

JIPYONG SUSTAINABILITY REPORT

PART III. DEDICATION TO CLIENTS THROUGH LEGAL EXCELLENCE AND DEVOTION

In addition to providing professional and comprehensive legal services in diverse areas, JIPYONG also places heavy emphasis on achieving social value. Our attorneys have dedicated themselves to proactively developing their expertise and specialty in creating social value and addressing social problems.

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JIPYONG's PRACTICES

JIPYONG provides a full spectrum of professional and comprehensive legal services. Our team of experts specializes in a wide range of practice areas, including litigation/arbitration, M&A, corporate matters, international transactions, foreign investment, finance/securities, PE, construction/real estate, fair trade, labor, bankruptcy/restructuring, intellectual property, criminal litigation, tax, constitutional law, administrative litigation, insurance, maritime, international arbitration, and inheritance/family law. We take a collaborative approach, integrating expertise across teams, practice areas, and industries to accurately understand and address our client's needs. JIPYONG is committed to responding to our client's unique challenges and delivering optimal solutions, working hand-in-hand with our clients.

Corporate	Finance	Dispute Resolution	Construction & Real Estate
<ul style="list-style-type: none"> M&A General Corporate Matters Corporate Governance Bankruptcy/Rehabilitation/Corporate Restructuring Overseas Investment Foreign Investment Public Policy / Legislation Risk Management ESG Center 	<ul style="list-style-type: none"> Real Estate Finance Social Overhead Capital Project Finance Structured Finance & Derivatives Acquisition Financing Ship & Aircraft Finance IPO & Capital Markets Private Equity Financial Regulation Financial Institutions M&A · Overseas Investment Financial Disputes 	<ul style="list-style-type: none"> Financial Disputes Construction & Real Estate Disputes Antitrust Disputes Labor & Employment Disputes IP Litigation Bankruptcy Litigation Investor Disputes Product Liability & Consumer Claims Commercial Disputes Maritime & Aviation International Arbitration Cross-Border Litigation Constitutional & Administrative Litigation Medical Disputes Family Law Tax Disputes Media Disputes 	<ul style="list-style-type: none"> Construction & Real Estate Advisory Construction & Real Estate Administrative Law City Planning & Urban Development Real Estate Trust & PF Disputes Public Contracts & Private Investment Expropriation Compensation & Appraisal Construction Environment Overseas Construction
Antitrust & Competition	Labor & Employment	Criminal Defense	Intellectual Property
<ul style="list-style-type: none"> Concerted Practice (Cartel) Abuse of Dominance & Unfair Trade Practices Corporations and Inside Trading Merger Control Subcontract Law Retail and Franchise Law Unfair Advertisement & Form Contracts Antitrust Disputes 	<ul style="list-style-type: none"> Labor & Employment Disputes Industrial Health & Safety 	<ul style="list-style-type: none"> Criminal Defense (Investigation) Criminal Defense (Trial) Digital Forensics Center Industrial Accidents & Safety Center Financial Securities Criminal Defense Center Taxation and Fiscal Crimes Defense Center Technology Leakage and Trade Secret Infringement Response Center Criminal Defense TF on Virtual Assets 	<ul style="list-style-type: none"> Patents & Utility Models · Employee Invention Trademarks & Design · Anti-Competitive Practices Copyright Trade Secrets · Industrial Technology · Business Information Protection Privacy & Data Protection IP Management & Strategy Consulting Services Disputes over Abuse of IP Rights · Technology Theft Unfair Trade Practices · Customs Clearance

Family Law	Tax	Insurance	ESG Center	Global Practice
<ul style="list-style-type: none"> Inheritance Disputes Divorce and Custody Inheritance and Gift Tax Trusts & Estates 	<ul style="list-style-type: none"> Tax Disputes Tax Advisory Tax Investigation Inheritance and Gift Tax Tax Defense Accounting Regulation Customs & International Trade 	<ul style="list-style-type: none"> Insurance Disputes Insurance Regulation D&O and Professional Liability Marine / Airline Insurance & Reinsurance Insurance Company Audits Insurance Business Establishment & Operation Insurance Company M&A Insurance Company Listing 	<ul style="list-style-type: none"> Environment Human Rights Management, CSR/Sustainability/Social Value Compliance 	<ul style="list-style-type: none"> International Arbitration Cross-Border Litigation Global M&A Cross-Border Finance International Energy Project International Construction Project & Dispute

Industry	Region
<ul style="list-style-type: none"> Biotechnology / Pharmaceutical / Medical Device & Healthcare Technology, Media & Telecommunications Energy / Resources / Infrastructure Construction / Real Estate Electronic Banking & Fintech New Technologies / New Industries Entertainment / Sports & Leisure Game & E-Sports Government Contracts & Offset Trade R&D Education Religion / Schools 	<ul style="list-style-type: none"> Global Business Center Vietnam Indonesia Myanmar China Russia / Central Asia Cambodia / Laos / Thailand Singapore / Malaysia Philippines Japan India Middle East / Africa UK / Germany / Europe US / Canada Australia / New Zealand Central & South America

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BUSINESS PERFORMANCE

JIPYONG's annual sales have grown steadily since passing the KRW 100 billion-mark in 2021. JIPYONG has continued to invest in human resources to strengthen its competitiveness. Compared to 2021, our total workforce increased by 8% and the number of Korean attorneys increased by 7.8%.

JIPYONG has also been incrementally raising the salaries of its employees every year. In 2022 and 2023, we raised salaries by an average of 8%, reflecting our dedication to aligning the company's growth with individual compensation.

