

JIPYONG

Jipyong

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2016

JIPYONG

ANNUAL REPORT

SOCIAL

RESPONSIBILITY AND

SUSTAINABILITY



Seoul
-
Suncheon
-
Busan
-
Shanghai
-
Ho Chi Minh City
-
Hanoi
-
Phnom Penh
-
Vientiane
-
Jakarta
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Yangon
-
Moscow
-
Tehran

JIPYONG SEVENTEEN YEARS



We have recorded the last 17 years with upright mind and firm commitment. We will continue to write a new horizon with steadfast resolve in the coming one hundred years.

ONE HUNDRED YEARS JIPYONG

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Jipyong is the First Korean Law Firm to Publish an Annual Report on Social Responsibility and Sustainability.

Many UK and the US law firms, including Clifford Chance, Linklaters and Freshfields Bruckhaus Deringer, have been publishing social responsibility reports, but before this report, no Korean law firm has published such report. Jipyong first included social responsibility performance in its 2015 Pro Bono Annual Report, and we have come to publish a separate social responsibility report this year. Jipyong would like to share through this Annual Report the efforts and activities that it has carried out to fulfill its social responsibility, and will continue to strive for sustainable management.

2016 CSR Highlights

Details of Social Responsibility Activities
by Jipyong in 2016

Law and Ethics

01 Internal Control Procedures for Prevention of Conflict of Interests

Jipyong Ethics Charter
(It has 13 provisions including duty of good faith toward clients; obligation to notify; provision of legal services within fair and reasonable scope; obligation to make best efforts irrespective of the amount of legal fees; prohibitions on representation of both parties; prohibition on pursuit of private interest; non-discrimination, etc.)

Check system for prevention of conflict of interests

Effort to avoid conflict of interests

Established the Ethics Committee (chaired by Ji-Hyung Kim) in 2016

Ethics Committee is responsible for investigating and handling legal ethics violations, answers to inquiries related to professional ethics of lawyers, petition for disciplinary action under the Disciplinary Rules for Professionals, and ethics education for members, etc.

02 Control Procedures upon Detection of Illegal Conduct

Reporting procedures upon detection of illegal conducts
(Article 13 of the Ethics Charter: procedures of notifying or reporting to the Managing Committee and the Ethics Committee, etc.)

03 Utilization of Arm's Length Experts

Compliance with obligation to restrict acceptance of cases by ex-public official attorneys

Non-Discrimination and Workforce Diversity

01 Workforce Diversity

High ratio of female attorneys (31.9% of all lawyers; 16.9% of the partners)

Recruited a visually impaired US attorney (Sept. 1, 2015)

Ratio of the disabled to all members is 3.1%, which meets the mandatory employment ratio (however, the ratio goes down to 2.4% and falls short of the mandatory employment ratio if all overseas offices are included)

Recruited one hearing-impaired staff whose first language is sign language; one staff with impairment from brain lesions

One North Korean defector

We gather opinions of various members in the course of management through the Associate Community (gathering of prospective partners) and SOUL (staff gathering), etc.

02 Non-Discrimination against Minorities

Non-discrimination policy for minorities (caring for minorities and respecting women)

Gender Equality Committee was established to stress and educate non-discrimination against women

Activities for non-discrimination against the disabled established as major pro bono activity

Use of braille business cards for the visually impaired

03 Transparent and Fair Recruiting Process

Efforts for transparent and fair recruitment

Recruiting without any discrimination with respect to gender, Judicial Research and Training Institute/law school graduate, and disability

Any information irrelevant to a candidate's competence such as family (parent) background not to be included in the job application form

It has been pointed out that our recruitment is biased toward a particular university

All new attorneys execute the employment agreement immediately upon joining Jipyong

04 Working Environment for Balance in Work/Family Life

Jipyong received the "1st Award for Maintaining Work/Family Life Balance in Legal Professions" from the Korean Bar Association

Childcare leave taken by 7 attorneys and 13 staff

Maternity leave taken by 3 male spouses

Two-work hour reduction for staff in the first 12 weeks or 36+ weeks of pregnancy (6 cases)

Reduced and flexible work hours for staff (2 cases)

Donation, Community Service and Pro Bono Activities

Donation, Voluntary Service, Representing and Supporting Pro Bono Lawsuits, Pro Bono Consultation, Supporting the Personnel Expense of Pro Bono Attorneys, Training and Supporting Pro Bono Attorney Candidates, Supporting Public Interest Organizations, Study of Public Interest Laws, Supporting System Improvement or Legislation Related to Public Interest

Total time spent on pro bono activities by all members amounts to 5,433.06 hours

See pro bono activity index for more detail (pp. 30~31)

Training of Legal Professionals

01 Internship Programs

Summer/Winter internship programs

Supporting public interest internship program hosted by Duroo

02 Educational Support for Practical Subjects at Law Schools

Many Jipyong lawyers teach as lecturers for practical subjects at numerous law schools including Korea University, Seoul National University, Yonsei University, Ewha Womans University, Wonkwang University, Chung-Ang University and Hanyang University

Acceptance of Proper Legal Cases

01 No Unethical Cases

We refuse to take any cases which are unethical or contrary to social justice or which may unfairly harm a third party (Article 3 of the Ethics Charter)

02 No Excessive Taking of Cases

Prohibition on taking cases by evasion of law

No excessive competition in accepting cases

Environment

01 Activities for Carbon Emission Reduction and Recycling

Power saving and recycling campaigns (used book store, etc.) through the Environmental Group

Encouraged use of recycled materials including using both sides of paper

02 Supporting Environmental NGOs

Representation in pro bono lawsuits related to environment (constitutional appeal pending with respect to compensation for damage from power transmission lines)

Support for environmental NGOs

Information Disclosure and Social Responsibility Report

01 Disclosure of Law Firm Information on Current Status of Members, etc.

Disclosure of law firm information

Disclosure of information based on pro bono activity assessment index for law firms

02 Publication of Social Responsibility Report

Jipyong first included its social responsibility performance in 2015 Jipyong/Duroo Pro Bono Annual Report, and published 2016 Jipyong Annual Report – Social Responsibility and Sustainability, the first among Korean law firms

※ The items in the above table have been prepared with reference to the standards suggested by Professor Hong Sung Soo at Sookmyung Women's University in his article titled *Comments on Law Firms' Social Responsibility* (Law and Society, Issue No. 43, Dec. 2012). The statistics and activities mentioned in this Report are as of the end of 2016.

CEO Message

We Walk the Road Not Taken



Kong-Hyun Lee / Managing Partner

Jipyong was founded in 2000.

We have now grown into adulthood and have established ourselves in society.

In the meantime, many changes have taken place both in and outside the legal circle.

The competition is becoming fierce with the number of lawyers reaching 20,000, and entry into the Korean market by numerous American and European law firms.

We have witnessed a deplorable situation where the rule of law which we had fought so hard to establish in the past collapsed in a moment.

We hear ceaseless news of wars and terrorism, and refugees and natural disasters from all around the globe.

Jipyong has been dedicated to serving the clients with the best skills and utmost devotion.

We have also strived to contribute to society as a community of legal experts.

We are expanding our sphere of activity globally, rather than settling for the status quo.

We are meeting the demand for legal services both at home and abroad through 9 overseas offices in Russia and Iran, as well as China and Southeast Asia.

We have calmly trodden our path with the pioneering spirit centered on people and public interest, together with our clients and numerous partners.

We have included the stories of such growth and deliberation in our first Social Responsibility and Sustainability Report.

It is the first of its kind for a law firm in Korea.

We are taking the road never taken before.

It would not have been possible without your warm interest and support.

Please observe with kind heart these fledgling steps into the world as our bold endeavor.

We look forward to your continued encouragement, as we pledge to do our best in discharging our social responsibility.

Firm Overview

Community of Legal Experts Contributing to Society

Jipyong was founded on April 3, 2000. It was the spirit and purpose of establishment of Jipyong to be a law firm committed to upholding the highest ethical and democratic standards, and to contributing to public welfare of society, while providing the best services and solutions with exceptional skills and devotion.

In 17 years since its incorporation, Jipyong grew to be a global law firm with 190 professionals including 180 lawyers and other professionals at 2 domestic offices and 9 overseas offices. It provides professional and comprehensive legal services in all areas including litigation & arbitration; M&A; corporate & cross-border; finance & securities; private equity funds; construction & real estate; antitrust & competition; labor & employment; bankruptcy & restructuring; tax; intellectual property; informational technology; resources, energy & infrastructure; health care & biomedical; entertainment & media; white collar criminal defense; maritime; family law; constitutional law; government contracts; legislative; international business; and North Korea. In particular, we have been strengthening international business in key jurisdictions around the world through our 9 overseas offices in China, Russia, Vietnam, Indonesia, Myanmar, Cambodia, Laos and Iran.

Some Korean law firms have an “ownership” governance structure, but most law firms operate as a “partnership” of partner lawyers. As a “partnership”, Jipyong is dedicated to being a “community of legal experts”. That is, Jipyong regards the relationship between its partners and associates as prospective partners, rather than merely an employment relationship.

Law firms cannot be exempt from social responsibility, as companies in present-day society endeavor to fulfill social responsibility and have sustainable management targets. In particular, law firms have heavier social responsibility as an organization of lawyers whose mission is to pursue social justice and protect human rights. We at Jipyong believe it our important mission to respect our members and interested parties, to walk together with the community and to make best efforts to realize social justice and human rights.

Jipyong Offices

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Email busan@jipyong.com

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HO CHI MINH CITY

#1605, Centec Tower, 72.74 Nguyen Thi Minh Khai St. Ward 6, Dist. 3, Ho Chi Minh City, Vietnam

HANOI

Suite 3505, 35F, Keangnam Hanoi Landmark Tower Plot E6, Cau Giay New Urban Area, Me Tri Ward Nam Tu Liem Dist., Hanoi, Vietnam

PHNOM PENH

9F, Phnom Penh Tower, #445, Monivong Blvd. (St.93/232), Sangkat Boeung Pralit, Khan 7 Makara Phnom Penh, Cambodia

VIENTIANE

LLC Bldg., Nongbone Road, Saysetha Dist. Vientiane, Laos

JAKARTA

Gedung Artha Graha 23F, Jalan Jenderal Sudirman Kav. 52.53, Lot 25, Jakarta Selatan 12190, Indonesia

YANGON

No. 140/A, Than Lwin Road, Bahan Township Yangon, Myanmar

MOSCOW

119002, 43, Sivtsev Vrazhek Lane, Moscow, Russia

TEHRAN

3F, No. 148, Dast Gerdi St. (former Zafar St.) Shariati St., Tehran, Iran

DUBAI (ATTORNEY DISPATCHED)

Dubai Office, Pinsent Masons LLP, Level 8 The Offices 1, (adjacent to the Dubai World Trade Centre), One Central, PO Box 115580, Dubai United Arab Emirates

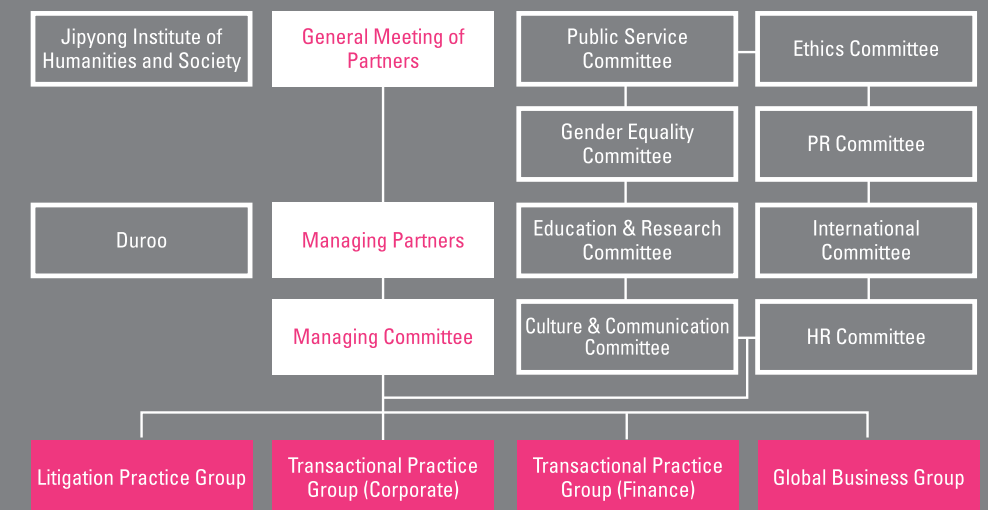


Organizational System and Governance Structure

The most important decision-making organization of Jipyong is the general meeting of partners, which makes major decisions including appointment of the Managing Partners and the Managing Committee members. The Managing Partners and the Managing Committee (equivalent to the board of directors of a company) represent Jipyong and are responsible for management (Kong-Hyun Lee and Young-Tae Yang are the Managing Partners; and Young-Tae Yang, Sang-Jun Kim, Young-Joo Park, Gee-Hong Kim and Haeng-Gyu Lee have served as the Managing Committee members in 2016). We stress democratic operation of the law firm and place great importance on the sense of ownership and spontaneity in all members including partners, associates and staff. The opinion of the Associates and staff are reflected actively in the management of Jipyong.

