of associates among the number of Korean attorneys who are required to participate in public interest activities

**Five Key
Public Interest
Activities**



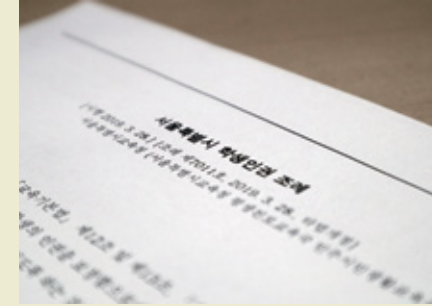
Military Guardhouse System to be Abolished and Held Unconstitutional

The Constitutional Court of Korea held that the provision in the former Military Personnel Management Act which allowed the Korean Military to place its personnel in detention is unconstitutional. The legal provision on the guardhouse system was abolished earlier this year and now the Constitutional Court has ruled such a provision unconstitutional. After years of legal challenges against the system, the military's detention system will fade into history after 124 years.



JIPYONG to be awarded as best law firm in “Public Interest” and “Best Legal Aid” in the Third Korea Legal Awards

In the 3rd Korea Legal Awards, JIPYONG was honored as the best law firm in “Public Interest (Litigation)” and “Best Legal Aid”. The Korea Legal Awards recognized the firm’s effort in obtaining the Constitutional Court’s decision that the Seoul Ordinance of Student Rights which prohibits hate speech is not against the Constitution, and its representation of a refugee family who were trapped in the Korean airport in a case where JIPYONG attorneys obtained the court decision that they should be given the opportunity to apply for the refugee status determination procedure.



JIPYONG and DUROO to be Honored with the Didimdol Award in relation to the Court Decision on Seoul Ordinance of Student Rights

The Constitutional Court held that the Seoul Ordinance of Student Rights which prohibits hate speech and discriminatory expressions does not violate the freedom of expression. The decision, successfully obtained by JIPYONG and DUROO, was honored with the Didimdol Award in the 36th Korea Women’s Conference.



Establishment of an Environment Subcommittee

JIPYONG has established an Environment Subcommittee under its Public Interest Committee to actively perform environment-related work. Environment is the very first area of public interest business in which JIPYONG is attempting to engage in. As it is expected that there will be lots of work to be done in the environmental sector, we expect that JIPYONG’s environment subcommittee will play an important role in its efforts in public interest activities.



Deletion of Article 915 of the Civil Act “the Right to Take Disciplinary Action”

The bill to revise part of the Civil Act by deleting Article 925 “the Right to Take Disciplinary Action” was passed by the National Assembly. This is a benchmark achievement for JIPYONG and DUROO which have carried out legislation movement to revise the law. We believe that physical punishment on children should be strictly prohibited, and children have a right to be free from any form of violence. JIPYONG hopes that the revision can be a meaningful starting point in abolishing violence against children.

02

Legal Pro Bono Activities



Advocacy for the Rights of Persons with Disabilities

JIPYONG's Subcommittee for the Rights of Persons with Disabilities believes that a society for persons with disabilities is a society for everyone. JIPYONG advocates for the rights of persons with disabilities by representing them in litigation and providing advice on legal matters. It also works on making legislative reforms to protect the rights of persons with disabilities.

Main Activities

- Represented persons with disabilities in litigation seeking remedy against the discrimination of persons with disabilities to protect the right of persons with disabilities to travel outside the city
- Represented persons with disabilities in an appeal seeking remedy against the discrimination of persons with disabilities to protect the rights of visually impaired and speech impaired persons to watch movies at theatres
- Supported in criminal cases related to human rights violations against persons with disabilities in the workplace
- Represented persons with disabilities in administrative proceedings and constitutional actions in connection with the provision related to the automatic resignation of a public official who has become an incompetent person under the adult guardianship under the State Public Officials Act
- Made a legal manual and provided education to the counselors to persons with disabilities subject to discrimination



Advocacy for the Rights of Children and Youth

JIPYONG's Subcommittee for Education of Children and Youth desires to address problems in our society faced by children and adolescents as members of our society. JIPYONG attorneys represent children and adolescents in litigation cases to advocate for their rights, engage in legislation movement for the rights of children and youth, cooperate with international activities to promote the rights of children and youth, and provide legal education, advice, and legal representation.

Main Activities

- Participated in a movement to provide legal assistance to children of incarcerated parents and reform related laws and regulations, publication of a legal manual for children of incarcerated parents
- Represented children and adolescents in administrative proceedings and constitutional action in connection with the Seoul Ordinance of Student Rights
- Participated in a legislation movement to delete Article 915 of the Civil Act "the Right to Take Disciplinary Action"
- Provided legal education and advice to Aeranwon
- Provided legal education and advice to the Korea Youth Shelter Association
- Provided call-in legal Education for citizens



Social Economy & Corporate Social Responsibility

JIPYONG's Society for Corporate Social Responsibility and Legal Studies advises on establishment and operation of social economy enterprises such as social enterprises and cooperative association, etc., and provides support on the legislative efforts in the area of social economy and legislative reforms. It also provides legal support to Corporate Social Responsibility activities carried out by companies.

Main Activities

- Legal Support for the Task Force of social impact incentives by Company "S"
- Provided research on the development of human rights management index and human rights impact assessment service for public company "S"
- Advised social enterprises and social ventures on legal matters in collaboration with Rootimpact, Crevisse, and SOPOONG
- Providing one-to-one matching service between JIPYONG attorneys and social ventures
- Provided legal and human rights education to companies moving into Hey Ground
- Planning and Proceeding with a matching service between social ventures and attorneys



Advocacy for International Human Rights and Rights of Immigrants

JIPYONG's International Human Rights Subcommittee provides legal support and assistance to international organization and foreign NGOs in Korea as well as immigrants and refugees in Korea. In addition, it provides legal experts' pro bono service through JIPYONG's foreign offices and carries out public interest legal activities.

Main Activities

- Supported refugee status applicants to apply for refugee status approval, represented them in raising objections against the decision not to approve their refugee status and an appeal to seek revocation of the lower court's decision
- Supported refugee status applicants who experienced misinterpretation/mistranslation so that they could seek re-application for refugee status approval
- Supported foreigners to be released from confinement in the airport by filing a petition to the Constitutional Court seeking an unconstitutionality decision on Article 63 (1) of the Immigration Act
- Represented a family applying for refugee status and confined in the airport in a lawsuit to cancel the decision not to refer the case to the refugee status determination procedure
- Supporting the Refugee Right Center, participated in the Refugee Network and Working Group Against Xenophobia Towards Refugees



Protection of Environment

JIPYONG's Environment Subcommittee conducts various legal activities such as providing advice and representation and conducting research to affect the direction of environmental policy and address environmental problems which pose a threat to human rights. In addition, the subcommittee systematically implements environmental policies in the office and invites environmental experts to hold seminars.

Main Activities

- Entered into an MOU with Environment Daily and cooperated with the newspaper company
- Filed a petition on human rights violations caused by climate crisis to the National Human Rights Commission
- Providing one-to-one matching project to match each JIPYONG attorney with environment-related social enterprises



Other Pro bono Activities

JIPYONG's Public Interest Committee support various areas involving public interest laws such as the freedom of election, freedom of assembly, unification, women's right, military human rights, etc.

