

JIPYONG SUSTAINABILITY REPORT

PART I. INTRODUCTION TO JIPYONG

JIPYONG LLC (“JIPYONG” or the “Firm”) was established on April 3, 2000. As of December 31, 2023, 337 legal professionals, certified public accountants, of counsels, specialists, and 224 staff work at the Firm. JIPYONG was built on the vision of a “happy workplace, client satisfaction, social contribution”, as well as upholding the values of “People-Focused, Genuine, Pioneering, and Principled”. JIPYONG will continuously strive to become an influential global law firm dedicated to our clients with the utmost expertise and commitment, while contributing to society.

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JIPYONG LLC

PROFILE

Name JIPYONG LLC
Managing Partners Ji Hyung KIM, Sung Won YOON, Jung Sik PARK, Young Tae YANG, Sung Taek LIM
Foundation April 3, 2000
Headquarters 26F, Grand Central A, 14 Sejong-daero, Jung-gu, Seoul 04527, Korea

ORGANIZATION

Through its various committees, JIPYONG endeavors to reflect the opinions of its members in each area of management and allows its members to directly participate in management. Currently, JIPYONG has a Public Interest Committee, Ethics Committee, Public Relations Committee, Education Research Committee, Marketing Committee, Cultural Communication Committee, Social Value Committee, Industrial Safety and Health Committee, IT Committee, and Recruit Committee. Each committee is comprised of legal professionals and staff who actively express their opinions on management-related issues. JIPYONG is committed to realizing responsible management based on the opinions of its members.

GOVERNANCE

JIPYONG is a limited liability law firm incorporated under the Attorney-At-Law Act which is subject to the provisions applicable to limited companies. We democratically vote on the basic policies related to the Firm's management and on major management issues for the Firm's long-term growth. JIPYONG established the Social Value Committee in order to act on social value as its important management task and to promote social values.

Management Committee Young Tae YANG, Sang Jun KIM, Bong Gwan SA, Seong Jin BAE, Haeng Gyu LEE, Won JUNG, So Young LEE