Jipyong is largely divided into the Litigation Practice Group, Transactional Practice Group and Global Business Group. We also have various expert teams depending on their expertise beyond the practice groups. In addition to the expert teams, the Future Industry Law Society was organized in 2016 to research and study the laws related to future industries such as artificial intelligence and autonomous vehicles.

Jipyong established Duroo, a public interest corporation, to help fulfill the social responsibility, and as of 2016, we have 4 full-time pro bono attorneys at Duroo. Furthermore, we also established Jipyong Institute of Humanities and Society in the belief that the legal system can stand upright only on the foundation of humanities.



Real Estate & Construction / Finance & Securities / M&A · Corporate / Antitrust & Competition / Labor & Employment / IP · IT / White Collar Criminal Defense / Maritime / Constitutional Law · Administrative Law / Family Law / Tax / Legislative / Ethics & Management Support / Cross-Border Consulting / International Arbitration & Dispute Resolution / Bankruptcy · Rehabilitation · Restructuring / Medium and Small-Sized Enterprise / Energy · Resources · Infrastructure / Maritime / Bio · Pharmaceutical · Health Care / Future Industry Law Society / Elderlaw Practice Study Society / PF Projects Normalization Center

China / Russia · Central Asia · Mongolia / Vietnam / Cambodia · Laos · Thailand / Indonesia / Myanmar / Iran · Middle East / Japan / North Korea / Philippines / Singapore · Malaysia / India / Central · South America / UK · Germany · Europe / USA / Africa / Australia · New Zealand

Vision & Values

Our dream is to become the “Only One Law Firm” that you can find nowhere else in the world. To realize our dream, we will strive to hone expertise in each field, expand globally, improve client satisfaction, drive corporate social responsibility and promote communication and fun within our organization.

Vision

- Respected global law firm representative of Asia
- Law firm dedicated to clients with best skills and devotion
- Law firm with happy members
- Community of legal experts contributing to society

Values



Jipyong's Top 10 Differentiation Strategies

Jipyong declared top 10 differentiation strategies at the Partners' Workshop in 2016. The top 10 differentiation strategies are also our specific tasks based on Jipyong's founding spirit. We will take another road, while respecting the steps generally taken by large law firms. This differentiation will open a new horizon for law firms and have positive effects on society and the legal community in Korea.

01

Specialized law firm excelling at its work

02

Sense of ownership by all members

03

Systematic education and training

04

Global law firm

05

Law firm with exemplary pro bono activities

06

Ethical law firm

07

Support for self-development

08

Respect for women

09

Care for minorities

10

Concern for environment

2016년 지평 송년의 밤

일시 | 2016년 12월 22일(목)

장소 | 남산 제이그랜하우스(젝시가든)

JIPYONG 법무법인 지평

2016 Jipyong Annual Report Social Responsibility and Sustainability

Walk Together with Members



01

Jipyong Members

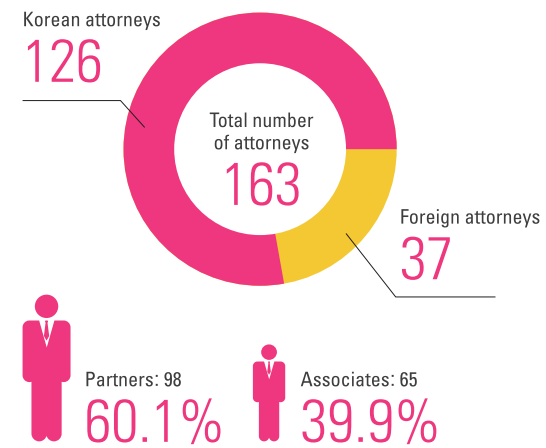
OVERVIEW

Jipyong consists of lawyers, certified public accountants, other professionals and staff. Law firms in Korea are special companies under the Attorney-At-Law Act, and takes the form of an unlimited partnership, which is different from a corporation. Lawyers at a law firm are classified into partners and associates.

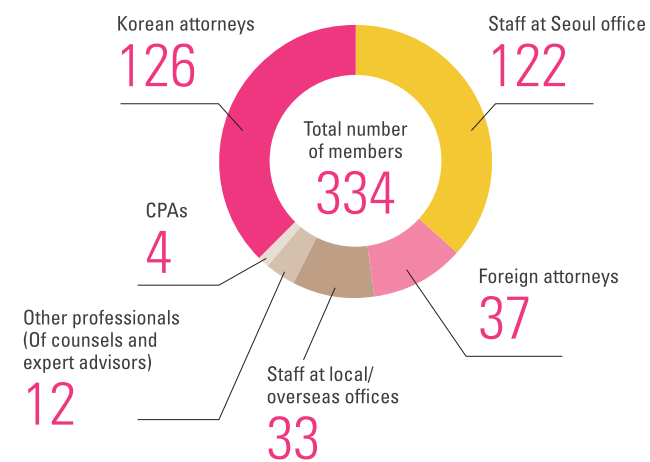
Among all 334 members of Jipyong, professionals including lawyers account for 53.6% (179) and the staff, 46.4% (155). As of 2016, Jipyong had 163 lawyers (currently, 172), including 126 Korean attorneys (currently, 135) and 37 foreign attorneys (cur-

rently, 33). Among the foreign attorneys, 14 attorneys work at the Seoul office and 24 attorneys work at overseas offices. They have been licensed in various countries, including the USA, New Zealand, China, Russia, Vietnam, Cambodia, Myanmar, Australia, UK, and Indonesia. As Jipyong has the largest number of overseas offices among Korean law firms, there are many countries where our foreign attorneys are licensed, and we have members with various nationalities. Partners account for 39.9% (65) and associates 60.1% (98) of all lawyers.

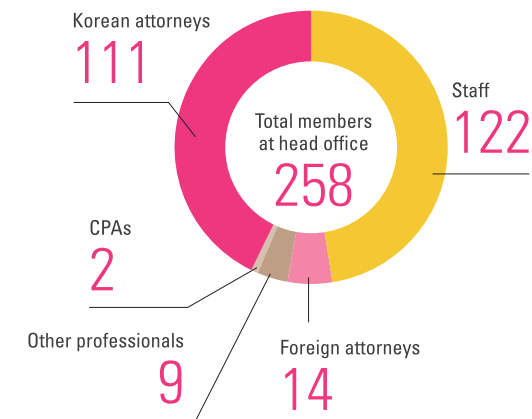
Attorneys



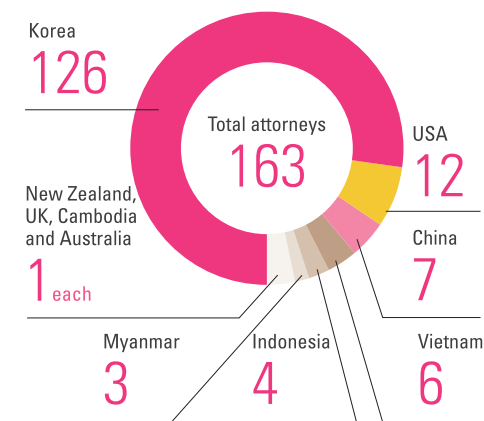
Members



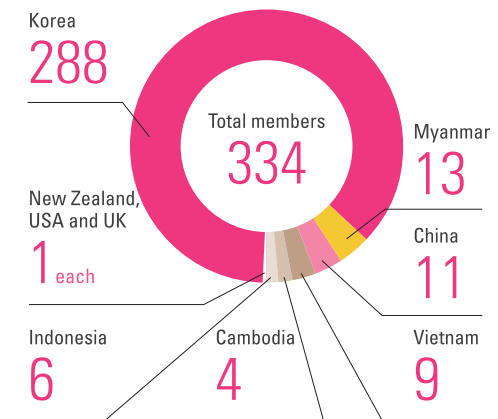
Total Number of Members at Head Office



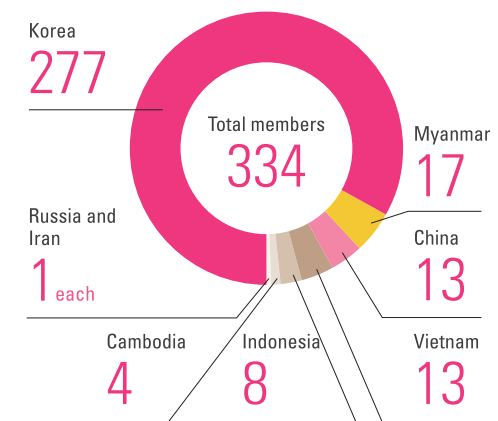
Licensed Countries



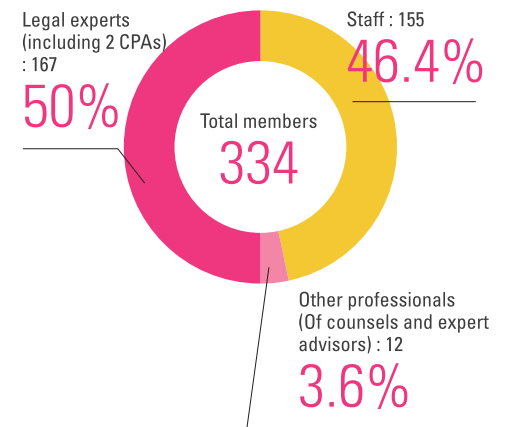
Nationalities



Resident Countries of All Members



Ratio of Total Members



ATTORNEY RECRUITING POLICY

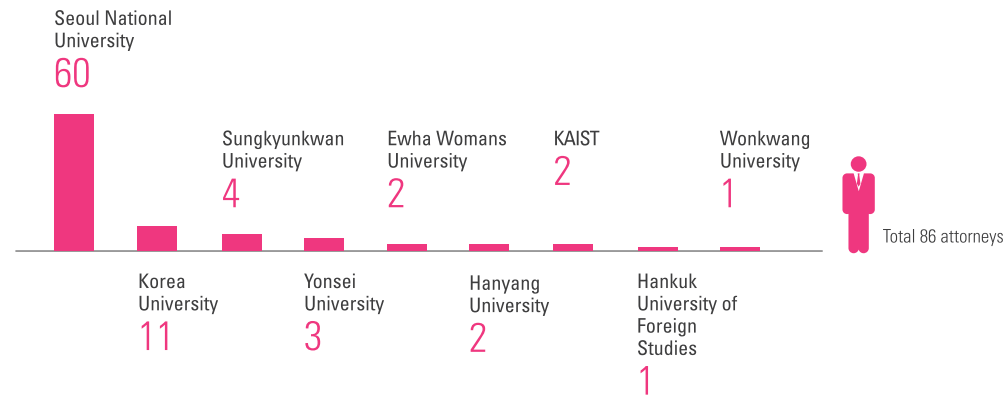
Jipyong's attorney recruiting policy can be briefly described as "finding a business partner". Although we provide apprentice training and thorough work guidance given the nature of an expert organization, we consider the associates as future business partners rather than employees.