Main Activities

- Freedom of Election / Filed a constitutional petition on the Public Official Election Act in relation to the restriction on assembly and gathering during the election period
- Unification/ Advised the Ministry of Unification on exchange and cooperation between South and North Korea
- Women's rights / Represented the bereaved family of a person killed by her spouse during the cooling-off period before divorce in a claim for damages against the government
- Military Human Rights / Filed a constitutional petition against the Military Guardhouse System
- Others / Advised and represented the National Human Rights Commission in relation to legal matters
- Others / Represented a case involving violation of the Security Surveillance Act and filed a constitutional petition

Major

Pro Bono

Activities

Project to Create an Ecosystem for Public Interest Attorneys

Project Overview

Although there are about 120 full-time public interest attorneys who advocate for the rights of the underprivileged and minorities as of 2020, many of them find their pro bono activities to be difficult due to lack of experience, network, and information. In 2019, the JIPYONG-sponsored research on the status of public interest attorneys studied the situation and challenges of public interest attorneys. Based on the research results, JIPYONG is seeking ways to create a systematic foundation for public interest attorneys which helps them perform legal practices related to public interest and promote the ecosystem for public interest attorneys.

In 2020, DUROO and the Seoul National University's Public Interest & Legal Clinic Center jointly planned and operated the first legal practice training program for public interest attorneys titled "Public Interest Lawyers' Playbook". The program aims to enhance the capacity of public interest attorneys and create a network among public interest attorneys. Based on the experience of JIPYONG and DUROO, the program was designed to provide an opportunity to seek personal growth of individual public interest attorneys as well as growth of the group of public interest attorneys. About 9 public interest attorneys with one to three years of experience from eight organizations participated in the program, which was held for 7 weeks from June 15 to July 31, 2020.

In addition, DUROO provides summer and winter internship programs since 2015 to allow prospective attorneys to experience legal practice of

an organization of public interest attorneys and participate in public interest and human rights activities. In 2020, 11 interns and 10 interns participated in DUROO's winter and summer internship programs, respectively. The interns experienced various programs including common assignments, lectures on legal practice of different areas, and assignments related to each public interest area and feedback. They also had opportunities to accompany DUROO attorneys in their schedules outside the firm to gain hands-on experience. In addition, in the 3-week winter internship program, interns were given an opportunity to go to NGOs cooperating with DUROO to experience work at NGOs and carried out tasks and assignments with the NGOs.

Projects / Schedules

- Since 2015: Winter and Summer DUROO Internship Programs
- Sep. 2018 - Jul. 2019: Research on Status of Public Interest Attorneys
- August 22, 2019: Held a Policy Debate titled "Current Status and Outlook of Public Interest Attorneys"
- September 4, 2019: Published the "Report on Status of Public Interest Attorneys in Korea"
- Jun. 15 - Jul. 31, 2020: "Public Interest Lawyers' Playbook"
- 2021: DUROO is planning to conduct research on the career path of public interest attorneys for prospective attorneys

Project Results/Status/Achievements, etc.

DUROO Internship Program

- 11 internship programs in total
- Cumulative number of Participants: 113
- Cumulative number of applicants: 767
- Number of Interns who became Public Interest Attorneys: 5

The first Public Interest Lawyers' Playbook

- 9 new public interest lawyers from 8 organizations participated in the program
- Gathered three times a week for 7 weeks (168 hours in total, 4 special lectures)

Legislation Movement in the Advocacy for the Rights of Children of Incarcerated Parents



Project Overview

JIPYONG and DUROO engage in legislative movement in the advocacy for the rights of children of incarcerated parents. "Children of Incarcerated Parents" mean the children whose parents or fosterers have been incarcerated in jails and detention centers. When their parents are incarcerated, the children are separated from their parents against their own will, and they can neither live with nor meet their parents. Those children frequently experience bullying at school, prejudice, and stigmatization. That is why children of incarcerated parents are so often called the "forgotten victims". In collaboration with non-profit organizations including Seum, JIPYONG and DUROO have provided various legal support to the children of incarcerated parents to ensure that they can enjoy their rights regardless of the court sentences imposed on their parents. JIPYONG and DUROO advise on and represent cases related to the rights of children who are raised inside correctional facilities, problems related to the receipt of subsidies experienced by those children, criminal cases, juvenile protection, problems related to custody and legal guardianship, etc. In addition, JIPYONG continues to conduct research and studies on the current status and monitor and respond to the deliberation process in connection with the Korean government's implementation of the International Covenants on Human Rights. Based on such experience, JIPYONG and DUROO started the legislation movement in the advocacy

for the rights of children of incarcerated parents in 2020. The two organizations collaborated with Seum to establish a task force to pursue legislation for the rights of children of incarcerated parents. They collect real cases to point out the difficulties and challenges faced by children of incarcerated parents under the current child protection system and prepare regulations specifying the government's responsibility to ensure the rights of those children. JIPYONG and DUROO are working on urging the 21st National Assembly to pass legislation on the protection and support for children of incarcerated parents.

Projects / Schedules

- 2017: Participated in the International Coalition of Children with Incarcerated Parents (INCCIP)
- 2017: Conducted government-sponsored research on the "Human Rights of Children with Incarcerated Parents" for the National Human Rights Commission of Korea
- 2019: The government amended the Administration and Treatment of Correctional Institution Inmates Act (based on JIPYONG's 2017 research, the Act was revised to protect the visitation rights of the children of incarcerated parents and protect and support those children)
- 2019: Advised the National Human Rights Commission of Korea on its policy recommendations to protect the rights of children of incarcerated parents in the process of enforcing criminal justice
- 2019: Performed a project titled "Legal Support for Children of Incarcerated Parents" sponsored by the Life Insurance Social Contribution Committee and Kyobo Life Insurance Co., Ltd.
- 2019: Response to the fifth and sixth deliberation on Korea by UN Committee on the Rights of the Child (obtained the committee's recommendations on the rights of children of incarcerated parents)
- 2020: Advised the Committee for Reformation of the Ministry of Justice and Prosecution Service on improvements of policies to protect the rights of children of incarcerated parents (legal advice/cooperation)
- 2020: JIPYONG attorneys are members of a

Task Force to protect the rights of children of incarcerated parents under the Ministry of Justice.

Project Results/Status/Achievements, etc.

In December 2020, proposals to revise the Administration and Treatment of Correctional Institution Inmates Act, the Criminal Procedure Act, and the Act on Medical Treatment and Custody, etc. were proposed (by Jeoung Ae HAN, Member of National Assembly). The proposals include definition of children of incarcerated parents, connection with the children protection system in the process of arrest, incarceration, and execution of court sentences, establishment of a master plan and a consultative group, as well as extension of the nurturing period in prison.

JIPYONG and DUROO to Make Manuals and Provide Education for Counselors for Discrimination Against Persons with Disabilities

Project Overview

"In the National Disability Discrimination Hotline (1577-1330), which provides direct counseling on cases of discrimination against people with disabilities, counselors are busy receiving calls after calls. Those counselors are from 53 organizations under the National Disability Discrimination Hotline Network. They receive calls and sometimes meet the counselees in person to listen to various discrimination cases against disability and try to find solutions."