SERVICES AND SPECIALTIES

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

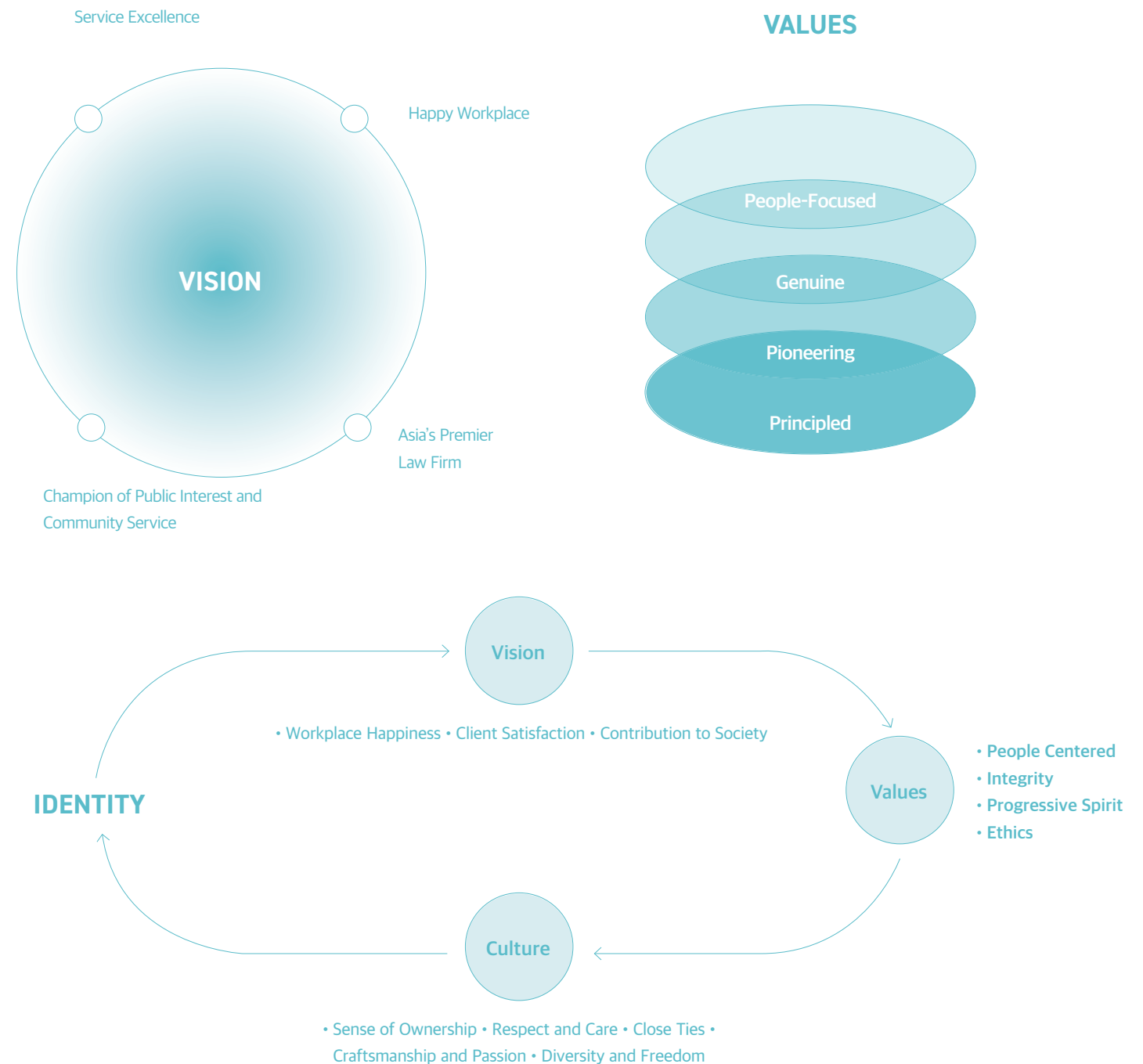
GLOBAL REACH

JIPYONG has 11 domestic and international offices and has been recognized as a leading law firm in international legal affairs as a result of its efforts and investments in enhancing its expertise overseas. For the past 15 years, JIPYONG has provided clients with high-quality legal services in a variety of areas, including investment/market penetration, M&A, finance, real estate, energy, infrastructure, dispute resolution, and so on, in an array of countries, including Southeast Asian countries such as Vietnam, Indonesia, Myanmar, Cambodia, and Laos, etc. as well as China, Russia and Central Asia, Japan, the Middle East, Europe, and the United States, helping clients enter foreign markets.



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OUR VISION & VALUES



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SOCIAL VALUE MANAGEMENT

JIPYONG'S EFFORT TO ESTABLISH AND INTERNALIZE THE SOCIAL VALUE MANAGEMENT SYSTEM

JIPYONG's Social Value Committee aims to establish sustainable goals and mid- to long-term action plans and to implement these goals and plans. Specifically, the Committee focuses on internalizing social value management at the company level, pursuing and acting on its commitments, reflecting social values in all areas of the organization, including human resources, education, work, procurement, governance, and the environment, etc., as well as JIPYONG's relationship with the legal society and local communities, and regularly assessing whether it is on the right track. JIPYONG is committed to achieving social values on par with international standards presented by the UN Sustainable Development Goals (UN SDGs) and the UN Global Compact. In order to fulfill its obligations, JIPYONG provides relevant education for its employees as well as carrying out seminars and campaigns.

HUMAN RIGHTS MANAGEMENT, CSR/SUSTAINABILITY/SOCIAL VALUE

The international community, including the United Nations, has established human rights standards that emphasize the responsibility of companies to promote human rights. The Korean government's National Action Plans on Human Rights (NAP) have newly established a chapter on "Business and Human Rights," the National Human Rights Commission has published the "Guidelines for Human Rights Management," and public institutions are including human rights management scores in their management evaluations. In the international community, it has been a long time since sustainability of corporate management has emerged as an important topic, and new issues such as a company's sustainable management and social value management have been heightened as a result of growing interest in social values.

In August 2022, JIPYONG joined the World Benchmarking Alliance (WBA), a global multilateral organization for human rights management, as the first Asian law firm to become a member. The WBA is a global non-profit organization that develops and evaluates international standards for sustainability, environmental and human rights management based on international human rights standards such as the Guiding Principles on Business and Human Rights (UNGPs) and the OECD Guidelines for Multinational Enterprises.

Recently, as legislation on human rights management has expanded in the European Union, Germany, Norway, and Japan, the risk of infringing human rights law and requests for disclosure of human rights management systems have been increasing rapidly. In 2019, JIPYONG became the first Korean law firm to establish a human rights management team, and in 2020, we expanded and reorganized the ESG Center to provide legal advice on human rights due diligence, human rights impact assessment, and ESG compliance for various domestic companies.

JIPYONG systematically advises on human rights management that meets global standards through close cooperation with the WBA.

JIPYONG AND BSR CO-HOSTED A SEMINAR TITLED "EMERGING TRENDS IN CORPORATE SUSTAINABILITY: ASIA'S RESPONSE TO HUMAN RIGHTS DUE DILIGENCE"

Date November 1, 2023
Subject and Method JIPYONG Headquarters Grand Central Auditorium & Video Conference

JIPYONG and BSR(Business for Social Responsibility) successfully co-hosted a seminar titled "Emerging Trends in Corporate Sustainability: Asia's Response to Human Rights Due Diligence" at JIPYONG Headquarters Grand Central Auditorium.