In an interview with the media, Managing Partner Young-Tae Yang said, "we do not recruit a new attorney who is simply good at his/her job, but an owner who will inherit Jipyong". Therefore, we try to recruit those who sympathize with and try to realize our philosophy, those who have passion and tenacity on the job, those who have the pioneering spirit, those who can place oneself in another person's shoes and knows how to listen,

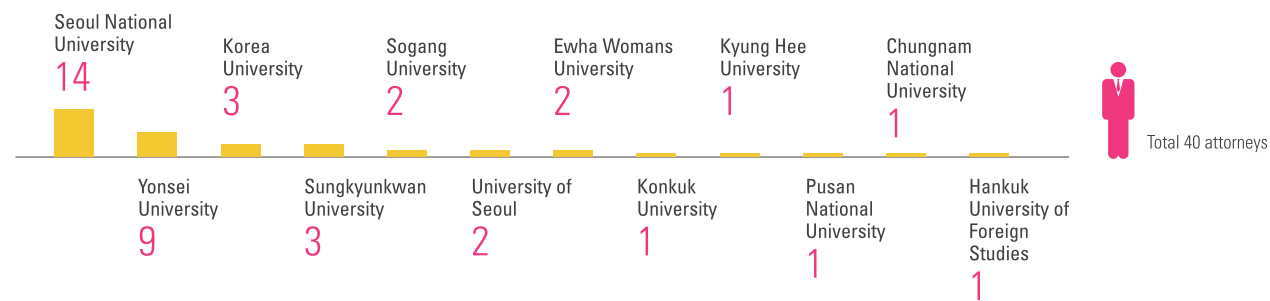
and those who are sincere to colleagues and clients.

We try to recruit attorneys from various schools, without prejudice against academic background. However, we end up recruiting more graduates from certain universities such as Seoul National University. The new attorneys who Jipyong recruited from law schools and the Judicial Research and Training Institute during the last five years are from various schools. Nevertheless, in case of Korean attorneys, 60 out of 86 attorneys from the Judicial Research and Training Institute and 14 out of 40 attorneys from law schools are from Seoul National University or Seoul National University Law School.

Composition of Attorneys (from Judicial Research and Training Institute) by College



Composition of Attorneys by Law School



Based on the total number of Korean Attorneys (126) in 2016

JIPYONG'S RECRUITING POLICY

By Hee-Suk Chai, Partner (Head of HR Committee)



Please introduce the HR Committee.

HR Committee is responsible for recruiting new attorneys and attending to their adaptation thereafter. HR Committee is comprised of a standing committee and an extended committee. The standing committee meets regularly to discuss recruitment, and the extended committee supports training of law school interns.

Could you describe the recruiting process?

They are recruited either through internship, application on demand through our website, or through recommendation, etc. An overwhelming number is selected among the interns. The standing committee and extended committee select the candidates based on numerous evaluations during the internship, and discuss and make recommendations to the Managing Committee, which then makes the final decision after separate interviews with the interns. The standing committee and extended

committee also discuss and select online and recommended applicants for a final decision to be made by the Managing Committee.

Is the recruiting process fair and balanced?

I can speak with confidence that the HR Committee recruits without any prejudice whatsoever with respect to gender, whether they have passed the judicial exam or graduated from law school, whether they have served as a judge advocate or research judge, or whether they are disabled. We have a higher percentage of female attorneys than any other law firms. I believe this is the result of recruiting without any restriction or prejudice. We never consider their marital status, and we are unprejudiced about age. As for preference between law school and the Judicial Research and Training Institute, we adhere to the policy that we want people with diverse experience and competence, without any preference. There is no discrimination in compensation, either.

Finally, we do not even exclude attorneys with disabilities. To be honest, we had some differing views when we were considering hiring a visually-impaired US attorney. Most of the tasks required of foreign attorneys need to be processed immediately upon request, and some were doubtful. It had never been done before, and therefore presented a challenge for the firm. Along the way, all

of us were moved by Gee-Hong Kim's e-mail where he said "didn't we start Jipyong to take up such challenges?" Now everyone is satisfied with the decision we made then.

It has been pointed out that the recruitment is biased toward a certain university.

HR Committee also recognizes it as a problem. We are considering numerous options such as allotting by region or school, leaving some openings for additional recruitment during the second semester in the second year or the first semester in the third year of law school, or leaving some openings for law school graduates who show their potential somewhat belatedly. Busan office maintains a separate internship system for recruiting locally.

Do all new attorneys execute an employment contract?

Currently, all new attorneys execute employment contracts immediately upon joining the firm. Most of them are aware of the terms of employment when they join the firm, and we inform them of the accurate amount of their wages during the orientation.

02

Respect for Associates

ASSOCIATES' PARTICIPATION

We aim to make a law firm in which all of its members are owners and which fosters happiness in members. In this respect, we call our attorneys as prospective partners. Jipyong guarantees the associates' rights and respects their opinions.

The associates have formed the Associate Community to put forth their opinions on work and management.

MEET THE ASSOCIATE COMMUNITY

By Chang-Wook Min, Associate



Jipyong Associate Community consists of all associates (including Korean/foreign attorneys, and CPAs, etc.) who work at Jipyong. It was organized on October 1, 2009 to facilitate communication between and for mutual development of partners and associates.

The Associate Community has a board of delegates (an executive board) which consists of the representative, deputy representative and delegates in accordance with its internal operation regulations. The delegates represent Korean attorneys by year when they joined Jipyong, female attorneys, and foreign attorneys, respectively. The Associate Community elects the representative and other executives, reports and resolves major agenda, etc. for the year at the semiannual meeting. The board of delegates holds monthly meetings to check pending issues.

At the workshop with new members in March 2016, we agreed to publish "2016 Jipyong Associates Report" as one of the major projects for that year. Thereafter, we held small group meetings to pick out the agenda to be included in the report, and resolved to adopt the (draft) executive summary report at the regular meeting in September, and then had biweekly editorial meetings to write the report. Finally, the report was published as a 95-page booklet and distributed to all professionals at Jipyong in January 2017, which covers various issues such as work distribution, cooperation, wage, long-term training program, childcare leave and pro bono activities.

Moreover, the Associate Community makes consistent efforts to communicate with partners. In February 2016, we invited and had a meeting with Mr. Yong-Whan Cho, who had served as Managing Partner of Jipyong for a long time, and had official meetings with the Managing Committee on four occasions thereafter. I hope the Associate Community will continue to serve as a bridge connecting seniors, juniors and other members of Jipyong.



EDUCATION & TRAINING FOR MEMBERS

We believe it is very important for our members to hone their expertise through constant learning and education. We also believe that "consilience" is important in order for them to have wide knowledge in humanities and to widen their overall perspective on law. Furthermore, attorneys should improve their basic skills such as writing, speaking and listening.

In this regard, we organized the Education & Research Committee for the first time for a Korean law firm to provide systematic education and training for our members. In 2016, the members of the Education & Research Committee, which was headed by Ji-Hyung Kim (former Supreme Court Justice) and included Sung-Taek Lim, Gee-Hong Kim, Hee-Jung Shim, Jin Sook Choi, Yoon-Jeong Jang, and Hye-Jung Ryu. Jipyong provides various

learning and education opportunities, which are hosted by the Education & Research Committee.

First, Jipyong provides education opportunities to its members under the program titled "Jipyong Academy" by inviting various speakers from both in and out of Jipyong. We also hold "Friday Seminar" every Friday for new attorneys to help them learn about the overall legal practices in 15 sessions. We also have seminars on various subjects such as "brief commenting seminar" where the Education & Research Committee members intensively review and give comments on legal opinions and briefs prepared by attorneys, "case study seminar" where members review and analyze recent court decisions, "expertise seminar" for each field of legal expertise, and "legal practice seminar" where attorneys learn writing, consultation strategies, presentation techniques and negotiation skills.

2016 Jipyong Academy

Date	Speaker	Lecture Topic
2016-01-20	Dr. Wonchul Jeon (Historian of Central Asian and Northern Peoples)	Chinggis Khan of Koguryo-Balhae
2016-04-20	Sung-Taek Lim, Partner	Syntax
2016-06-15	Sang-Jun Kim, Partner	Lawyers and Negotiation
2016-09-21	Jinhee Kim, Foreign Attorney	In-house Insight
2016-11-16	Jung-Soo Park, Partner	Judge-Friendly Pleading and Brief Writing Skills

2016 Friday Seminar

Date	Speaker	Lecture Topic
2016-04-01	Seong-Jin Bae, Partner	Preservative Measures and Compulsory Execution
2016-04-08	Yully Kang / Seung-Hyeon Lee, Partners	Security and Loan Agreement
2016-04-15	Yung-Moon Kim, Partner	Investigation Procedures and Criminal Proceedings
2016-04-22	Soon-Chul Kwon, Partner	Overview of Insolvency Law
2016-04-29	Seung-Hyuck Im, CPA	Overview of Corporate Accounting and Corporate Taxation System
2016-05-13	Ke-Jun Son, Partner	Overview of Fair Trade Act
2016-05-20	Yeon-Sim Yeo, Partner	Overview of Labor Standards Act (Focusing on Employment and Dismissal)
2016-05-27	Seung-Soo Choi, Partner	Overview of Intellectual Property Rights Law
2016-06-03	Hee-Jung Shim, Partner	Overview of Financial Regulation System
2016-06-10	Sung-Taek Lim, Partner	Overview of Construction & Real Estate Practice
2016-06-17	Seong-Choel Park, Partner	Basic Principles of Administrative Law
2016-06-24	Yoon-Jeong Jang, Partner	Major Issues of the Commercial Act (including Exceptional Cases for Listed Companies)
2016-07-01	Haeng-Gyu Lee / Hee-Suk Chai, Partners	Overview of the Capital Market Act
2016-07-08	Yong-Dae Park, Partner	Operation of Board of Directors and General Meeting of Shareholders of a Stock Company
2016-07-15	Hee-Suk Chai / Jung-Han Yoo, Partners	Overview of Foreign Exchange Transactions Act and Foreign Investment System

LONG-TERM EDUCATION & TRAINING

Although many law firms are curtailing long-term education and training programs including overseas training programs, Jipyong still considers long-term education and training for attorneys as an important education and training opportunity. We have developed and recommend various long-term education and training programs including LL.M. courses at US law schools, and working at Jipyong's overseas offices, foreign law firms, Korean companies and governmental institutions. Korean attorneys who have worked for 4.5+ years (in case of those who served as judge advocates) or 5.5+ years (in case of those who graduated from the Judicial Research and Training Institute or law schools) are qualified to participate in the long-term education and training programs. Five attorneys in 2015 and 2 attorneys in 2016 commenced overseas training programs.

03

Together with Staff

We count on our staff's role in supporting various endeavors, as well as attorneys and other professionals. Jipyong is implementing various systems to protect the rights of staff and to listen to their opinions.

We gather opinions of our staff at the meeting of team leaders or staff operating committee, etc., and make democratic decisions on staff policies. We have a grievance committee to listen to any difficulties the staff may face. SOUL, a staff gathering voluntarily organized by all staff members, plays a key role in solidarity and communication among them. SOUL is a phonetic acronym of the Korean words meaning "communication and resonance".

Jipyong supports various clubs for staff members. There are many clubs including a culture club named "Dagam-Dasa", a flower arrangement club named "Jiwhaja", which is a homonym for people who know flowers and a shout to mark time in accompaniment to singing or dancing, a sign



language club named "Chatter", and a bowling club. However, the level of compensation for Jipyong staff is lower relative to that of other major companies or law firms, and the economic compensation for our staff is still rather insufficient.



MEET SOUL
By Tae-Oh Kim, Assistant Manager of Registration Team

Purpose: Communication and Resonance ("SOUL") is a gathering of all staff members who

work at Jipyong Seoul Office. We focus on making a pleasant working environment, and warm and exciting workplace through communication among members. For smooth communication and harmony among staff members, SOUL has made regulations regarding staffs' time off for family matters, such as funerals and weddings, and consults with the management for improvement of staff welfare.

History: SOUL was established in 2015, and a group of officers are comprised of a chairperson, a manager, an auditor elected at the annual general meeting, and a nominated secretary, who serve SOUL for a term of one year. The officers elected/nominated in 2016 are serving SOUL in its second year.

Activities: SOUL plans and holds various events for the purpose of promoting friendship among members and their welfare. SOUL held 8 meetings in 2015 and 7 meetings in 2016. Its biggest event is the annual meeting and appointment of executives thereat. Additionally, SOUL holds small events to promote friendship among the members such as a culture event titled "SOUL Culture Day", where the members would go see a movie, share rice bar cakes and gifts on holiday seasons, etc.