Nationwide, those counselors on the hotline receive 265 cases a month on average. However, since the National Disability Discrimination Hotline does not receive any subsidy from the state or local governments and is operated only with private sponsorship, it is difficult to provide professional training to those counselors and as a result, they find it difficult to provide professional response to the counselees. Those counselors have difficulty in learning laws and regula-

tions applicable to persons with disabilities, even when they dedicate themselves to the rights of persons with disabilities. That is why JIPYONG and DUROO made a manual for those counselors that can be used to provide legal education and more professional counseling services. In addition, JIPYONG and DUROO produced and distributed educational videos for counselors working at each regional Disability Discrimination Hotline Center. From October 28 to November 6, DUROO attorneys also visited 7 Disability Discrimination Hotline Centers located in Incheon, Daegu, Gwangju, Busan, and Hyeongsang, etc. with Disability Discrimination Acts Solidarity in Korea (DDASK), provided education on how to use the "Disability Rights Counselling Manual" and held a meeting focusing on real cases for each region. When the hotlines faced difficulties due to the COVID-19 pandemic, JIPYONG and DUROO helped them to provide virtual education and made and distributed a video containing the details of the manual for legal (policy) support. The project was supported by the Life Insurance Social Contribution Committee and Kyobo Life Insurance Co., Ltd.

Project Results/Status/Achievements, etc.

In December 2020, bills to revise the Administration and Treatment of Correctional Institution Inmates Act, the Criminal Procedure Act, and the Act on Medical Treatment and Custody, etc. were proposed (by Jeoung Ae HAN, Member of National Assembly). The proposals include definition of children of incarcerated parents, connection with the children protection system in the process of arrest, incarceration, and execution of court sentences, establishment of a master plan and a consultative group, as well as extension of the nurturing period in prison.

03

Non-Legal Pro Bono Activities

Contributing to Society



Baking for the Underprivileged

JIPYONG and DUROO members volunteer to bake bread for the underprivileged every first Saturday of the month held by the "People Who Bake" group located at Yeonhui-dong, Seodaemun-gu. However, due to the COVID-19 social distancing rule, the participation was restricted to less than 10 members per event. The bread baked by JIPYONG and DUROO members are delivered to underprivileged people such as senior citizens living alone, North Korean defectors, and homeless people.

Transcribing Books into Braille Manuscripts

JIPYONG and DUROO members transcribe books into Braille manuscripts upon being trained at the Seonbuk Welfare Center for the Blind. Due to the prolonged COVID-19 pandemic and social distancing rules, our members found it difficult to engage in community service. However, with the orientation for the project to transcribe books into braille manuscripts having been provided online, this activity has shown high participation rates and as a result, JIPYONG members have managed to make more braille manuscripts than they did last year.



Volunteering to Provide Free Meals for the Homeless

JIPYONG and DUROO members volunteer community service to provide free meals for the homeless every first Monday night of the month at the soup kitchen organized by Seoul Metropolitan government's Dasiseogi General Support Center. Our members help serve dinner to the homeless and help clean up afterwards.

Transcribing Books into Braille Manuscripts

2019 12 Volunteers / 12 Books

2020 39 Volunteers / 39 Books

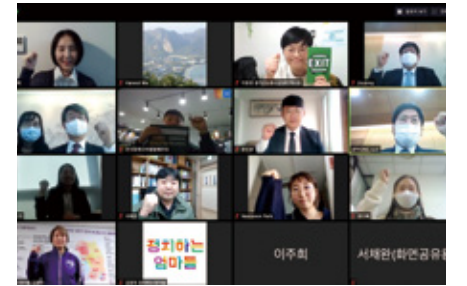
Donations

Financial Donations

From 2010, JIPYONG and DUROO are implementing a one-to-one matching grant policy in which JIPYONG donates the same amount its members donate to the same organization. This is to support and encourage its members to participate in donation activities.

[Donations by JIPYONG other than Matching Grant]

- Supported "I-Eum Travel", a support program for persons with severe disabilities provided by I-Eum Center for Independent Living
- Scholarship for students from underprivileged groups in Ewha Womens' High School
- Supported "Program helping persons with disabilities become independent" by the Korea Council of Centers for Independent Living and the Disability and Human Rights in Action
- Supported music concert and bazaar by Seum, a children's rights advocacy organization
- Supported Chingu, an immigrant support center
- Supported Gyeore Eol School, an alternative school for children of North Korean defectors
- Supported the "People Who Bake" group
- Supported the briquette sharing campaign "Warm Heart and Love to the Korean Peninsula"
- Supported the Human Rights Laws Camp held by "GongGam" Human Rights Law Foundation
- Supported "In : Yeon", the coalition of human rights law societies in law schools and the Judicial Research and Training Institute
- Supported the roundtable for public interest attorneys
- Supported the personnel expenses of the Refugee Rights Center
- Supported the Candlelight Coalition for Youth Rights Legislation
- Supported the "Byeokdol Fund" for establishment of a space for disability rights advocacy service
- Supported the Korea Institute for the Developmentally Disabled's project to make "a Handbook of Laws for Persons with Developmental disabilities"
- Supported public interest activities, litigation, and research focusing on public interest in the year of COVID-19



Supported public interest activities, litigation, and research focusing on public interest during COVID-19

The COVID-19 pandemic led our society to experience new social problems that it has not experienced before, and thus it is necessary to ponder upon and approach such problems from the perspective of public interest and human rights. Thus, JIPYONG and DUROO selected 9 organizations to provide support to their public interest and human rights activities, public interest litigation, and research in an attempt to promote activities advocating for the rights of minorities and enhance the common good during the COVID-19 pandemic.

04

Environmental Policy

As part of its effort to conserve our environment for future generations, JIPYONG has implemented an “eco-friendly green office” policy. Environmental problems are one of the greatest challenges faced by the humankind and no efforts should be spared to tackle this problem. Based on such belief, in addition to the firm’s efforts to make profits as a private law firm and contribute to public interest to the advancements of our society, JIPYONG has incorporated environmental policies into its management policies to realize low-carbon office and energy efficiency through greenhouse gas reduction and actively implements such policies.

Establishment of Environment Subcommittee

As environmental problems have brought about climate crisis and emerged as most critical issues of the era in combination with human rights violations of the underprivileged. In 2020, JIPYONG established an Environment Subcommittee under the Public Interest Committee and has systematically implemented internal environmental policies. The Environment Subcommittee supports litigation, legal advice, and research related to the environment and invites environmental experts to hold seminars.

MOU with Environment Daily News

On December 1, 2020, JIPYONG LLC and DUROO signed a MOU with Environmental Daily News to address environmental issues. Policy change caused by climate crisis will lead to huge change in the ecosystem of various industries including manufacturing, construction, and services, etc. Such change would cause various issues that require legal measures and policies. Through this MOU, JIPYONG, DUROO, and Environmental Daily News will cooperate to provide legal/policy-level strategies for various environmental issues such as climate change, sustainable development, and resource circulation, etc. to achieve common environmental goals.



JIPYONG to File a Petition on Human Rights Violations Caused by Climate Crisis to the National Human Rights Commission of Korea

On December 16, 2020, JIPYONG’s Environment Team filed a petition claiming human rights violation including infringement upon the right to life and the right to health caused by climate change on behalf of 41 petitioners including farmers, gas-meter readers, broadcasting workers, construction workers, residents in regions suffering from sea-level rise, and persons suffering from climate-related depression. Through the petition, JIPYONG pointed out the reality of human rights violations caused by climate change and insufficient government measures and requested the National Human Rights Commission to express its opinion on this issue while recommending the government to establish and carry out remedies and revise applicable laws and policies in response to such human rights infringements.

Paperless Office

JIPYONG has been implementing a Paperless Office policy to reduce the use of paper, contributing to carbon emission reduction and higher document security. Its paperless office efforts are aimed to improve the firm’s working environments by reducing the use of paper documents and printers, which would not only reduce carbon emission but also decrease harmful substances and fine dust arising from printed documents.

