



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



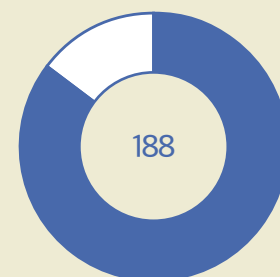
Average Hours of Public Interest Activities per Attorney

40.59
(8,930.85 hours/220 attorneys)



Percentage of attorneys who participated in public interest activities

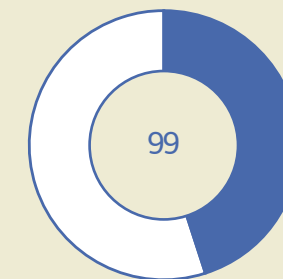
85.45 % (188 attorneys/220¹⁾)



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



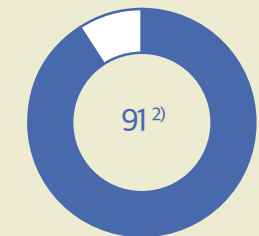
Average hours of public interest activities per JIPYONG member

7.89 (468 members)

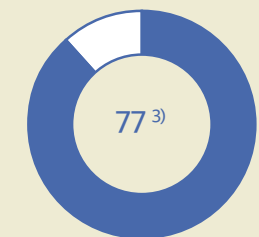


Percentage of partners and associates who participated in public interest activities

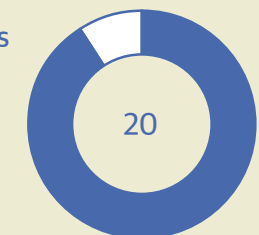
Partners
81.98 %
(91 partners/111)



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**



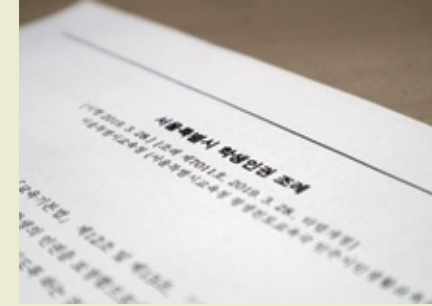
Military Guardhouse System to be Abolished and Held Unconstitutional

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

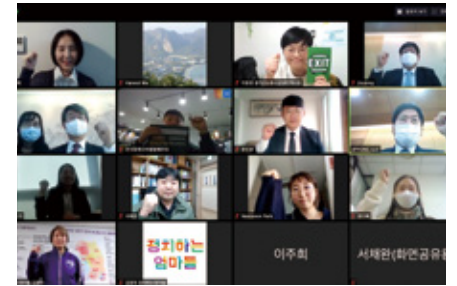
Donations

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.