The seminar was attended by more than 200 participants from domestic and international companies both online and offline, and it was the third seminar co-hosted by JIPYONG and BSR. During the seminar, global human rights management assessment organizations and human rights management experts discussed the trend of legislation on global human rights due diligence and the countermeasure for Asian companies. The seminar commenced with an opening remark by Aron CRAMER, President & CEO at BSR and Sung Taek LIM, Managing Partner at JIPYONG, followed by a keynote lecture and two other sessions.

Classification	Titles of Presentation/Debate	Presenter
Keynote Lectures	UN Working Group on Business and Human Rights priorities and expectations to companies in Asia	Pichamon YEOPHANTONG, Member of the United Nations Working Group on Business and Human Rights
	Japanese Government's Initiatives on United Nations Guiding Principles on Business and Human Rights	Hiroki MATSUI, Director at the Ministry of Foreign Affairs of Japan
1st Session	Mandatory Human Rights and Environmental Due Diligence Developments - Global Legislative Landscape and Trends The Impact of the EU's Due Diligence Legislations on Business in Asia - Focusing on Group-level Due Diligence and Responsible Sourcing	Rosa KUSBIANTORO, Director, BSR Chang Wook MIN, Partner, JIPYONG
2nd Session (Debate)	Supply Chain Human Rights Due Diligence - Case Studies of Current Company Practices	[Debater] - Asako NAGAI, Managing Director, BSR - Yoko NORO, Procurement Department, Kirin Holding Company, Limited. - Ho Jin SHIN, ESG Manager, SK Gas - Daphne HAMEETEMAN, General Sustainability Manager, Wilmar International Limited

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STAKEHOLDERS

JIPYONG's STAKEHOLDERS

JIPYONG defines its members, clients, local communities, the legal society, partners, media, and public organizations as its primary stakeholders and communicates and collaborates with its stakeholders through various channels. JIPYONG proactively listens to the opinions of its stakeholders collected through various communication channels and strives to reflect them in management operations. JIPYONG will continue to grow with its stakeholders and build strong relationships of trust through active communication with its stakeholders.

Stakeholder	Scope	Area of Interest	Communication Channel
Members	All the employees and executives in all of JIPYONG's domestic and overseas offices (Korean attorneys, Foreign attorneys, CPAs, Experts, and Staff, etc.)	<ul style="list-style-type: none"> Reasonable governance and democratic decision-making process Commitment to becoming a law firm which ensures its members' happiness Compliance with legal ethics 	Webzine, In-house Newsletter, General Partners' Council, Labor-Management Council, Associates' Council, Employees-Team Managers' Council, Cultural Communication Committee
Clients	Legal and natural persons who receive legal services such as legal representation and advisory services, etc. from JIPYONG	<ul style="list-style-type: none"> Commitment to becoming a law firm which is dedicated to clients with its top expertise and service excellence Protecting and keeping clients' information confidential 	Newsletters, YouTube channel, receipt of Clients' Feedback (Contact us), Seminars/webinars, and publications
Local Communities	Local communities, residents, organizations, and NGOs in areas where JIPYONG's offices are located	<ul style="list-style-type: none"> Protecting and keeping clients' information confidential Green office policy 	Public Interest Activities(both legal and non-legal), Cooperation with NGOs, MOUs, etc.
Legal Society	Lawyers Association of attorneys such as the Korean Bar Association, Seoul Bar Association, etc. Practitioners of the court, the prosecution service, etc. Academics, such as law professors, researchers, etc.	<ul style="list-style-type: none"> Protecting and keeping clients' information confidential Commitment to becoming a law firm that is dedicated to clients with its expertise and service excellence Compliance with legal ethics 	Collaboration with the legal society and participation in various committee activities, Expert seminars, Law and policy research, etc., Internships, Job fairs, Legal education, etc.
	Prospective Lawyers Participants in practical training programs, including law school students and recent graduates	<ul style="list-style-type: none"> Developing new business areas such as ESG, new technologies, and new industries, etc. Establishment of cooperative labor relationships Developing its members capacity and providing education and trainings 	Business meeting, Visits, etc.
Partners	Companies from which JIPYONG purchases products and services or receives brokerage services	<ul style="list-style-type: none"> Compliance with legal ethics 	Press release, Interviews, etc.
Media	Journalists who publish reports by referring to JIPYONG's press releases or who publish articles focusing on JIPYONG's activities	<ul style="list-style-type: none"> Developing new business areas such as ESG, new technologies, and new industries, etc. 	