In 2020, JIPYONG’s paper usage decreased significantly compared with that in the previous year. This can be attributable to remote work and virtual meetings which led to less distribution of paper copies.

Unit	Paper Usage in 2017		Paper Usage in 2018		Paper Usage in 2019		Paper Usage in 2020	
	Total	Per person	Total	Per person	Total	Per person	Total	Per person
1BOX of A4 Paper (2,500 sheets)	1,290	4.69	1,340	4.49	1,345	4.13	1,210	2.59

Energy Consumption Reduction Project

JIPYONG has implemented an office policy to turn off all lights in the office during lunch hours and after working hours. The "Lights-Off" campaign was started by the Environmental Small Action Group. The members felt some inconvenience in the initial stage, but as of 2020, it is implemented as a company-wide policy. JIPYONG's total electricity and water usage and carbon dioxide production increased during the period from 2017 to 2019 due to the Seoul office's continuous personnel expansion and office space expansion. However, the electricity usage per person has continuously decreased and JIPYONG continues to strive to form a consensus among its members on the necessity to reduce carbon emission through various energy saving campaigns.

In 2020, the electricity usage in JIPYONG office decreased due to remote work resulting from the COVID-19 pandemic. Jipyong's electricity consumption per person in 2020 is 1733.75kWh, which is 417.77kWh less than the average electricity consumption of the previous three years (2151.52kWh), which has the same effect as planting 29.5 pine trees.

JIPYONG is committed to establishing eco-friendly policies in the long term and coming up with detailed measures to implement such policies to effectively reduce carbon emission.

Unit	Consumption in 2017		Consumption in 2018		Consumption in 2019		Consumption in 2020	
	Total	Per Person	Total	Per Person	Total	Per Person	Total	Per Person
Electricity (kWh)	595,924	2,167.00	658,610	2,210.10	675,178	2,077.47	662,293	1,733.75
Water (t)	266	0.97	304	1.02	362	1.11	445	1.16
CO2 Emission (CO2eq, kg)	366,191.4	1,331.61	408,037.8	1,369.25	435,019.5	1,338.52	308,974.9	808.83

(CO2 emission was calculated by using carbon footprints calculator provided by Korea Climate and Environment Network.)

Eco-friendly vehicle policy

JIPYONG is currently in the process of replacing company vehicles with eco-friendly ones. As JIPYONG recognizes that it is a universal challenge to reduce greenhouse emission, it is making efforts to use eco-friendly vehicles and fulfill its social responsibility.

Category	2019		2020	
	Number	Percentage	Number	Percentage
Total Corporate Vehicles	41	100%	52	100%
Eco-friendly vehicles	9	21.9%	13	25%
Hybrid	7	17%	11	21%
EV	2	4.9%	2	4%

Environmental Small Action Group

Since September 2015, JIPYONG has operated an Environmental Small Action Group to make efforts to protect the environment through small actions. The Environmental Small Action Group has monthly meetings to discuss small environmental actions that can be easily performed by its members and endeavor to implement such actions. The various campaigns suggested by the Environmental Small Action Group have effect on JIPYONG's environmental policies. Recently, the group has been focusing on saving electricity to make tangible achievements, and it has also successfully launched a campaign for the recycling of resources such as "Used books' Library". In addition, the group encourages JIPYONG members to participate in a "Workshop to Make Reusable Cup Holders" and use reusable products and has held a photo exhibition on environmental action to motivate JIPYONG members to participate in its effort to protect the environment.



Planting Trees at Noeul Park

On November 14, 2020, JIPYONG and DUROO members participated in an activity to "Plant Trees at Noeul Park" at Noeul Park in Sangam-dong, Mapo-gu. The community service was planned to recharge individuals who are going through difficult times due to the unexpected pandemic.

About 23 JIPYONG and DUROO members and their families participated in the public service activity, and they planted trees at the "Woods for the Happiness of Animals" created in the hill of Noeul Park. Every year, JIPYONG encourages its members to participate in the campaign of Planting Trees at Parks, as part of its efforts to provide its members an opportunity to think about the importance of the environment surrounding us as well as the importance of woods and trees to raise awareness over environmental protection.

JIPYONG SUSTAINABILITY REPORT

APPENDIX

JIPYONG SUSTAINABILITY REPORT

APPENDIX

GRI Index

(*: page references are to the Korean "2020 Jipyong Sustainability Report" issued in 2021)

GRI STANDARDS	Index	Page Reference	Notes
General Disclosures (GRI100)			
Organizational Profile	102-1	Name of the organization	6 JIPYONG LLC
	102-2	Activities, brands, products, and services	6 JIPYONG provides professional and comprehensive legal services in various fields.
	102-3	Location of headquarters	6 10F, KT&G Seodaemun Tower, 60 Chungjeong-ro, Seodaemun-gu, Seoul 03740, Korea
	102-4	Location of operations	6-7 (Domestic) Seoul / Suncheon / Busan (Overseas) Shanghai / Moscow / Ho Chi Minh City / Hanoi / Jakarta / Vientiane / Yangon / Phnom Penh
	102-5	Ownership and legal form	6 Limited liability law firm
	102-6	Markets served	6-7 Provision of legal services to clients worldwide through 11 domestic and overseas offices
	102-7	Scale of the organization	7 Offices: 11 Members: 468
	102-8	Information on employees and other workers	7, 20 468 in total (268 professionals, 200 staff members, 397 members across our domestic offices, 71 across our overseas offices)
	102-9	Supply chain	Expansion of supply chain taking into consideration labor and employment, environmental and social values
	102-10	Significant changes to the organization and its supply chain	10, 28-29, 61 The COVID-19 outbreak and response Establishment of the ESG center
	102-11	Precautionary Principle or approach	6, 42-45 Operational, financial, and compliance risks are managed by the Management Committee. An Ethics Charter and Ethics Committee have been established to prevent violations of work ethics.
102-12	External initiatives	13, 73-75 UN SDGs 17 UN Global Compact	
102-13	Membership of associations	JIPYONG's Korean attorneys are members of the Korean Bar Association and the Firm's foreign attorneys are all members of their respective license jurisdictions.	
Strategy	102-14	Statement from senior decision-maker	2-3 Interview with Managing Partner (By Managing Partner, Sung-Taek Lim)
	102-15	Key impacts, risks and opportunities	10, 28-29, 61 Response to the COVID-19 crisis, provision of related services and contribution to society Increased interest over ESG and provision of related services
Ethics and Integrity	102-16	Values, principles, standards, and norms of behavior	8, 9, 42-43 Members are guided by the Firm's values (People-focused, Genuine, Pioneering, Principled) and the 2020 Management Keywords (Happy 20th Anniversary, Ambitious Action) to comply with legal ethical standards.
	102-17	Mechanisms for advice and concerns about ethics	42-45 The Ethics Committee is responsible for investigating and managing ethics-related issues that are reported to it.
Governance	102-18	Governance structure	6 The General Meeting of Partners is the highest decision-making body. The Managing Partners and Management Committee carry out responsible management.
	102-19	Delegating authority	6 The Social Value Committee (established under the Management Committee) is responsible for social value management and a secretariat has been established to manage day-to-day business.