SOUL will also lead the way this year to make precious meetings with heart-warming moments. SOUL will always be with the members of Jipyong in search for happiness among the small things in daily life.

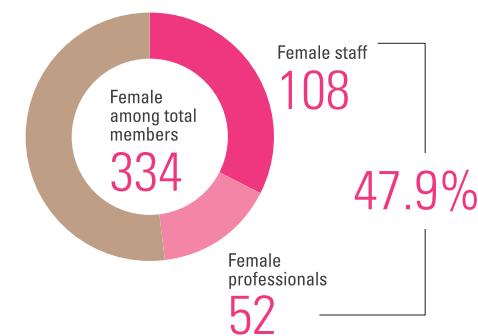
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No Gender Discrimination

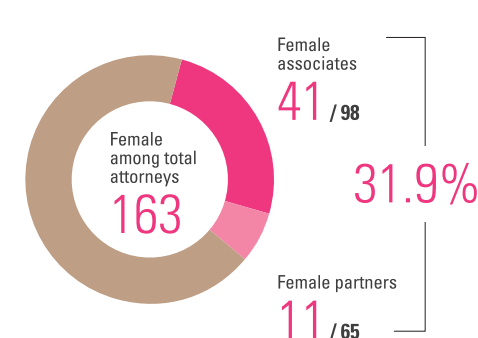
OVERVIEW

Approximately a half of all members at Jipyong are female. The reason for such high proportion is that all of the secretaries are female. Female attorneys account for 31.9% (33.6% at Seoul office alone) of all attorneys at Jipyong, which is higher than the ratio of practicing female lawyers at 23.4% (source: Korean Bar Association, May 4, 2016) and the ratio of female lawyers in 6 major law firms at 22.3% (Source: Money Today article dated April 8, 2017). This results from our efforts to achieve no gender discrimination in recruitment and work, and balance in work and family life. Nevertheless, these figures are not high when compared to the general level in Korean society, and the ratio of female partners is only 16.9%.

Female Ratio in All Members



Female Ratio in All Attorneys



BALANCING WORK AND FAMILY LIFE

Jipyong has many systems to help our members to balance work and family life despite heavy workload. One of them is a policy to allow attorneys, as well as the staff, to take the statutory childcare leave. We even granted leave to a female attorney who was having difficulty with pregnancy. Jipyong's such efforts were highly recognized and Jipyong received the "1st Award for Maintaining Work/Family Life Balance in Legal Professions" from the Korean Bar Association in March 2015. Most of the female staff who give birth take a one-year childcare leave, and they are assigned to

their prior position/duties upon their return from the childcare leave.

However, female attorneys do not ordinarily take the childcare leave or take it up to three months at the most. It has been also pointed out that female attorneys are rarely able to benefit from the reduced or flexible working hours during pregnancy. The 3-day maternity leave for male spouses is granted to male attorneys or staff whose wives have given birth.

Current Status of Childcare/Maternity Leave at Jipyong

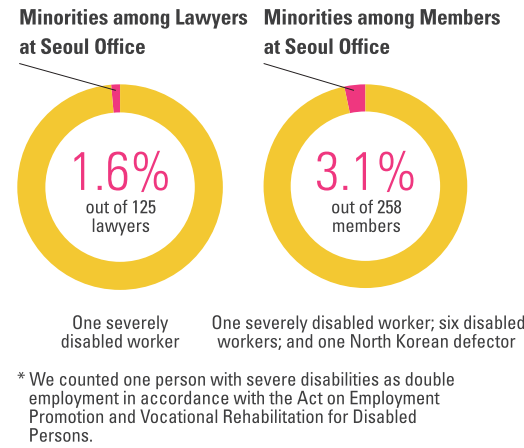
Maternity/Childcare Leave in 2016	Attorneys	Total of 7 cases Maternity leave only: 2 cases Both maternity and childcare leave: 5 cases
	Staff	Total of 13 cases Maternity leave only: 2 cases Both maternity and childcare leave: 11 cases
Period of Childcare Leave (including maternity leave) for the Last 5 Years	Attorneys	Average 5 months and 10 days
	Staff	Average 1 year and 4 days
Maternity (Childcare) Leave for Male Spouses in 2016		Total of 3 cases (3-day maternity leave for male spouses)
Installation/Status of (Statutory) Nursery Facilities		N/A
Implementation related to Childbirth		<ul style="list-style-type: none"> Two-work hour reduction for staff in the first 12 weeks or 36+ weeks of pregnancy (6 cases) Reduced and flexible work hours for staff (2 cases) Substitute worker supply procedures upon pregnancy and child-birth (childcare) <ol style="list-style-type: none"> Replacement of required workforce by adjusting the timing of return of the staff on leave A new employee is recruited if it is difficult to find replacement among staff on leave. (If recruitment is required, a regular staff or a temporary worker will be employed until the staff returns to work after leave, and it is then determined whether the temporary worker will become a regular staff.) If it is difficult to find replacement, the existing staff will be designated to perform the duties of the staff who have taken leave. (Additional allowance will be paid to the staff who shares or additionally performs the duties of the staff who have taken leave of absence for a long term of 1+ months.) No disadvantage upon the staff who have taken maternity/childcare leave in performance evaluation (for eligibility for overseas education and training or promotion).

05

Together with Minorities

We make efforts to employ minorities. While the mandatory employment ratio of the disabled workers for private enterprises was 2.7% in 2016, Jipyong achieved 3.1% at its Seoul office. However, the same ratio falls down to 2.4% when all of its overseas offices are included.

We have a visually impaired US lawyer. He is the first totally blind person to work at a law firm in Korea. We have also made efforts to employ North Korean defectors and we have one working as a staff at our litigation team at the moment.



Sign Language Club "Chatter"

Jipyong has a sign language club named "Chatter", where lawyers and staff gather at lunch time every Tuesday to learn sign language. It is very difficult to master a totally new language. Nevertheless, Chatter members are trying hard to learn the sign language to better understand the hearing-impaired.



Use of Braille Business Cards

Jipyong makes braille business cards for its members. It shows the will to communicate with social minorities, and a small gesture on the part of our members who believe the law has to be a bastion for the minorities in society.



HOW I JOINED JIPYONG

By Jin Jung, Foreign Attorney (US)



I used to have low vision impairment and could not study without a magnifying glass. My vision began to deteriorate even more after I was admitted to Georgetown University Law Center. I returned to Korea to prepare myself against total blindness. I practiced using screen reading software and walking stick as I worked as an intern at a public service institution. And then I began internship at Jipyong after I got accustomed to using such tools. I realized during the process that I should work toward breaking down the barriers in our society by daring to join competitive areas which had never before been attempted by the disabled.

While I was working in the US after being admitted to the bar there, I had the opportunity to do a job interview with Jipyong. We were both aware that I could do the job and it was open to possibilities because of my previous internship with

Jipyong. There were certain to be some difficulties, but I took up the challenge, believing that we would be able to find the way if we tried together.

It has been a year and a half since I joined Jipyong, and there is an endless stream of problems waiting to be solved, but we manage to find the solution somehow for every new situation. For instance, my assistant inserts my initial at the beginning and end of the parts I need to review, such as revisions or capitalized words in the documents. We have to struggle to come up with creative ideas, which do not necessarily require expense or time. The reason why Jipyong and I can work together is because of consensus that there is value in my overcoming the difficulties and doing the job at Jipyong.

RECRUITING NORTH KOREAN DEFECTORS

By Chun-Mi Chon, Department Manager of HR & General Affairs Team



Our firm encourages recruiting the socially underprivileged people in line with the "People First" value among our Vision and Values, and we try to recruit the disabled people in proportion to the number of personnel. We also employ North Korean defectors and I would like to introduce a well-adjusted success case of 3 years.

When we first planned to recruit North Korean defectors, we had various concerns such as whether they would be able to blend in, how to reconcile the cultural differences and so on. We

were most concerned about whether they can adapt to work. In fact, we underwent some trials and errors in trying to recruit North Korean defectors. The first defector recruited worked as a secretary, but was uncomfortable with all the extra attention and most of all failed to handle the work, and resigned before the first 3 months were up. We were afraid we might have hurt her, and tried to identify and solve the problems.

Then another defector joined the Litigation Affairs Team, and she handled her work better than anyone despite being the only female in the team. She not only excels in her work but is exemplary in her participation in community service activities arranged by the firm. She even received the outstanding employee award twice in 3 years she has been with the firm. It was made possible through unbreakable will of the management to recruit North Korean defectors, the ceaseless efforts of the defector herself, and the unprejudiced view of all members of the firm.



2016 Jipyong Annual Report Social Responsibility and Sustainability

Ethics for Lawyers

01

Jipyong's Ethics Charter

We established Jipyong's Ethics Charter upon its incorporation in 2000. The Ethics Charter has 13 provisions such as duty of good faith toward clients; obligation to notify; provision of legal services within fair and reasonable scope; prohibitions on conflict of interests, representation of both parties; prohibition on pursuit of private interest; and non-discrimination.

According to Article 1 of the Ethics Charter, Jipyong's members have to always understand and comply in good faith with the Attorney-At-Law Act, and general code of ethics such as the Bill of

Ethics of Lawyers, and the applicable regulations, and they are obligated to maintain dignity in daily life as well as work.

On January 22, 2009, Jipyong established the Disciplinary Rules for Professionals in order to secure normative power of the Ethics Charter. Upon enactment in 2016 of the Improper Solicitation and Graft Act, Jipyong established the Ethics Committee Regulation on July 1, 2016, and reorganized the Ethics Committee (chaired by Mr. Ji-Hyung Kim).

The Ethics Committee Regulation specifically sets forth the roles of the Ethics Committee. For fulfillment of the Ethics Charter and performance of ethics by the legal professionals, the Ethics Committee is responsible for the following matters: (i) investigation and handling of any violation of the Attorney-At-Law Act, the Ethics Charter, ethics regulation, and other ethics for legal professionals; (ii) answers to inquiries related to professional ethics of lawyers; (iii) petition for disciplinary action according to the results of investigation on violation and the Disciplinary Rules for Professionals; (iv) ethical education and training for members; and (v) other work necessary to achieve the purpose of the Ethics Committee (Article 4 of the Ethics Committee Regulation). In addition, the Ethics Committee Regulation provides for the whistle-blowing and disciplinary procedures with regard to violation of the ethics rules. The Ethics Committee is composed of seven lawyers including the Managing Partners and three Managing Committee members.

Jipyong Ethics Charter (Excerpt)

4. Jipyong Members shall make best efforts to protect the interests of clients.
 - 4.1. "Best Efforts" mean such efforts to do business in accordance with the applicable laws and regulations, expert knowledge and customary practice, agreement with clients, business process standards designated by Jipyong, and the level deemed by the members to be reasonably necessary or desirable to protect the interest of clients.
 - 4.4. Jipyong Members shall promptly and fully explain the business process and details to the clients, and they shall faithfully respond if any client requests explanation.
5. Activities carried out by Jipyong Members to protect the interests of clients shall not be beyond the scope justifiable under the generally applicable laws and regulations and social justice or professional conscience.
6. Jipyong Members shall perform their authorized duties in good faith, and shall not engage in deception or charge unreasonable fees for the legal services rendered.
8. Jipyong Members shall not betray the client's trust under any circumstances.
 - 8.1. Jipyong Members shall not provide or disclose the information about the client and legal services rendered for the client to a third party under any circumstances, without prior approval from the firm in accordance with the procedures specified by the rules of Jipyong, only if it is unavoidable to protect the legitimate interests of Jipyong and its Members.
 - 8.2. Jipyong Members shall be prudent in speaking and managing their daily activities, the affairs of the firm, and relationships with third parties lest the information about the client and the legal services rendered for the client be disclosed.
9. Jipyong Members shall not use the information they have acquired in the performance of their duties to pursue their private interests, such as investment in securities.
- 10.1. Jipyong shall not discriminate the clients or those who wish to obtain help on the basis of financial ability, social status, and other unreasonable cause.

