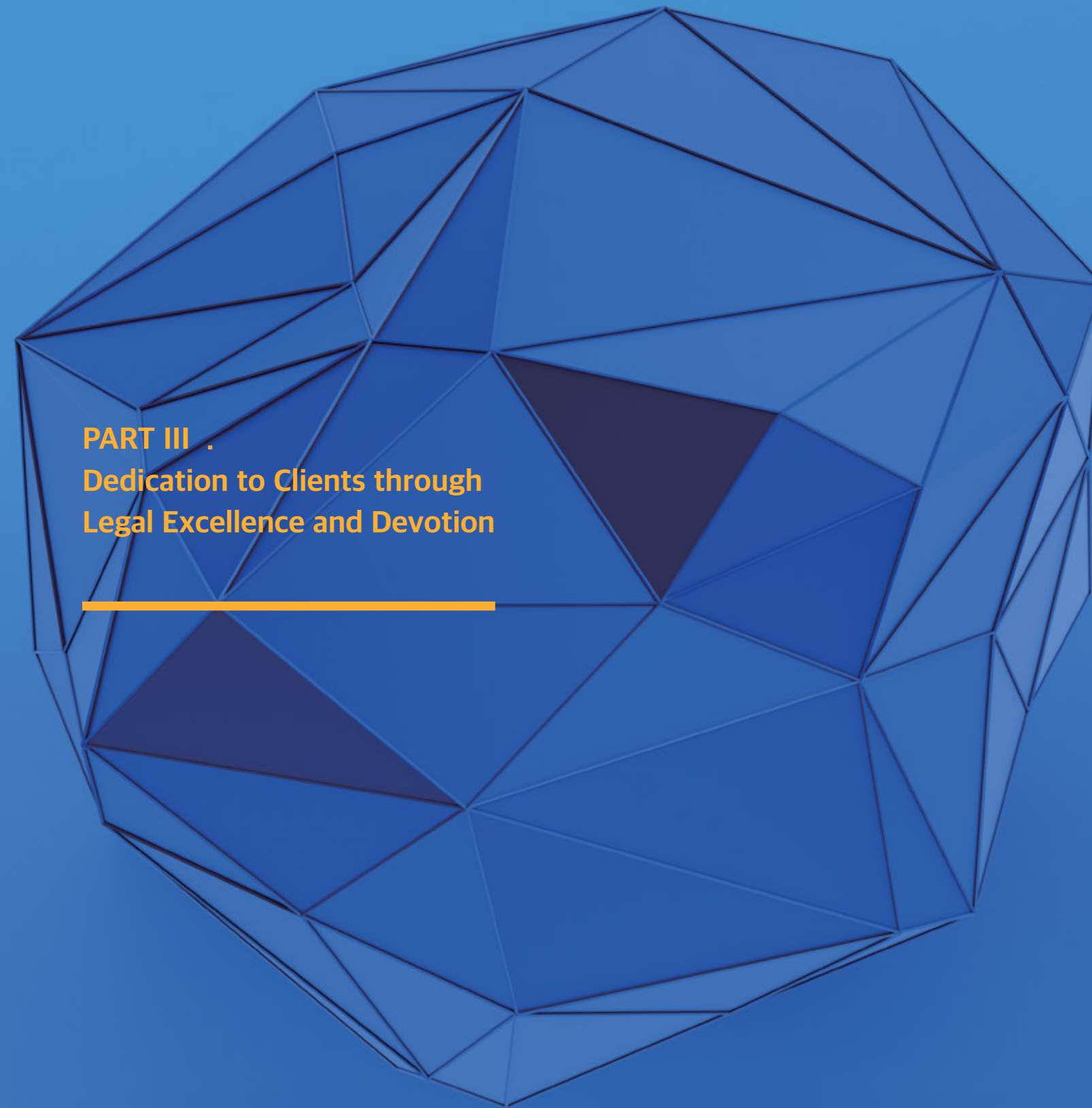


# JIPYONG SUSTAINABILITY REPORT



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

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

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

# 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

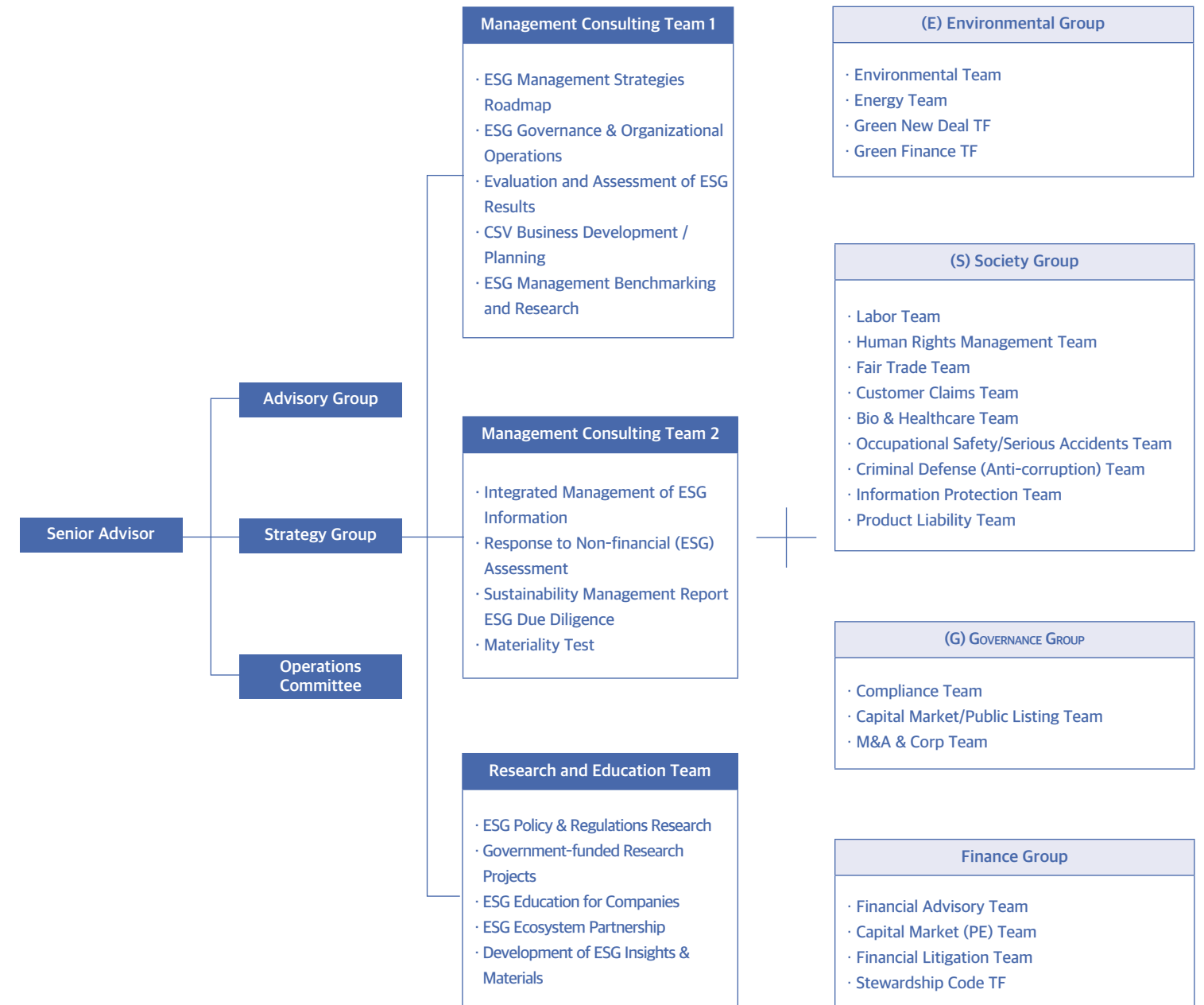
JIPYONG's Human Rights Management Team provides systematic and specialized advice on human rights management and successfully represents clients in human rights-related cases such as petitions, complaints, and litigation, etc. based on its extensive experience and expertise. The team has a plethora of 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