102-20	Executive-level responsibility for economic, environmental, and social issues	10	Chairman of the Social Value Committee: Managing Partner, Sung Taek LIM
102-21	Consulting stakeholders on economic, environmental, and social issues	11-15	JIPYONG utilizes various platforms to communicate with its stakeholders regarding economic, environmental and social issues.
102-22	Composition of the highest governance body and its committees	6	The Management Committee is composed of the three Managing Partners (Ji Hyung KIM, Young Tae YANG, Sung Taek LIM) and Partners (Young Tae YANG, Sang Jun KIM, Bong Kwan Sa, So Young LEE, Haeng Gyu Lee and Won JUNG) and is supported by the Social Value Committee, Public Interest Committee, Ethics Committee, Public Relations Committee, Education Research Committee, Marketing Committee, Cultural Communication Committee, HR Committee.
102-23	Chair of the highest governance body	6	Managing Partners: Ji Hyung KIM, Young Tae YANG, Sung Taek LIM
102-24	Nominating and selecting the highest governance body	6	Nominated and selected at the General Meeting of Partners.
102-26	Role of highest governance body in setting purpose, values, and strategy	6	Basic management policies and key decisions are made democratically at General Meetings of Partners.
102-27	Collective knowledge of highest governance body	6	The Management Committee has strengthened collective knowledge by gathering areal opinions and research through the Social Value Committee and the Firm's seven other committees.
102-28	Evaluating the highest governance body's performance	33	JIPYONG surveyed its members on the management satisfaction with regard to the activities of the management committee and reported the results to JIPYONG members.
102-29	Identifying and managing economic, environmental, and social impacts	10	The Social Value Committee and its secretariat establish social value goals and actions by area/practice and manages the implementation of the same.
102-30	Effectiveness of risk management processes	6	JIPYONG managed its risks in operations, finance, compliance, etc. through the management committee and other subcommittees.
102-31	Review of economic, environmental and social issues	10	The Social Value Committee monitors the implementation status of tasks for realizing social value.
102-32	Highest governance body's role in sustainability reporting	78	JIPYONG reviewed, published, and distributed the sustainability report.
102-33	Communicating critical concerns	6	Meetings of the Management Committee is held on a weekly basis.
102-40	List of stakeholder groups	11-13	Members, clients, community, legal society (lawyers and non-lawyers), government and public institutions
102-41	Collective bargaining agreements	31-32	Meetings with the labor-management council and associate members were held to discuss productivity, performance incentives, recruitment and training, safety and health and other matters relating to the improvement of the working environment.
Stakeholder Engagement			JIPYONG selected the firm's stakeholder in consideration of whether a person has legal obligations, whether such person is affected (both positively and negatively) by the firm's activities, whether such person is affected by the firm's decision making and activities, whether such person engages in the firm's activities and issues, whether such person supports the firm's specific activities and issues, whether such person affects the firm to ensure that it fulfills its purpose and responsibility, the value chain, and such person's impact on general activities by the firm.
	102-42	Identifying and selecting stakeholders	11-13

Reporting Practice	102-43	Approach to stakeholder engagement	11-13	<ul style="list-style-type: none"> The Firm has established various communication channels: Members - Labor-Management Council, Associates' Workshop, Firm Webzine, In-house ideas competition, hotline, management satisfaction survey Clients - SNS, Seminars, Newsletters Community - legal/non-legal public interest activities, cooperation with NGOs, MOUs Prospective Lawyers - Internship, recruiting fair, legal education Affiliates (meetings, visits) Media (press release, interview) For all stakeholders (Sotong Hotline, Newsletter, Website, Social Media, Youtube channel, various publications)
	102-44	Key issues and concerns raised	14-15	<ul style="list-style-type: none"> Realization and internalization of social value management Communication with stakeholders and reflecting stakeholders' opinion on its management activities Dedication to clients through excellence in legal services and care Contribution to society as a "community of legal experts" Workplace happiness for its members Pioneering new business areas such as ESG, new technologies, new industries Establishment of cooperative labor-management relationship Enhancement of protective measures for members' safety and health (including response to COVID-19) Development of members' capacity and provision of education
	102-45	Entities included in the consolidated financial statements		None
	102-46	Defining report content and issue Boundaries	78	This report was prepared based on JIPYONG LLC's Seoul Office. However, the number of JIPYONG members reflect all JIPYONG members in all JIPYONG offices.
	102-47	List of material issues	10 12-13 34 50-65 16-33 39-41 31 26, 28-29 22-24	<ul style="list-style-type: none"> Realization and internalization of social value management Communication with stakeholders and reflecting stakeholders' opinion on its management activities Dedication to clients through excellence in legal services and care Contribution to society as a "community of legal experts" Workplace happiness for its members Pioneering new business areas such as ESG, new technologies, new industries Establishment of cooperative labor-management relationship Enhancement of protective measures for members' safety and health (including response to COVID-19) Development of members' capacity and provision of education
	102-48	Restatements of information (previous report)		2019 report (p.19) footnote 4) the amount is exclusive of member donations under JIPYONG one-to-one matching grant. The amount only includes JIPYONG's donations under the matching grant.
	102-49	Changes in reporting (material issues and scope)	32	There are no changes in material issues and scope of reporting.
	102-50	Reporting period		January 1, 2020 ~ December 31, 2020 (the "Reporting Period") However, managing partners and the management committee members are the current partners and members as of Jan. 1, 2021 (p. 6)
	102-51	Date of most recent report		JUL. 30, 2020
	102-52	Reporting cycle		Annual

	102-53	Contact point for questions regarding the report		Social Value Committee Secretariat
	102-54	Claims of reporting in accordance with the GRI Standards		This Report is based on the GRI Standards (Core Option).
	102-55	GRI content index	68-72	
	102-56	External assurance	78-79	KMR

Economic Disclosures (GRI200)

Economic Performance	201-3	Defined benefit plan obligations and other retirement plans		100% of the Firm's employees were enrolled into the Defined Contribution Retirement Pension Scheme.
	201-4	Financial assistance received from government		None
Indirect Economic Impacts	203-1	Infrastructure investments and services supported	50-65	See 5. Contribution to society as a "community of legal experts"
	203-2	Significant indirect economic impacts	34-49	Through the provision of legal services, the Firm contributed to corporate sustainable growth, efficient resource allocation and the realization of the rule of law.
Anti-corruption	205-1	Operations assessed for risks related to corruption		No assessment undertaken
	205-2	Communication and training about anti-corruption policies and procedures	44-45	Training was conducted by the Ethics Committee.
	205-3	Confirmed incidents of corruption and actions taken		None during the Reporting Period
Anti-competitive Behavior	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		None during the Reporting Period
	207-1	Approach to tax		Complied with relevant regulations.
Tax	207-2	Tax governance, control, and risk management		Tax governance, control and risk management was undertaken by the Management Committee and the Accounts Department.
	207-3	Stakeholder engagement and management of concerns related to tax		Proactively cooperated with the National Tax Service and other relevant governmental agencies and contributed to the local community tax revenue through the payment of local income tax.