02

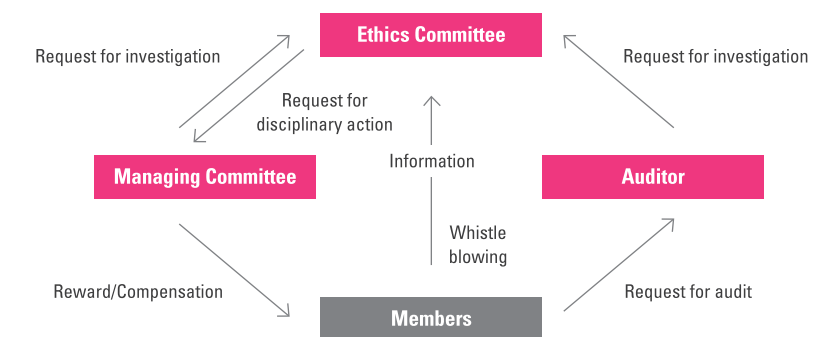
Compliance with Ethics Index

Item	Yes/No
Is there any internal control system for prevention of conflict of interests?	Yes
Is there any internal control system applicable upon detection of illegal conduct?	Yes
Are there any standards, education and training, regulations or guidelines for compliance with the Improper Solicitation and Graft Act?	Yes
Is there any ethics policy for legal professionals on acceptance of cases by ex-public official attorneys and non-legal professionals?	Yes
Is there any internal control system for acceptance of cases by non-legal professionals?	Yes
Is there any internal control system for prevention of excessive acceptance of cases, or acceptance of unethical cases?	Yes

Jipyong has made decisions on cases with ethical issues through discussions between the Managing Committee and team leaders based on the Ethics Charter. For instance, we have internal control systems to prevent conflict of interests, excessive acceptance of cases, or acceptance of unethical cases.

No illegal conduct by any of our Members has been detected so far. However, we have had a case where an associate raised an issue with respect to the manner of performance of legal services requested by the client. To solve the problem, our partners and team leaders held sufficient discussions, which resulted in our withdrawal from the case.

Ethics Control Procedures



03

Current Status of Ex-Public Official Professionals

No person who commences legal practice after working as a judge, a prosecutor, a long-term military judicial officer or a public official shall accept cases handled by the state agency in which he/she has worked from the point of time one year before his/her retirement until his/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/she retired from office (Article 31(3) of the Attorney-at-Law Act). In order to comply with this provision, Jipyong excludes any ex-public official lawyer who joined Jipyong after retirement from cases related to the state agency in which he/she had worked from one year before his/her retirement until his/her retirement, for one year from the date of retirement. They are not allowed to include their names on litigation documents and legal opinions, and also cannot be involved substantially in the acceptance or performance of such cases. The table on the right is a list of ex-public official lawyers who are with Jipyong.

Cooperation with non-legal professionals is necessary for comprehensive and practical approach to business process in the relevant area. The table on the right is a list of ex-public official non-legal professionals whom Jipyong recruited to benefit from their expertise and practical experiences.

Ex-Public Official Lawyers

Name	Date of Retirement from Public Office	Date of Joining	Position upon Retirement	Remarks (Office)
Gyeong-Woon Kang	1998-08	2011-03	Judge, Gwangju District Court, Suncheon Branch	Suncheon
Sung-Kook Kang	2015-02	2015-03	Chief Judge, Seoul Northern District Court	Seoul
Ho-Jung Kang	2012-02	2013-12	Prosecutor, Seoul Western District Prosecutors' Office	Busan
Yung-Moon Kim	2015-02	2015-03	Chief Prosecutor, Southern Branch of Daegu District Prosecutors' Office	Seoul
Ji-Hyung Kim	2011-11	2012-12	Justice, Supreme Court of Korea	Seoul
Young-Joo Park	2001-02	2001-02	Judge, Busan District Court	Seoul
Jeong-Soo Park	2015-02	2015-03	Chief Judge, Seoul Southern District Court	Seoul
Bong-Kwan Sa	2016-02	2016-03	Chief Judge, Seoul Central District Court	Seoul
Seung-Ki Shin	2007-08	2012-06	Prosecutor, Busan District Prosecutors' Office	Busan
Kong-Hyun Lee	2011-03	2011-03	Justice, Constitutional Court	Seoul
Sang-Geun Lee	2007-02	2012-06	Judge, Busan High Court	Busan
Hong-Jae Lee	2009-01	2013-04	Chief Prosecutor, Seoul Central District Prosecutors' Office	Seoul
Sehoon Choi	2016-01	2016-02	Chief Prosecutor, Seoul High Public Prosecutor's Office	Seoul
Jae-Chul HAN	2002-02	2011-03	Judge, Court of Kwangyang-si, Suncheon Branch of Gwangju District Court	Suncheon

Ex-Public Official Non-Legal Professionals

Name	Date of Retirement from Public Office	Date of Joining	Position upon Retirement	Remarks (Office)
Yung-Joo Kang	2002-04	2009-09	Member, Monetary Policy Committee, Bank of Korea	Seoul
Dae-Sik Kim	2013-02	2015-03	Head of Contract Management Agency, Defense Acquisition Program Administration	Seoul
Seok-Dong Kim	2013-02	2015-04	Chairman, Financial Services Commission	Seoul
Yong-Chae Seomun	2011-02	2014-07	Director General, Planning & Coordination Dept., Financial Supervisory Service	Seoul
Joon-Gil Lee	2006-11	2015-11	Head of Adhesion Contract Division, Korea Fair Trade Commission	Seoul
Hang-Seok Chang	2007-10	2012-10	Standing Commissioner, Korea Fair Trade Commission	Seoul
Yeon-Soo Jin	2006-12	2012-11	Deputy Director, Market Oversight Bureau, Korea Fair Trade Commission	Seoul

04

Future Plans

In 2016, Jipyong separated the Ethics Committee as an entity independent from the Managing Committee because the latter is liable to place profitability before ethics when they collide. Lawyer ethics have become an important issue as the ethics of lawyers in undertaking and handling cases has become a huge social problem. Jipyong plans to establish independent internal control procedures by strengthening the roles and functions of the Ethics Committee, and intends to show that enforcement of lawyer ethics is not only beneficial for the clients, but also is the foundation for sustainability of a law firm.

PLANS FOR ETHICAL PRACTICE BY JIPYONG LAWYERS

By Sang-Jun Kim, Partner



Lawyer ethics have become an important issue as the ethics of lawyers in undertaking and handling cases has become a huge social problem. It has come to a point where law firms need to deliberate and reflect on their social responsibilities from a more objective perspective, rather than seek only profitability.

So far Jipyong has exercised caution in undertaking cases where ethics may be a possible issue. For instance, when a case with potential ethical issue is brought up, it is explained by e-mail to and discussed in advance with the Managing Committee and the heads of each practice group. We hold separate meetings for discussion in case of more important cases.

However, the Managing Committee believes that it is desirable to have a separate body for internal controls because there is always the possibility that profitability may be placed first when it collides with ethics. Against such backdrop, Jipyong reorganized the Ethics Committee in 2016 as an independent entity with new regulations. The roles and functions of the Ethics Committee will continue to be strengthened in the future.



2016 Jipyong Annual Report Social Responsibility and Sustainability

Pro Bono, Sharing for Public Interest

01

Pro Bono Policy & Pro Bono Activity Index in 2016

An attorney is a legal professional who is public in nature. Article 1 of the Attorney-at-Law Act prescribes that the mission of an attorney is to defend fundamental human rights and realize social justice. Under the motto of "SHARE, CARE, ACT", we aspire to make a just society that respects human rights, that is democratic and transparent, and one that cares for the weak, and accordingly established the Public Service Committee concurrently upon incorporation, which was the first of its kind among Korean law firms. We established public service activity regulations for the first time as a law firm, under recognition that that "systemiza-

tion" is necessary for continued and stable public service activities. Our members have continued to perform mandatory pro bono services, which was 50 hours per year at the time of incorporation, but later reduced to the current 20 hours per year. Jipyong began to require its lawyers to perform mandatory pro bono activities even before the Korean Bar Association.

For the last 17 years, the Public Service Committee at Jipyong has taken an initiating role in law firms' community services by developing and supporting the firm's pro bono strategy, and enters into partnerships with various public organizations to aid in

their purposes, allowing our lawyers to actively participate in a diverse range of pro bono programs. In 2014, we established a non-profit corporation for community services named "Duroo" in order to reinforce pro bono activities. The purpose of establishment of Duroo is to advocate social justice and human rights, and to contribute to a fair society that is democratic and transparent and cares for the weak. Duroo strives to care for the minorities and the socially disadvantaged, and contribute to making a warmer, just and fair society through various pro bono activities such as pro bono lawsuits, legal advice and consultation, legislative research services.

1. Pro Bono Activities in Legal Areas

Item	Assessment Index	Year of 2016
A System	1.A.1 Whether there is pro bono activity committee	Yes Name: Jipyong Public Service Committee
	1.A.2 Whether there are pro bono activity regulations	Yes
	1.A.3 Whether there are pro bono activity programs/objectives	Yes
	1.A.4 Whether there is any full-time pro bono attorneys	Yes 4:125 (3.2 per 100 lawyers)
	1.A.5 Whether there is any pro bono activity coordinator	Yes
	1.A.6 Whether administrative support is provided for pro bono activities	Yes Public Service Committee members, full-time lawyers at Duroo and our staff support administrative work such as coordination of pro bono activities and lawsuits, and legal consultation for public interest.
	1.A.7 Whether education and training are provided in relation to pro bono activities	Yes Annual education time: 16 hours
B Activities	1.B.1 Total community service hours	5,433.06 hours
	1.B.2 Ratio of community service to working hours	2.84% (5,433.06 hours: 191,184.18 hours)
	1.B.3 Average community service hours per lawyer	43.46 hours (5,433.06 hours/125 persons)
	1.B.4 Average community service hours per lawyer who participated in community services	45.66 hours (5,433.06 hours/119 persons)
	1.B.5 Ratio of lawyers who participated in community services	95.20% (119/125 persons)

Item	Assessment Index	Year of 2016	
B Activities	1.B.6 Ratio of lawyers who participated in community services for at least 20 hours	71.20% (89/125 persons)	
	1.B.7 Community service participation rates of associates/partners, average time per person	Associates: 67 persons	94.03% (63/67) 42.16 hours (2,825 hours/67 persons)
		Partners: 58 persons	96.56% (56/58) 44.97 hours (2,608.06 hours/58 persons)
	1.B.8 Budget for pro bono activities	Support fund	KRW 22,280,308
		Education support fund	KRW 4,079,475
		Outside organization support fund	KRW 222,970,000
		Total	KRW 249,329,783
	1.B.9 Figures related to pro bono activities	Representation in pro bono lawsuits: 75 cases	
		Pro bono consultation: 368 cases	
		Consulting for public interest: 223 cases	
		Number of beneficiaries: Approximately 666 persons	
	1.B.10 Status of pro bono activities per area	See 2016 Jipyong/Duroo Pro Bono Annual Report	
	1.B.11 Method of assignment of pro bono cases	① Request for pro bono lawsuits and consultation from public institutions or NGOs; sub-committees for each field and NGO advisors select human rights/public interest issues in cooperation with NGOs ② Discussion and approval by the Public Service Committee ③ Case assigned to a lawyer in the relevant sub-committee, a lawyer who specializes in the relevant field, or a volunteer through internal announcement	
1.B.12 Support for pro bono activities	See 2016 Jipyong/Duroo Pro Bono Annual Report		
1.B.13 Contribution to public interest and human rights	See 2016 Jipyong/Duroo Pro Bono Annual Report		
C Assessment/ Compensation	1.C.1 Whether pro bono activities are reflected in assessment/promotion/compensation	① Korean and foreign attorneys, CPAs (including other professionals) and staff are required to perform public service activities for at least 20 hours per year. ② Pro bono activities are reflected in performance evaluation for associates and staff.	

2. Pro Bono Activities in Non-Legal Areas

Item	Assessment Index	Year of 2016
A Donation	2.A.1 Total amount	KRW 222,970,000
	2.A.2 Donation amount per member	KRW 655,582 (335 total persons)
	2.A.3 Ratio of donations related to public interest and human rights	95.60% (KRW 213,170,000 / KRW 222,970,000)
	2.A.4 Donation status	See 2016 Jipyong/Duroo Pro Bono Annual Report
B Community Services	2.B.1 Total community service hours	2,172.5 hours
	2.B.2 Community service hours per member	6.49 hours (total 335 persons)
	2.B.3 Community service status	See 2016 Jipyong/Duroo Pro Bono Annual Report

※ This index has been calculated based on "law firm's pro bono activity assessment index" made by the Korean Bar Association.