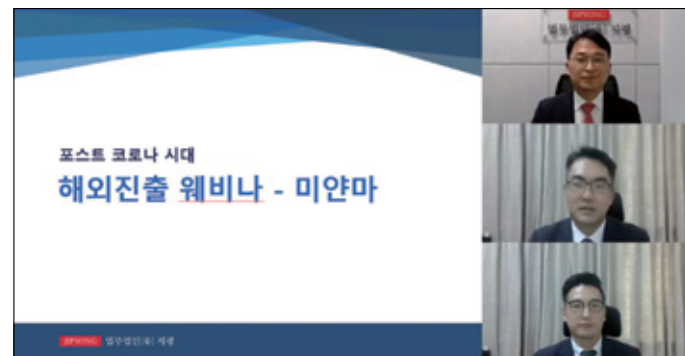
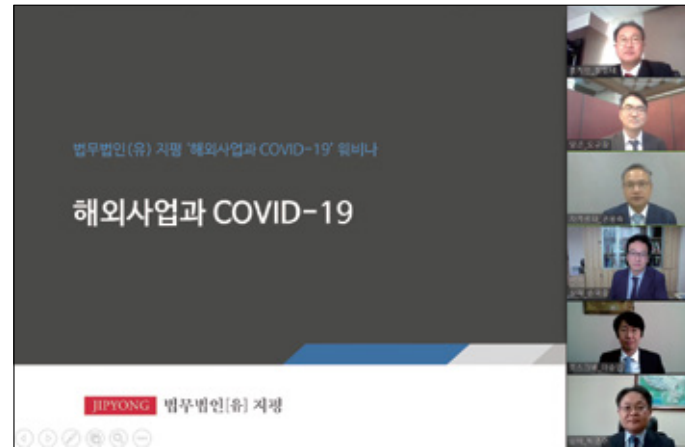
In line with the implementation of the Improper Solicitation and Graft Act which became effective in September 2016, JIPYONG enacted its Ethics Committee Rules and reorganized the Ethics Committee (chairman: managing partner Ji Hyung Kim) on July 1, 2016. The Ethics Committee is comprised of the chairman 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



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## 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.