Environmental Disclosures (GRI300)

Energy	302-1	Energy consumption within the organization	64	Total electricity consumption in 2020: 662,293kWh
	302-2	Energy consumption outside of the organization	64	Established a policy to introduce eco-friendly vehicles.
	302-3	Energy intensity	64	Electricity consumption per person in 2020: 1733.75.kWh
	302-4	Reduction of energy consumption	64	Total energy consumption decreased to 12,885kWh in 2020, compared with 675,178kWh in 2019.
	302-5	Reductions in energy requirements of products and services	64	Energy consumption per person has decreased approximately by 19.4% in 2020 compared with the average energy consumption per person for the previous three years.
Water and Effluents	303-5	Water consumption	64	Total water consumption in 2020: 445t (1.16t per person)
Biodiversity	304-3	Habitats protected or restored	65	Afforestation of the Noeul Park

Emissions	305-2	Energy indirect (Scope 2) GHG emissions	64	Total carbon dioxide (CO2) emission in 2020: 308,974.9 CO2eq, kg
	305-4	GHG emissions intensity	64	Per person carbon dioxide emission in 2020: 808.83 CO2eq, kg
	305-5	Reduction of GHG emissions	64	Total greenhouse emission has decreased from 435,019.5 CO2eq, kg in 2019 to 126,044.6 CO2eq, kg in 2020
Environmental Compliance	307-1	Non-compliance with environmental laws and regulations		None during the Reporting Period
Social Disclosures (GRI400)				
Employment	401-1	New employee hires and employee turnover	21	New hires: 93 Transfers/Resigns: 30
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees		None (99.7% are full-time)
	401-3	Parental leave	32	10 cases
Labor/ Management Relations	402-1	Minimum notice periods regarding operational changes		Complied with the Labor Standards Act (30-day notice period for terminations).
Occupational Health and Safety	403-1	Occupational health and safety management system	31	Meetings with the labor-management council were held to discuss safety and health and other matters relating to the improvement of the working environment.
	403-2	Hazard identification, risk assessment, and incident investigation		Risk assessment (Occupational Health and Safety Act, Article 36) not undertaken
	403-3	Occupational health services	31	Meetings with the labor-management council were held to discuss safety and health and other matters relating to the improvement of the working environment.
	403-4	Worker participation, consultation, and communication on occupational health and safety	31	Meetings with the labor-management council were held to discuss safety and health and other matters relating to the improvement of the working environment.
	403-5	Worker training on occupational health and safety		Exempt (Enforcement Decree to the Occupational Health and Safety Act, Article 2, Table 1, paragraph 2(ma) "Other Professional Services")
	403-6	Promotion of worker health	28	Subsidies for comprehensive health examinations
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		None
	403-8	Workers covered by an occupational health and safety management system		All full-time workers
	403-9	Work-related injuries		None during the Reporting Period
	403-10	Work-related ill health		None during the Reporting Period
Training and Education	404-1	Average hours of training per year per employee	23	11.3 hours
	404-2	Programs for upgrading employee skills and transition assistance programs	22-24	JIPYONG Academy, Friday Seminars, long-term training program, practice group seminars

	404-3	Percentage of employees receiving regular performance and career development reviews	24	Attorneys (Korean): 1H - 94.7%, 2H - 91.8% Staff: 93.7%
Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	18-21	Ratio of members by gender, age and nationality • Number of minority members: 11 persons with disabilities, 1 North Korean defector
	405-2	Ratio of basic salary and remuneration of women to men		No differentiation of salary within the same position
Non-discrimination	406-1	Incidents of discrimination and corrective actions taken		None during the Reporting Period
Freedom of Association and Collective Bargaining	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		None during the Reporting Period
Child Labor	408-1	Operations and suppliers at significant risk for incidents of child labor		None during the Reporting Period
Forced or Compulsory Labor	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor		None during the Reporting Period
Security Practices	410-1	Security personnel trained in human rights policies or procedures		N/A (No security personnel)
Rights of Indigenous Peoples	411-1	Incidents of violations involving rights of indigenous peoples		None during the Reporting Period
	412-1	Operations that have been subject to human rights reviews or impact assessments	30	Seoul Headquarters (Implementation of Human Rights Due Diligence)
	412-2	Employee training on human rights policies or procedures	26-27	Implemented training programs relating to disabilities and gender equality.
Human Rights Assessment	412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	12-13	None during the Reporting Period
	413-1	Operations with local community engagement, impact assessments, and development programs		The Seoul Office included the local community in its scope of stakeholders and provided legal educational services, consultation services, volunteer services and donations.
Local Communities	413-2	Operations with significant actual and potential negative impacts on local communities		None
	414-1	New suppliers that were screened using social criteria		Social impact assessment not undertaken
Supplier Social Assessment	414-2	Negative social impacts in the supply chain and actions taken		None (Only consumer goods purchased)
	415-1	Political contributions		None during the Reporting Period
Public Policy	416-1	Assessment of the health and safety impacts of product and service categories		Not undertaken
Customer Health and Safety	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services		None during the Reporting Period

UN Sustainable Development Goals

Marketing and Labelling	417-1	Requirements for product and service information and labeling	Compliance with the Korean Bar Association's Advertising Regulations for Lawyers Business
	417-2	Incidents of non-compliance concerning product and service information and labeling	None during the Reporting Period
	417-3	Incidents of non-compliance concerning marketing communications	None during the Reporting Period
Customer Privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	None during the Reporting Period
Socio-economic Compliance	419-1	Non-compliance with laws and regulations in the social and economic area	None during the Reporting Period

The UN Sustainable Development Goals were the product of the 70th UN General Assembly in 2015 and comprise of 17 common goals of mankind for the realization of sustainable development by 2030.¹⁾

1) inable Development Portal, "UN-SDGs", <http://ncsd.go.kr/unsdgs> (accessed 5 May 2020)

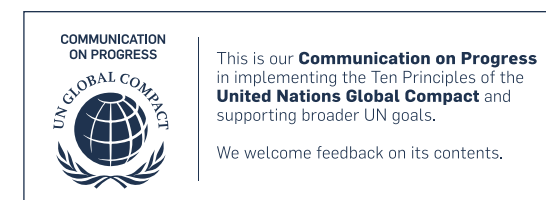


SDGs	Activities	Page
Goal 1	End poverty in all forms everywhere.	
Goal 2	End hunger, achieve food security and improved nutrition, and promote sustainable agriculture.	Free Meal for Homeless at the Dasiseogi General Support Center. 60
Goal 3	Ensure healthy lives and promote well-being for all at all ages.	Legislative Movement to delete "the Right to Take Disciplinary Action" under the Civil Act Response to the COVID-19 pandemic 55-28~29, 61
Goal 4	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.	Supported external lectures, seminars, and legal education 22-25, 48-49 Provided a legal practice training program for new public interest lawyers 58 Made a manual and provided education for counselors for discrimination against persons with disabilities 59 Supported Gyeongju Eol School 61 Provided a scholarship program for students from underprivileged groups in Ewha Womens' High School 61 Transcribing Books into Braille Manuscripts 60
Goal 5	Achieve gender equality and empower all women and girls.	Provided legal education and legal advice to single mothers in Aeranwon 56 Gender equality education and the grievances reporting process 26-27 Represented the bereaved family of a person killed by her spouse during the cooling-off period before divorce in a claim for damages against the government 57
Goal 6	Ensure availability and sustainable management of water and sanitation for all.	
Goal 7	Ensure access to affordable, reliable, sustainable and modern energy for all.	Energy/Resource/Infrastructure Team's legal practice 37
Goal 8	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.	Establishment of the ESG center 40 Established the Environment team, Human Rights Management Team, Compliance Team, Occupational Safety/Serious Accidents Team 40-41 Supported the personnel expenses of the Refugee Rights Center 57 Establishment of the Work-Life Balance Guideline 32

UN Global Compact

The UN Global Compact is the world's biggest voluntary corporate citizen initiative¹⁾. It strives to improve sustainability and the ideal of corporate citizenship by recommending corporations internalize in their operations and management strategies the UN Global Compact's ten core principles related to human rights, labor, environment and anti-corruption, and by suggesting realistic solutions for the achievement of such principles. JIPYONG became the first Korean law firm which signs up to the UN Global Compact by signing up on 17 October 2019. JIPYONG strongly supports the UN Global Compact's ideologies and its ten core principles.