※ The figures is based on 125 Korean attorneys at Jipyong (including attorneys in local and overseas offices, but excluding soon-to-be associates and part-time advisors).

※ The community service hours of full-time pro bono attorneys (Duroo attorneys) were excluded.

※ The assessment of pro bono activities in non-legal areas is based on all members including staff (including soon-to-be associates and part-time advisors).

※ For more detail, please see 2016 Jipyong/Duroo Pro Bono Annual Report.

02

Pro Bono Activities

PROTECTION OF RIGHTS AND INTERESTS OF THE DISABLED

Jipyong and Duroo participated in lawsuits, legal consultation and activities for legislation/system improvement for protection of rights and interests of the disabled with the belief that a society without any inconvenience to the disabled is indeed a good society for everyone. The major activities carried out in 2016 are as follows.

Survey and Research on Accessibility to Public Facilities by the Disabled Below Certain Criteria

For 6 months from April 2016, Jipyong and Duroo were commissioned by the National Human Rights Commission of Korea to conduct survey and research on accessibility to public facilities by the disabled below certain criteria. The purpose of survey and research was to understand the reality and identify problems in the legislation for guaran-

tying and improving convenience for the disabled/elderly/pregnant women, for which the obligation to install convenience facilities is exempted on the basis of floor space and construction period, and to come up with suggestions for amendment of the applicable laws and regulations by analyzing foreign systems and examples.

Discrimination Lawsuit for Securing the Right to Watch Movies by the Visually/Hearing Impaired People

In February 2016, Jipyong and Duroo filed a lawsuit against cinema operators to provide convenience such as audio description and subtitles, etc. in order to enable the visually/hearing impaired people to enjoy movies just like the ordinary people. The Act on the Prohibition of Discrimination against Persons with Disabilities, Remedy against Infringement of Their Rights, etc. requires cinema operators with 300 seats or more per screen to provide the necessary means such as closed cap-

tion in order for the disabled to enjoy movies on an equal basis with the ordinary people. Such devices for the visually/hearing impaired people have been developed and are already in commercial use in theaters in the US, and are also used in Korea in domestic film festivals.



Legislation for Amendment to the Act on Activity Assistant Services for Persons with Disabilities ("Disabled Activity Assistance Act"), and the Social Welfare Services Act

Since July, Jipyong and Duroo have organized, together with disabled groups, a task force for improving the system for assisting activities of the disabled, gave a presentation on the "direction for improvement of the Disabled Activity Assistance Act" at the "conference on problems in the system for assisting activities of the disabled and on direction for improvement of the Disabled Activity Assistance Act", and participated in drafting the

amendment to the Disabled Activity Assistance Act. In September, Jipyong and Duroo participated in the "testimonial conference on human rights infringement at social welfare facilities for amendment of the Social Welfare Services Act" and gave a presentation on "direction for amendment of the Social Welfare Services Act" based on their experience in providing legal support for human rights infringement at several facilities for the disabled, as part of the continued effort for the legal amendment.



Other Activities

- Representation in a temporary relief claim demanding provision of reasonable accommodations in taking the Legal Education Eligibility Test
- Representation in the appellate trial for remedy against discrimination with respect to securing the right of mobility for the vulnerable people in public transportation
- Representation in the trial for confirmation of non-existence of BOD resolution and for cancellation of order to dismiss director in connection with InKang Foundation
- Representation in claim for damages compensation on behalf of a severely disabled person with respect to malpractice and discrimination against disability by a hospital
- Consultation on <Manual for Prevention of Discrimination against Disability in Culture/Arts> research for the Korea Disabled People's Development Institute
- Supervision of revised edition of <We Are All Precious>, a collection of legal provisions for people with developmental disabilities from the Act on the Prohibition of Discrimination against Persons with Disabilities, Remedy against Infringement of Their Rights, etc.
- Authored <Introduction of System for Protection of Rights for the Disabled and Relevant Tasks>, <Guarantee of Self-Determination Right for the Mentally Disabled>, <"Court Remedy" under Article 48 of the Act on the Prohibition of Discrimination against Persons with Disabilities, Remedy against Infringement of Their Rights, etc.> among the series of laws for the disabled people
- Participated in joint private and public guidance/supervision of Mind Health Welfare Foundation in Jeonju

PROTECTION OF RIGHTS AND INTERESTS OF CHILDREN/TEENS

Jipyong and Duroo work to be with and help the children and teens in resolving the problems they face as members of our society.

Legal Education at Unmarried Single Mother Living Facility and Alternative School for Single Mothers

Aeranwon is the first single mother living facility in Korea with a history of more than 50 years, but Jipyong was the first to conduct an overall legal education for the institution. Since 2014, Jipyong and Duroo have been meeting with single mothers and educating them on various issues such as the Constitution and human rights, consumer rights for the teens, sexual assault/sex trafficking/domestic violence, child abuse, juvenile crime, adoption, marriage and divorce, and parental and custody rights.

Representation of the Victim in an Adopted Child Abuse Case

Jipyong and Duroo represented the victim in a criminal case involving child abuse and dissolution of adoption, at the request of a single mother

Other Activities

- Representation of the victim in a criminal case involving child abuse
- Representation of the child abuse victim in dissolution of adoption case
- Representation of the adolescent victim in a quasi-rape case
- Representation of the adolescent victim in a sexual assault/sex trafficking case
- Movement for amendment of the Act on Special Cases concerning Adoption and the Act on Special Cases concerning the Punishment, etc. of Child Abuse Crimes
- Legal consultation for “Seum, Children Welfare Institution” which supports the children and family of inmates
- Legal consultation, legal education and support for “Partnership ON” project of Asan Nanum Foundation
- Dispatch to and legal consultation for Gyeonggi Southern Sunflower Center
- Legal consultation and education for adolescent single mothers at “Aeranwon”, a support facility for unmarried single-parent family

family facility. It involved abuse in the foster family which took the child for adoption before the court approved adoption. Jipyong and Duroo pointed out the problems in the current system where a single parent is forced to choose adoption rather than nurture, and are striving to prepare a system to prevent child abuse during the adoption process.

Legal Support for “Partnership ON” Innovative Leadership Project of Asan Nanum Foundation

Jipyong and Duroo are participating as expert members in the “Partnership ON” project of Asan Nanum Foundation. A Jipyong/Duroo attorney is matched one-on-one with the children/adolescent groups selected as innovative leaders, and provides various legal support including legal consultation, legal education, and performance of legal projects.



Legal Support for Inmates’ Children



Jipyong and Duroo provide legal assistance for inmates’ children, including consultation relating to parental/custody rights of imprisoned guardians, and representation in cases involving custody of minors. Jipyong and Duroo organized a research group with “Seum, Children Welfare Institution” to improve the system for children and family of inmates, including prescription of guidelines on arresting the parents, children’s right to interview imprisoned parent, guardianship system with respect to parents under long-term imprisonment, and system for inmates’ children requiring protection.

Supervision of manual for a Medical Institution Dedicated to Sexual Assault Victims

Jipyong and Duroo serve as the legal counsel for Gyeonggi Southern Sunflower Center. Jipyong and Duroo authored and supervised the legal section in <Medical Manual for a Medical Institution Dedicated to Sexual Assault Victims> published jointly by the Ministry of Gender Equality and Family and Gyeonggi Southern Sunflower Center.

PROTECTION OF RIGHTS AND INTERESTS OF IMMIGRANTS AND REFUGEES

Jipyong and Duroo provide legal assistance for immigrants and refugees in Korea. Jipyong also engages in overseas volunteer services and pro bono work through its foreign offices.

Representation of an Immigrant Worker in an Industrial Accident Case

Jipyong and Duroo are working together with “Earthians’ Station”, a human rights group for immigrant workers. Currently, Jipyong and Duroo are representing an industrial accident case involving an immigrant worker who died while driving a tractor.

Legal Consultation and Assistance for Migrants’ Center “Friend Network”

Jipyong and Duroo also supported the activities of a migrants’ center “Friend Network”. “Friend Network” was founded in December 2011 to provide counselling and legal assistance for human rights and legal issues of immigrants. Duroo supervised the booklet on counselling cases published by Friend Network, and took the first step in solidary activities with Friend Network by holding regular consultations with the immigrants at Friend Network.



Other Activities

- Representation in the trial for cancellation of disapproval of application for change of resident qualifications by a Mongolian student
- Representation in the trial for cancellation of non-recognition of refugee status decision for a Pakistani Christian
- Representation of an immigrant worker from Cambodia in an industrial accident resulting in death
- Representation in the trial for cancellation of non-recognition of refugee status for a single mother
- Legal consultation on incorporation and operation including accounting of a non-profit organization in Korea by International Virtual Elementary Classroom Activities (IVECA)
- Legal consultation and assistance for migrants’ center Friend Network
- Legal consultation for SMEs expanding abroad
- Legal consultation for the Korean Embassy in Myanmar
- Legal consultation for Korean Association in Myanmar
- Legal consultation on birth registration for a child born with a foreign father
- Legal consultation on the continued harassment of a foreign student by a teaching assistant
- Support for Earthians’ Station which support immigrant workers in agricultural/livestock industry
- Participation in and support for publication of Investment/Business Guide Handbook - Iran by the Ministry of Justice



Representation in a Trial for Cancellation of Non-Recognition of Refugee Status Decision for a Foreign Single Mother

The life of a foreigner “A” will hang in the balance if it is known to her Islamic family back home that she gave birth to a child after coming to Korea. Jipyong and Duroo are working to realize A’s dream of having children and living a normal life with her loved one. Jipyong and Duroo are working to improve the system to ensure settlement in society and decent living of refugees in line with the international social trend of trying to overcome refugee crises.

PROTECTION OF RIGHTS AND INTERESTS OF OTHER SOCIAL MINORITIES

Jipyong and Duroo are actively supporting social minorities in various public interest law areas including gender, labor, environment and unification, etc.

Successfully Obtained Decision of Unconstitutionality on Provision Barring Election Campaigns by Journalists

Jipyong successfully obtained the decision of unconstitutionality with respect to Article 60(1)(5) of the Public Official Election Act, which generally forbids journalists from engaging in election campaigns. The Constitutional Court accepted the argument that the “journalists prescribed in the Presidential Decree” goes against the principle on prohibition of comprehensive mandate of legislative power, and that it also violates the principle of excess prohibition, by finding that banning election campaigns by an individual journalist itself infringes the freedom of election campaign. This decision of unconstitutionality will serve as a

momentum to expand the freedom of expression with respect to elections, and is expected to bring considerable changes to the election and media related legislation.

Successfully Defended a False Accusation Charge Brought Against a Sexual Assault Victim

Jipyong and Duroo defended a sexual assault victim who was charged for bringing a false accusation, at the request of “Korea Women’s Hot Line”. She was harassed by a male sitting on the opposite side at a company dinner, but the investigation agency which commenced investigation on the charge of indecent act by force instead prosecuted her for bringing a false accusation. She was acquitted at the first-instance trial in 2015, and the prosecutor’s appeal and final appeal were dismissed in February 2016 and August 2016, respectively.



Representation of a Stalking and Murder Victim

Jipyong is representing the family of a victim who was stalked and finally murdered. The assailant maintained that it was an accidental crime, denying engagement in stalking and threatening, and the bereaved family had difficulty responding because they failed to obtain appropriate legal assistance. Jipyong undertook the case at the request of “Korea Women’s Hot Line”, and the assailant was sentenced to life imprisonment at the first-instance trial.

Representation of a Murder Victim in a State Compensation Case

Jipyong and Duroo represented the family of a victim who was murdered by a sex offender wearing the electronic anklet in a state compensation case. Jipyong and Duroo claimed violation of the applicable laws and regulations by the state on the grounds that the police failed to check with the probation office whether there were any sex offenders wearing electronic anklets near the crime scene when a previous crime was committed, and that the police and the probation office were negligent in managing the sex offenders with electronic anklets.

Other Activities

- **Freedom of election campaign/freedom of political expression** / Constitutional petition on the provision barring election campaigns by journalists
- **Freedom of election campaign/freedom of political expression** / Constitutional petition relating to deposit money under the Public Official Election Act
- **Freedom of election campaign/freedom of political expression** / Constitutional petition on assemblies/meetings during the election period under the Public Official Election Act
- **Environment** / Constitutional petition for residents near power line facilities
- **Female** / Representation of a sexual assault victim charged with false accusation
- **Female** / Representation of a stalking/murder victim
- **Labor** / Legal consultation for Labor Law Institute Hamil
- **Labor** / Legal consultation for Seoul Women Workers Association
- **Unification** / Research on integration of administrative legislation between South Korea and North Korea
- **Unification** / Review of the Unification Special Zone Act
- **Unification** / Legal consultation for Gaeseong Industrial Complex
- **Human rights** / Legal consultation and regular counselling on human rights infringement for the National Human Rights Commission of Korea
- **Human rights** / Representation in a lawsuit for cancellation of rejection decision on application for living allowances by the Commission for Democratization Movement Activists’ Honor Restoration and Compensation
- **Human rights** / Representation of a victim murdered by a sex offender wearing the electronic anklet in a state compensation case
- **Civic groups** / Legal consultation on lease-related matters for Nanum Munhwa (NGO)
- **Civic groups** / Legal consultation for Ashoka Korea
- **Civic groups** / Legal consultation for Merry Year International
- **Civic groups** / Constitutional petition relating to disposition to suspend prosecution for violation of the Act on Collection and Use of Donations
- **Civic groups** / Legal consultation on donation-related matters for Korea Post Foundation
- **Civic groups** / Legal consultation for Beautiful Foundation

SOCIAL SERVICE ACTIVITIES

Jipyong and Duroo arranged various community service activities as part of the effort to experience the field and put sharing into action together with its members.

Bread Baking for the Underprivileged People



Jipyong participates in bread baking organized by “Bakers’ Community” in Yeonhui-dong, Seodaemun-gu on the first Saturday of every month. The members participate in measuring, kneading, baking and packaging process for 5 hours and deliver the freshly baked bread to the underprivileged people in Seodaemun-gu area.

Participation in Soup Kitchen

Jipyong volunteers in the distribution of free meals for the homeless sponsored by Dasi-Seogi, a municipal support center, on the first Monday of every month. It involves distribution of meals for the homeless, dish washing and wrapping up. It is a good time to share bright smiles and warm hearts with the homeless.

Volunteer Activities for North Korean Teen Defectors at “Gyeongju (Korean Spirit) School”



Jipyong has been providing financial support, and arranging various programs such as legal education, court field trips, picnics, and ping pong tournaments since the early days of Gyeongju School. Gyeongju School is an alternative boarding school founded in October 2011 to help (second generation) North Korean children and teens to smoothly join the mainstream education and to establish health identity.

Participation in Distribution of Coal Briquettes for 12 Years in a Row



“Coal Briquettes for Neighbors in Korea” was founded in June 2004 to distribute coal briquettes to the underprivileged neighbors in South Korea and North Korea. Jipyong has been participating in the distribution of coal briquettes for 12 years in a row since 2005. On November 26, 2016, 30 Jipyong and Duroo members participated in the 2016 distribution event at Guryong village in Gaepo-dong, and distributed a total of 2,000 coal briquettes, 200 coal briquettes for 10 families.

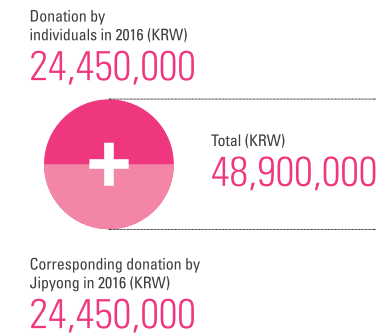
Volunteer Activities for Rural Communities



Jipyong and Duroo have been participating in volunteer activities for rural communities for 5 years since 2012, deliberating and exercising their roles for coexistence of the town and country. In May 2016, the members went and spent overnight to help rice planting at Deoksan-myeon, Jecheon-si, and again on September 25 to help with the harvest. On October 8, the members went again and stayed overnight at Deoksan-myeon, Jecheon-si to help with omija harvest.

03

Jipyong has introduced the matching grant system in August 2010 to encourage and support donations by its members. It is a system where Jipyong donates the same amount to any public interest group, to which its individual member makes donation. In 2016, Jipyong and its members enjoyed the joy of sharing with 50 donation cases.



Boosting Donations “Matching Grant”

MATCHING GRANT BENEFICIARIES

Gyeongju School, GongGam (Human Rights Law Foundation), Advocates for Public Interest Law, Good Neighbors, Merry Year International, Korea Animal Rights Advocates, Korean Council of Food Support, World without Worry about Shadow Education, Seoul Women Workers Association, Beautiful Life, KeunSoMang (social welfare institution), Seoul Municipal Welfare Center, Save the Children, Beautiful Foundation, ChildFund Korea, World Vision, UNICEF, Saram (human rights foundation), Disability and Human Rights in Action, Truth Foundation, National Angel Soup Kitchen, Center for Good Budget, People’s Solidarity for Participatory Democracy, Compassion Korea, Start Together, Haesong Welfare Center, Hope Institute

GONGGAM (HUMAN RIGHTS LAW FOUNDATION)

Pillkyu Hwang, lawyer

GongGam (Human Rights Law Foundation) published the legal support manual for immigrants for the first time in Korea and holds human rights law camp every year with the support of Jipyong. We also participate in community service activities with Jipyong lawyers. There are a number of Jipyong lawyers who contribute regularly to GongGam and its effect is doubled through the matching grant system. The social value created by Jipyong’s matching grant is increased exponentially through encouragement to “participate” directly to the members as well as the firm itself, and through respecting the Choices made by the members. I would like to convey gratitude and anticipation that they will continue to be always



SEOUL WOMEN WORKERS ASSOCIATION Young-Ju Sohn, President

The “Equaline” operated by Seoul Women Workers Association never stops ringing with female workers seeking counselling on difficulties such as sexual discrimination, sexual harassment and use of maternity leave. “Equaline” contributes to realization of labor rights for female workers who need legal assistance through assistance by lawyers and labor attorneys. Seoul Women Workers Association had the privilege of receiving matching grant donation from Jipyong through ties with Yeon-Sim Yeo, one of its attorneys who has been generously contributing to “Equaline”, and would like to take this opportunity to thank Jipyong for its willingness to share.



Action for the Better Future



01

Support for Legal Education

INTERNSHIP PROGRAM

Jipyong held internship programs on three occasions in 2016. Seventy-five law school students participated in the programs and experienced the law firm life for a period of 1-2 weeks. Jipyong assigned tasks such as drafting briefs and legal opinions, reviewing contracts, and presentation on free subjects, etc., and eventually recruited 9 students following evaluation thereon and interviews.

The intern selection and recruiting were conspicuously leaned toward Seoul National University. Most of the participants in the internship program were from Seoul National University, and all except one among 9 students eventually recruited were from Seoul National University. It was pointed out that we need to put more effort to recruiting internship participants from various law schools.

	2016 Summer In-Depth Internship	2016 Summer General Internship	2016 Winter Internship
Period	JULY 4-8 (1 Weeks)	JULY 11-22 (2 Weeks)	1 st Term: Dec. 26-Jan. 6 (2 Weeks) 2 nd Term: Jan. 9-Jan. 20 (2 Weeks)
Participants	Second Year Students (Best performers among 2015 winter interns) Korea Univ. (1), Sogang Univ. (1), Seoul Nat'l Univ. (3), Sungkyunkwan Univ. (1), Yonsei Univ. (2), Wonkwang Univ. (1)	Second Year Students Korea Univ. (3), Sogang Univ. (1), Seoul Nat'l Univ. (13), Yonsei Univ. (1), Ewha Womans Univ. (1)	First Year Students Konkuk Univ. (1), Kyung Hee Univ. (1), Korea Univ. (3), Sogang Univ. (3), Seoul Nat'l Univ. (26), Univ. of Seoul (1), Sungkyunkwan Univ. (3), Yonsei Univ. (2), Ewha Womans Univ. (2), Chonnam Nat'l Univ. (1), Chung-Ang Univ. (1), Hankuk Univ. of Foreign Studies (1), Hanyang Univ. (2)
No. of Participants	9	19	47 (19+28)
Recruited	2 Seoul Nat'l Univ. (1), Yonsei Univ. (1)	3 Seoul Nat'l Univ. (3)	4 Seoul Nat'l Univ. (4)

INTERNSHIP EXPERIENCE AT JIPYONG

Young-Woo Son, Yonsei University Law School



If anyone asks me about Jipyong, I can confidently say that it is a "law firm which places people first". This comes from my experience with the assignment during the internship.

When we seek advice before beginning an internship at a law firm, we get equivocal advice that we have to do the assignment well. The sole purpose of the assignments given during internship at most law firms is to evaluate the "legal" competence. Therefore, most assignments are irrelevant with the disposition or values of an individual.

But at Jipyong, we were given an assignment which breaks such common notion. "What would you do if you were assigned a case which contradicts with your own belief?" I was bewildered because it seemed irrelevant with law, and did not have any correct answer. I worked on the assignment calmly, wondering whether it had anything to do with evaluation of legal competence. Upon reflection, I realize now that there could not have been a better question for me than this subject. Most law firms advertise their respect for their members and their contributions to society, but they rarely strike the chord during the process from internship to recruitment. However, I could see that Jipyong indeed places "people" before "legal" competence as I worked on this assignment.

Hyun-Jung Yu, Seoul National University School of Law

The 2 weeks I spent at Jipyong enabled me to visualize my life as a lawyer.

When the welcome ceremony was over, we received thick bundles of documents marked "confidential". They were cases actually handled by the lawyers. We had to extract useful information from the chaotic bundle of papers with different fonts and formats. If there were any missing, we had to obtain the necessary information through conversation with the client. The lawyers acted as the clients during the internship. We had to stay focused so as not to ask any redundant questions or exchange any unnecessary questions or answers.

During an ordinary internship which is centered on the evaluation for recruitment purposes, one is required to complete and submit the assignment alone within a short time. However, discussions for finding the solution were important during the internship at Jipyong. We exchanged heated opinions and gradually reached the conclusion together with the team members. It was important as a lawyer to come up with the best result through cooperation with the colleagues, rather than working alone. This was the very thing Jipyong required of its interns. It is indeed true from the fact that producing a complete writing from such discussions is to be done by oneself alone.



Min-Ju Lee, Seoul National University School of Law



We met people during the internship at Jipyong.

There was no boring moment because we faced new life and heard new stories at every turn. The period of internship at other law firms is short. Usually a week, which is being shortened even as time goes by. Under such circumstances, the internship is often characterized by two things, i.e., "unilateral delivery of knowledge" and "submission of assignment for evaluation".

However, the internship at Jipyong was different. Jipyong arranges separate schedules with different lawyer groups to meet the interests of the interns and to encourage in-depth discussions. We were free to exchange questions and answers even during mealtime which could have been awkward. Sometimes, we took a short trip out of the daily routine according to the interest of the lawyers. I especially remember the time we browsed through the context of lives which were heaped on every street as we strolled the heart of Seoul through "Jeongdong-gil tour".

We indeed faced another life as we spontaneously shared our dreams, visions and interests with fellow interns. During the internship at Jipyong, we could meet people, and we recognized all members as true companions.

02

Humanities Research and Support

CONTRIBUTIONS TO LEGAL EDUCATIONAL INSTITUTIONS, LEGAL PUBLIC INTEREST ACTIVITIES

Jipyong made various financial contributions to law schools during the three years from 2014 and 2016. It was intended to add support to the efforts of law schools which aim to nurture excellent legal professionals. However, as the previous financial contributions tended to veer only to Seoul National University, we need to diversify to ensure that the benefits are enjoyed by the students of various law schools.

Jipyong also supports public interest legal activities as well as law schools. In 2016, Jipyong contributed to the camp for [In:Yeon], an alliance of human rights law societies, and also continued to support GongGam (Human Rights Law Foundation) in 2016.