1) UN Global Compact, "Introduction to UN Global Compact", <http://unglobalcompact.kr/about-us/intro/> (accessed 5 May 2020)



Goal 9	Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation.	Supported social ventures through the matching project to match each attorney with each social venture, etc.	10
Goal 10	Reduce income inequality within and among countries.	Anti-discrimination policy	26
		Legislative movement to revise laws applicable to people who moved out from facilities, and the right to education of children with disabilities	61
		Represented in constitutional action in connection with the Seoul Ordinance of Student Rights to obtain a decision acknowledging the constitutionality of the ordinance	55
Goal 11	Make cities and human settlements inclusive, safe, resilient, and sustainable.	Project to create a house with first floor Represented in litigation seeking a remedy against the discrimination against persons with disabilities to protect the right to travel outside the city by persons with disabilities	56
Goal 12	Ensure sustainable consumption and production patterns.		
Goal 13	Take urgent action to combat climate change and its impacts by regulating emissions and promoting developments in renewable energy.	Filed a Petition on Human Rights Infringement Caused by Climate Crisis to the National Human Rights Commission of Korea	57
		Provided the one-to-one matching project between each attorney and each social venture focusing on environment Campaign to reduce energy consumption Policy for Eco-friendly vehicles	64
Goal 14	Conserve and sustainably use the oceans, seas and marine resources for sustainable development.		
Goal 15	Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.	Planting Trees at Noeul Park Legal support for social ventures focusing on environment	65
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.	Conducted hate speech survey and made efforts for improvement	26-27
		Legislative research and advice	49
		Established and implemented Ethics charter Filed a constitutional petition against the Military Guardhouse System to obtain a decision acknowledging unconstitutionality of the system	42-43
		Represented in constitutional action in connection with the Seoul Ordinance of Student Rights to obtain a decision acknowledging the constitutionality of the ordinance	55
Goal 17	Strengthen the means of implementation and revitalize the global partnership for sustainable development.	Joined the UN Global Compact	75

Category	Principles	Activities
Human Rights	Principle1 Businesses should support and respect the protection of internationally proclaimed human rights.	JIPYONG considers social justice and human rights as important missions, and established DUROO to professionally reflect those values in its legal practice. JIPYONG supports and complies with the ten principles of the UN Global Compact and Sustainable Development Goals and responds to the UN's deliberation on Korea in connection with its human rights rules as a member of Korea's civic society.
	Principle2 Business should make sure that they are not complicit in human rights abuses.	Through various pro bono activities and public interest activities, JIPYONG contributes to advancements of human rights in Korea.
Labor	Principle3 Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	JIPYONG promotes and guarantees the activities by the Labor-Management Council and Associates' Council and put importance on communication and discussions with its members.
	Principle4 Business should uphold the elimination of all forms of forced and compulsory labour	JIPYONG hires its employees without any discrimination against gender, age, disability, region, and nationality, and implements policy to create working environments for work-life balance and anti-discrimination policy.
	Principle5 Business should uphold the effective abolition of child labour	
	Principle6 Business should uphold the elimination of discrimination in respect of employment and occupation.	
Environment	Principle7 Businesses should support a precautionary approach to environmental challenges.	JIPYONG has established the ESG Center, the Environment team, and the Environment Subcommittee and is seeking to take an institutional approach towards environmental problems.
	Principle8 Business should undertake initiatives to promote greater environmental responsibility.	JIPYONG is making efforts to implement measures for environmental protection such as reducing the resources and energy in the workplace, purchasing eco-friendly cars for corporate vehicles, and making various suggestions to protect the environment in our daily lives.
	Principle9 Business should encourage the development and diffusion of environmentally friendly technologies.	
Anti-corruption	Principle10 Businesses should work against corruption in all its forms, including extortion and bribery.	JIPYONG enacted the ethics charter and operates the Ethics Committee to make sure that all JIPYONG members comply with their work ethics and prevent and control any form of misconduct and corruption.

Public Interest Activities Assessment Criteria

Pro Bono Activities

Category	Assessment Criteria	2020
Structure	Whether JIPYONG has the Committee on Public Interest Activities	0 JIPYONG Public Interest Committee
	Whether JIPYONG enacted public interest regulations	0
	Whether JIPYONG has public interest objectives and provides public interest programs	0
	Whether JIPYONG has hired an attorney responsible for public interest activities	0 Ratio: 10:220(9:198, if foreign attorneys are excluded) ¹⁾
	Whether JIPYONG has hired a public interest activities coordinator	0
	Whether JIPYONG provides administrative support on public interest activities	0 Provides administrative assistance such as public interest activities coordination through DUROO attorneys, employees, and members of the Public Interest Committee
	Whether JIPYONG provides education related to public interest activities	0 Education hours per year: 10 hours
	Total hours of pro bono activities	8,930.85 hours
	Ratio of pro bono activity hours to work hours	2.57% (8,930.85 hours/346,417.91 hours)
	Average pro bono activity hours per attorney	40.59 hours (8,930.85 hours: 220 attorneys)
	Average pro bono activity hours per attorney who participated in pro bono activities	47.50 hours (8,930.85 hours: 188 attorneys)
	Percentage of JIPYONG attorneys who participated in pro bono activities	85.45% (188/ 220 attorneys)
	Attorneys who participated in pro bono activities for more than 30 hours	45% (99/220 attorneys) ²⁾
Activity	Partners 111 attorneys ³⁾	81.98% (91/111 attorneys) 35.13 hours (3,898.94 hours:111 attorneys)
	Associates 87 attorneys ⁴⁾	88.51% (77/87 attorneys) 47.70 hours (4,150.06 hours: 87 attorneys)
	Foreign Attorneys (Seoul Office) 22 Attorneys	90.91% (20/22 attorneys) 44.09 hours (881.85 hours: 20 attorneys)
	Support for pro bono activities	KRW 1,910,372
	Support for education of pro bono activities	KRW 1,096,460
	Budget for Pro Bono Activities	Support for external public interest organizations KRW 530,600,000 Total KRW 533,606,832

Pro Bono Activities	Litigation	81 cases
	Advice	72 cases
	Counseling	5 cases
	Beneficiaries	158 persons
Details of Pro Bono Activities by Sector	See pp. 52-61	
Method to accept and assign pro bono cases	(1) JIPYONG either receives a request for representation or legal advice in litigation or matters related to public interest by government institutions or partner NGOs, etc. or cooperate with NGOs based on its subcommittees and attorneys advising NGOs to find issues related to the human rights/public interest sectors. (2) JIPYONG Public Interest Committee reviews the case and grant approval. (3) The case is assigned to attorneys in the related subcommittee or attorneys having expertise in the case or attorneys voluntarily apply for such case.	
Support for Pro Bono Activities	See pp. 52-61	
JIPYONG's direction of public interest and human rights through its pro bono activities	See pp. 52-61	
Evaluation/Rewards	Whether the pro bono activities are reflected in performance review, promotion, and rewards	(1) JIPYONG established a regulation requiring its Korean and foreign attorneys, CPAs (and experts) and employees to engage in public interest activities for at least 30 hours per year (2) JIPYONG reflects the public interest activities in performance review of its attorneys and employees

- 1) Ratio of attorneys in charge of pro bono activities to non-pro bono attorneys
2) the number of Korean attorneys and foreign attorneys in the Seoul office who are required to engage in pro bono activities
3) the number of partners among the Korean attorneys who are required to engage in pro bono activities
4) the number of associates among the Korean attorneys who are required to engage in pro bono activities