SUPPORT FOR LEGAL EDUCATION

It is also an important duty of existing legal professionals to nurture younger legal professionals. Accordingly, Jipyong spares no effort to training the candidates. Jipyong lawyers teach at numerous law schools and deliver vivid hands-on experiences to them. In 2016, eight Jipyong lawyers taught courses at six law schools.

Lecturing Status in 2016

Ji-Hyung Kim, Managing Partner	Chair Professor, Wonkwang University Law School	1 st & 2 nd Semesters
Gee-Hong Kim, Partner	Adjunct Professor, Seoul National University School of Law	1 st Semester
Yong-Dae Park, Partner	Adjunct Professor, Ewha Womans University Law school	1 st Semester
Ho-Kyong Park, Associate	Lecturer, Seoul National University School of Law	2 nd Semester
Seong-Jin Bae, Partner	Adjunct Professor, Korea University School of Law	1 st & 2 nd Semesters
Sung-Taek Lim, Partner	Adjunct Professor, Yonsei University Law School	1 st & 2 nd Semesters
Won Jeong, Partner	Lecturer, Seoul National University School of Law	2 nd Semester
Seung-Soo Choi, Partner	Adjunct Professor, Chung Ang University Law School	1 st & 2 nd Semesters
Seung-Soo Choi, Partner	Adjunct Professor, Yonsei Graduate School of Engineering	2 nd Semester

Jipyong believes that the foundation of humanities should be widened and that the law should stand on the basis of humanities. Accordingly, Jipyong founded Jipyong Institute of Humanities and Society (Seok-Dong Kim, Chairman) in the form of a corporation to contribute to the development of humanities.

Mr. Seok-Dong Kim presents the discourse for healthy and enterprising future of Korea through lectures on “Korea’s challenges for new history

and future” in various venues such as JoongAng Ilbo JForum, Seoul National University, Korea Banking Institute, and Seoul Metropolitan Police Agency.

In the meantime, the Institute also supports publication for development of humanities. In 2016, it supported the translation and publication of 《Tarixi arba’ ulus》 by Dr. Won-Chul Jeon, and also conducted history trips such as relics exploration in Siberia and China, etc.



03

Research on Legislation

PERFORMANCE OF RESEARCH PROJECTS

Research on legislation is one of the most effective ways for legal professionals to contribute to society with their expertise. Toward this end, Jipyong has carried out research projects on various subjects at conspicuously reduced prices. Jipyong carried out 13 research projects in 2016.

Client	Research Project Name	Period
Korea Exchange	Legal Consultation on Overseas Listing Environment in Vietnam/Indonesia	2016.01.15~2016.02.29
Ministry of Foreign Affairs and Trade	Review of Legal Issues in the Draft International Poverty Reduction Fund Act	2016.02.01~2016.03.31
Ministry of Justice	Investment/Business Guide-Australia	2016.03.16~2016.09.15
Ministry of Justice	Investment/Business Guide-Iran	2016.03.16~2016.09.15
Ministry of Justice	Investment/Business Guide Handbook-Iran	2016.03.16~2016.04.15
Korea Environmental Industry & Technology Institute	Development of Guidelines for Environmental R&D Performance Innovation. Type Commercialization Projects	2016.03.22~2016.04.30
Korea Institute of Energy Technology Evaluation and Planning	Legal support on contract execution with a foreign institution on joint international energy research project	2016.07.12~2016.09.02
Shinhan Bank	Research on Indonesia Report on Banking and Securities	2016.08.01~2017.03
Ministry of Justice	Investment/Business Guide Handbook-Laos	2016.08~2016.08.30
Korea Housing Finance Corporation	Plan for Effective Management of Houses subject to Reverse Mortgage Loan	2016.08.05~2016.12.16
Korea Institute for Advancement of Technology	Research on Plan for Collection of Engineering Fees from Local Expenditure on Local Industry Support Projects	2016.10~2016.11
Korea Institute of Energy Technology Evaluation and Planning	Analysis of Overseas R&D System, and Plan for Improvement of International Cooperation and Joint Research on Energy	2016.11.30~2017.04.30
Korea Institute of Aviation Safety Technology	Manual for Aviation Safety Supervisor	2016.12.29~2017.01.03

PERFORMANCE OF PUBLIC SERVICE

Seong-Cheol Park, Partner



Public service includes acting as a member at the appointment of government institutions, local governments or public institutions, and conducting research projects entrusted by government institutions, etc. Public services may not be preferred by large law firms in terms of short-term profitability, but they sometimes participate aggressively depending on the case because involvement at the early stages of system design or legislation enables to obtain in-depth overall understanding of the relevant legislation, and offers more opportunities to undertake related jobs.

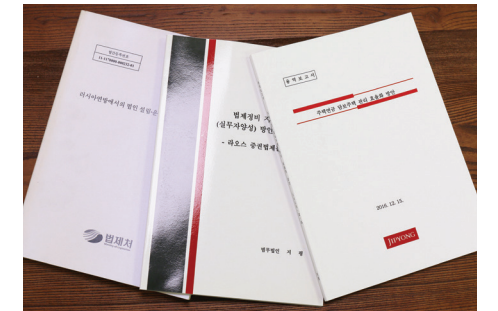
As for my experience as members appointed by government institutions, etc., I worked as a legal advisor for the National Human Rights Commission of Korea, and currently serve as a member of the committee which is convened by the Ministry of Education and Korea Institute for Curriculum and Evaluation, whenever matters requiring deliberation arise. My main role is to review the overall legal problems in advance as a lawyer with respect to matters that may trigger legal issues, and to inform them of any possible risks and/or liabilities.

I also carried out numerous research projects commissioned by government institutions. Among those, the "Study on the Direction of Development for Inter-Korean Exchange and Cooperation Act/ Inter-Korean Cooperation Fund Act to Foster Community of both Koreas" was the most memorable one. It involved laying out the framework law for inter-Korea exchange, and there were many details to be included in the report. It proved to be an opportunity for the researchers to gather and listen to the opinion of outside experts, and to deliberate on the overall inter-Korea relationship. The "Legislative Study on Proposed Amendment

to the Education Law in Line with the Changes in the Administrative Environment" was rewarding because many of the proposals in the report were reflected in the actual amendment to the Enforcement Decree.

It is beneficial for law firms to undertake research projects because it allows the lawyers to reflect the critical feedback they gained while conducting lawsuits and consultations. While it is difficult to go beyond interpretation of the current law in ordinary lawsuits and consultations, research projects also allow for a chance to freely propose legislation beyond such framework. It is a good opportunity for the private sector to get involved in legislation or system improvement, and we get to learn a lot.

I wish more Jipyong lawyers would participate more aggressively in research projects. It is not easy for lawyers to adjust to the collaborative system and method because research projects are an unfamiliar territory for us. While the leadership of the senior researcher is important, it would also reduce the fun if we relied passively on the senior researcher. We can break through no matter how unfamiliar and difficult the task if we take the initiative with a critical mind.



04

Environmental Group Activities

Environmental Group was organized in September 2015 to practice environmental protection from the small things in life. There are six members including 3 lawyers and 3 staff, and they meet regularly twice a month.

In the latter half of 2015, the Group distributed eco-friendly MyBottles throughout the firm to cut down on use of paper cups. It also held "Decorate MyBottle" event to encourage use of MyBottles, and also conducted a campaign for saving paper cups by setting the ceiling for use of paper cups and monitoring the actual usage.

The Group also proposed and is carrying out automatic lights-out campaign at Jipyong Seoul Office as a part of the effort to save electricity since the end of 2016. The lights remained turned on often too needlessly, even considering that the life at a

law firm requires frequent overnight and holiday work. So it was proposed that the lights at Jipyong Seoul Office be turned off automatically at midnight every Friday, to be turned on as necessary by anyone who comes to the office over the weekend. Despite concern for possible complaints at the beginning, we now receive positive feedback, even a suggestion to take to automatic lights-out every day.

Environmental Group is always on the lookout for practicing environmental protection in daily lives. It resulted in projects such as making "natural air freshener with natural essential oil" and "eco-friendly alternative sanitary napkins for the underprivileged teens" in the form of public interest lunch to encourage everyone's participation in environmental movement in 2016.

It also proposed a second-hand bookshop event in 2016 to encourage sharing of used books, and having received positive feedback, is planning to permanently establish a second-hand book corner. Jipyong guardians of environment are merrily continuing their efforts to ensure continued practice of small things for environmental protection.



05

Helping Social Enterprises & Cooperatives

TRANSACTIONS WITH SOCIAL ENTERPRISES

Jipyong has been continuing the efforts to be with social enterprises since its foundation. In 2016, Jipyong purchased copy papers from a severely disabled people's workshop, and ordered braille business cards from Hasang Braille, a social enterprise for the visually impaired. The coffee served to clients at Jipyong is purchased from Beautiful Store, a fair trade shop. However, the volume of transaction with social enterprises, etc. is not significant yet.

Bitnanum Sheltered Workshop	KRW 25,074,000
Hasang Braille	KRW 2,004,000
Beautiful Store	KRW 960,000



PRO BONO ACTIVITIES FOR SOCIAL ENTERPRISES

In 2016, Jipyong and Duroo engaged in various activities including legal consultation for organization and operation of socio-economic organizations such as social enterprises and cooperatives, and research on system improvement in the socio-economic field.

Legal Support for SK Social Progress Credit Project

Jipyong and Duroo have been providing legal consultation for SK Social Progress Credit (SPC) Project since 2015. SPC Project evaluates the values created by social enterprises and provides monetary reward for creation of socio-economic ecosystem. Jipyong and Duroo have been providing legal consultation for smooth progress of the SPC Project, and also provided legal consultation for numerous social enterprises which participated in the SPC Project such as Malgeunson Community Cooperative, Farmer Space and Sejinplus in 2016.

Major Activities

- Legal consultation for social ventures in Seongsu-dong in cooperation with Root Impact (Tree Planet, HGI, Root Impact, Dr. Kitchen, FLRY, Marymond, Weenu, Promisope, DoHands Company, Benefit Magazine, etc.)
- Legal consultation for organizations participating in the Local Challenge Project of The Circle Foundation (Yeongju-si Multicultural Hope Community, etc.)
- Legal consultation for business partners of Social Enterprise Support Network (Danurimom, etc.)
- Legal education "Law'n Roll" for social ventures in Seongsu-dong in cooperation with Root Impact
- Participation in cooperative system improvement research with iCoop Co-operative Institute

Expanded Cooperation with Root Impact

Since entering into a business agreement with "Root Impact" in 2015, Jipyong and Duroo have provided legal consultation and also carried out "Law'n Roll" legal education to numerous social ventures in Seongsu-dong. In 2016, legal consultation was provided to many companies such as Tree Planet, HGI, Root Impact, Dr. Kitchen, FLRY, Marymond, Weenu, Promisope, DoHands Company, Benefit Magazine. Jipyong is establishing close cooperative relationship with companies in Seonsu-dong through legal consultation and legal education.

Legal Consultation for Companies Participating in the Local Challenge Project of the Circle Foundation

In 2016, Jipyong and Duroo agreed to cooperate with "The Circle Foundation" which endeavors to nurture good companies in local communities. Accordingly, Jipyong also provides legal consultation to local enterprises participating in the Local Challenge Project of The Circle Foundation.

For a Better World

- Apr. 2000** Establishment of Jipyong
- Aug. 2007** Opening of office in Ho Chi Minh City, Vietnam
- Sept. 2007** Opening of office in Shanghai, China
- Sept. 2008** Establishment of Jipyong & Jisung (merger with Jisung)
- Jan. 2009** Opening of office in Hanoi, Vietnam
- Mar. 2009** Opening of office in Phnom Penh, Cambodia
- Nov. 2009** Opening of office in Vientiane, Laos
- Mar. 2011** Opening of Suncheon office
- Mar. 2012** Head office relocation to KT&G Seodaemun Tower
- Jun. 2012** Opening of Busan office
- Oct. 2012** Opening of office in Jakarta, Indonesia
- Nov. 2012** Opening of office in Yangon, Myanmar
- Jan. 2014** Name change to Jipyong
- Dec. 2014** Dispatch attorney to Dubai, UAE
- Apr. 2015** Opening of office in Moscow, Russia
- Nov. 2015** Opening of office in Tehran, Iran