Public Interest Activities Not Related to Law

Category	Evaluation Index	2020
Donation	Total Amount of Donation	KRW 649,933,750
	Amount of Donation per JIPYONG Member	KRW 1,388,747
	Percentage of Donation related to Public Interest/Human Rights	99.97% (KRW 649,733,750/KRW 649,933,750)
	Details of Donation	See p. 61
Community Service	Total Hours of Community Service	3,691.84 Hours
	Hours of Community Service per JIPYONG member	7.89 hours (468 persons)
	Details of Community Service	See pp. 60-61

- ※ This Index is calculated in accordance with the Law Firm's Public Interest Activities Evaluation Index made by the Korean Bar Association.
※ This index was prepared based on 220 JIPYONG attorneys (both Korean and foreign attorneys in JIPYONG Seoul office, branch offices, and overseas offices) (excluding JIPYONG attorneys who applied for the exemption of public interest activities).
※ Work hours of public interest attorneys (DUROO attorneys) were excluded.
※ Hours of public interest activities not related to law were calculated based on all JIPYONG members.

Independent Assurance Statement

To readers of JIPYONG Sustainability Report 2020

Introduction

Korea Management Registrar (KMR) was commissioned by JIPYONG to conduct an independent assurance of its Sustainability Report 2020 (the "Report"). The data and its presentation in the Report is the sole responsibility of the management of JIPYONG. KMR's responsibility is to perform an assurance engagement as agreed upon in our agreement with JIPYONG and issue an assurance statement.

Scope and Standards

JIPYONG described its sustainability performance and activities in the Report. Our Assurance Team carried out an assurance engagement in accordance with the AA1000AS v3 and KMR's assurance standard SRV1000. We are providing a Type 2, moderate level assurance. We evaluated the adherence to the AA1000AP (2018) principles of inclusivity, materiality, responsiveness and impact, and the reliability of the information and data provided using the Global Reporting Initiative (GRI) Index provided below. The opinion expressed in the Assurance Statement has been formed at the materiality of the professional judgment of our Assurance Team.

Confirmation that the Report was prepared in accordance with the Core Options of the GRI standards was included in the scope of the assurance. We have reviewed the topic-specific disclosures of standards which were identified in the materiality assessment process. We also confirmed that the report was prepared in accordance with the TCFD recommendations and SASB.

- GRI Sustainability Reporting Standards
- Universal standards
- Topic specific standards
- Management approach of Topic Specific Standards
 - GRI 205: Anti-Corruption
 - GRI 402: Labor/Management Relations
 - GRI 403: Occupational Health and Safety
 - GRI 404: Training and Education
 - GRI 412: Human Rights Assessment

As for the reporting boundary, the engagement excludes the data and information of JIPYONG's partners, suppliers and any third parties.

KMR's Approach

To perform an assurance engagement within an agreed scope of assessment using the standards outlined above, our Assurance Team undertook the following activities as part of the engagement:

- reviewed the overall Report;
- reviewed materiality assessment methodology and the assessment report;
- evaluated sustainability strategies, performance data management system, and processes;
- interviewed people in charge of preparing the Report;
- reviewed the reliability of the Report's performance data and conducted data sampling;
- assessed the reliability of information using independent external sources such as Financial Supervisory Service's DART and public databases.

Limitations and Recommendations

KMR's assurance engagement is based on the assumption that the data and information provided by JIPYONG to us as part of our review are complete and sufficient. Limited depth of evidence gathering including inquiry and analytical procedures and limited sampling at lower levels in the organization were applied. To address this, we referred to independent external sources such as DART and National Greenhouse Gas Management System (NGMS) and public databases to challenge the quality and reliability of the information provided.

Conclusion and Opinion

Based on the document reviews and interviews, we had several discussions with JIPYONG on the revision of the Report. We reviewed the Report's final version in order to make sure that our recommendations for improvement and revision have been reflected. Based on the work performed, it is our opinion that the Report applied the Core Option of the GRI Standards. Nothing comes to our attention to suggest that the Report was not prepared in accordance with the AA1000AP (2018) principles.

Inclusivity

JIPYONG has developed and maintained different stakeholder communication channels at all levels to announce and fulfill its responsibilities to the stakeholders. Nothing comes to our attention to suggest that there is a key stakeholder group left out in the process. The organization makes efforts to properly reflect opinions and expectations into its strategies.

Materiality

JIPYONG has a unique materiality assessment process to decide the impact of issues identified on its sustainability performance. We have not found any material topics left out in the process.

Responsiveness

JIPYONG prioritized material issues to provide a comprehensive, balanced report of performance, responses, and future plans regarding them.

Impact

JIPYONG identifies and monitors the direct and indirect impacts of material topics found through the materiality assessment, and quantifies such impacts as much as possible. We recommend that it develop models for measuring social values considering its business characteristics to increase the effectiveness of CSR activities and continuously enhance the sustainability management system.

Reliability of Specific Sustainability Performance Information

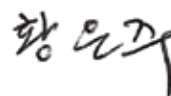
In addition to the adherence to AA1000AP (2018) principles, we have assessed the reliability of economic, environmental, and social performance data related to sustainability performance. We interviewed the in-charge persons and reviewed information on a sampling basis and supporting documents as well as external sources and public databases to confirm that the disclosed data is reliable. Any intentional error or misstatement is not noted from the data and information disclosed in the Report.

Competence and Independence

KMR maintains a comprehensive system of quality control including documented policies and procedures in accordance with ISO/IEC 17021:2015 - Requirements for bodies providing audit and certification of management systems. This engagement was carried out by an independent team of sustainability assurance professionals. KMR has no other contract with JIPYONG and did not provide any services to JIPYONG that could compromise the independence of our work.

Sep. 2021 Seoul, Korea



대표이사 

Publisher

JIPYONG LLC

Report Information

JIPYONG publishes this Sustainability Report 2020 to clearly disclose its efforts to implement JIPYONG's "Announcement to Carry Out Management to Realize Social Values" to realize social values in the legal sector and its achievements to JIPYONG's stakeholders and listen to various opinions from the stakeholders based on this report.

JIPYONG will continue to listen to the opinions of our stakeholders and proactively reflect them in our management.

Report Period

This report is prepared for the period of 2020 (from Jan. 1 to Dec. 31, 2020).

(Publication date of the previous report: Jul. 30, 2020)

This report is focused on JIPYONG LLC's Seoul Office.

However, the number of JIPYONG members reflect all JIPYONG members in all JIPYONG offices.

Report Criteria

This report was prepared in accordance with the Standards suggested by Professor Sung Soo HONG from Sookmyung Women's Univ. in his publication "Law Firm's Social Responsibility and Public Interest Activities", "the Law Firm's Public Interest Activities Evaluation Index" issued by the Korean Bar Association, and the "Standards (Core Option)" in the "Global Reporting Initiative of Sustainable Management". In addition, this report refers to the UN Global Compact and the UN Sustainable Development Goals.

Contact Information

Office of the Social Responsibility Committee

Young Soo KIM, Partner

Independent Assurance

JIPYONG received independent assurance from the Korea Management Registrar to ensure the credibility of the details of this report. The independent assurance is attached to this report at pp. 78-79.



The mark of responsible forestry

This book is printed in FSC-certified eco-friendly paper.

JIPYONG SUSTAINABILITY REPORT 2020