10%



Total Sales



8%



Total Employees



7.8%



Total Korean Attorneys



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NEW BUSINESS AREAS

SUSTAINABILITY OF JIPYONG'S LEGAL SERVICES (BUSINESS)

- May 2022, Launched the Digital Innovation Team
- May 2022, Established the Corporate Management Institute
- June 2022, Newly established the Privacy & Data Protection & AI Team
- June 2022, Expanded and reorganized the Occupational Safety Disaster Prevention Team into the Industrial Accidents & Safety Center
- August 2022, Established the Financial Securities Criminal Defense Center
- August 2022, Established the Taxation and Fiscal Crimes Defense Center
- October 2022, Expanded and reorganized the PF Normalization Center
- February 2023, Established the Trade Advisory Center
- April 2023, Expanded and reorganized the Technology Leakage and Trade Secret Infringement Response Center
- May 2023, Newly established the Eastern Europe Team
- July 2023, Established the Criminal Defense TF on Virtual Assets
- November 2023, Newly established the RMC Center (Risk Management & Compliance Center)
- December 2023, Expanded and reorganized the Eastern Europe Team (to expand work in Eastern European countries including Ukraine, Poland, and Hungary)
- December 2023, Expanded and reorganized the Consulting Group into ESG Center and Management Consulting Center
- December 2023, Established the India Team

ESG & SUSTAINABILITY

As the first ESG integrated advisory organization in Korea, JIPYONG provides comprehensive advisory and consulting services on Environmental, Social, and Governance ("ESG") matters. Our team of attorneys, consultants, and specialized experts work together to deliver integrated solutions that address all aspects of ESG.

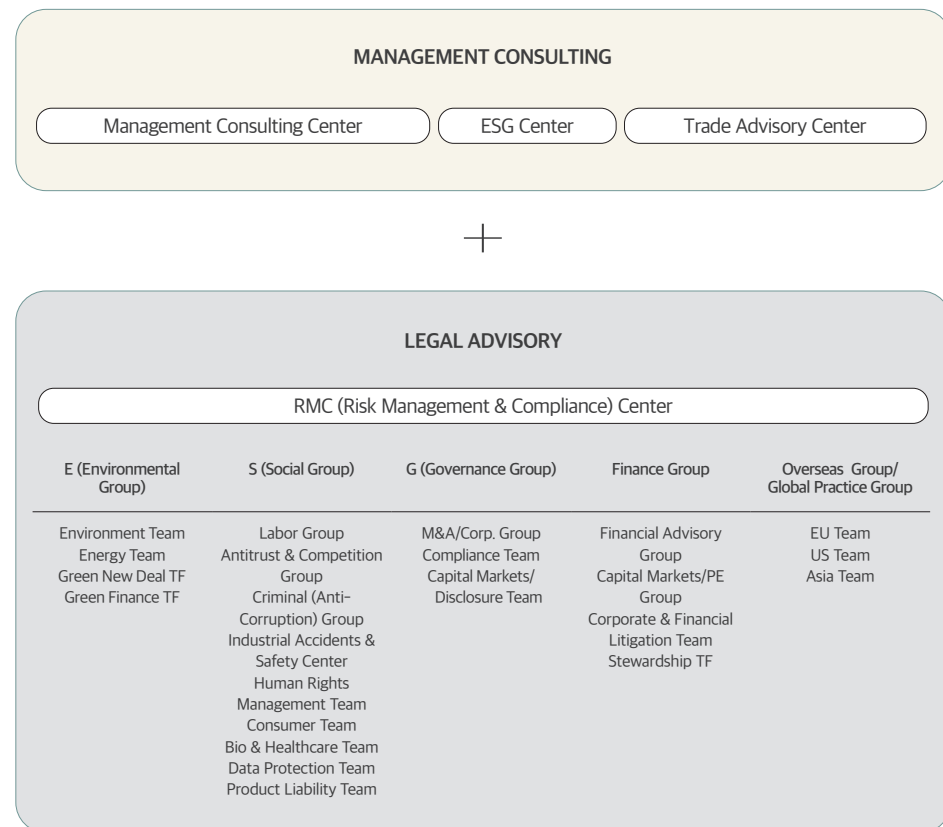
As the nation's first law firm to provide integrated ESG and sustainability consulting services, JIPYONG has played a leading role in shaping domestic policies and markets. JIPYONG's ESG Center is composed of not only highly qualified attorneys but also of strategic consultants and other professional experts, enabling us to provide comprehensive advisory and consulting services that meet the unique needs of clients.

JIPYONG established Korea's first Human Rights Management Team in 2019 and the ESG Center in 2020. Since 2021, JIPYONG has provided multifaceted and in-depth management consulting services by recruiting experts from diverse backgrounds such as global accounting firms and private economic research institutes. Furthermore, JIPYONG established the Management Consulting Center in 2023 to strengthen its overall management consulting services including data analysis and risk

management, developing strategies and conducting research for market entry, and building business models linked to development cooperation.

Additionally, JIPYONG established the Trade Advisory Center to strengthen its professional research and monitoring services for new ESG trade regulations, particularly in Europe. JIPYONG also launched the RMC Center (Risk Management and Compliance Center) to focus on compliance and risk management. These initiatives have solidified JIPYONG's position as a leader in providing integrated ESG management consulting services.

JIPYONG's ESG & Sustainability consulting services are carried out through seamless collaboration between its Management Consulting Team and Legal Advisory Team. The Management Consulting Team consists of the ESG Center, Management Consulting Center, and Trade Advisory Center, while the Legal Advisory Team, anchored by the RMC Center, consists of the Environment (E) Group, Social (S) Group, Governance (G) Group, and Finance Group. In addition, JIPYONG has established a system of cooperation between its Overseas Group and Global Practice Group to further advance ESG-related initiatives and to provide specialized advisory services in business for domestic trading companies.

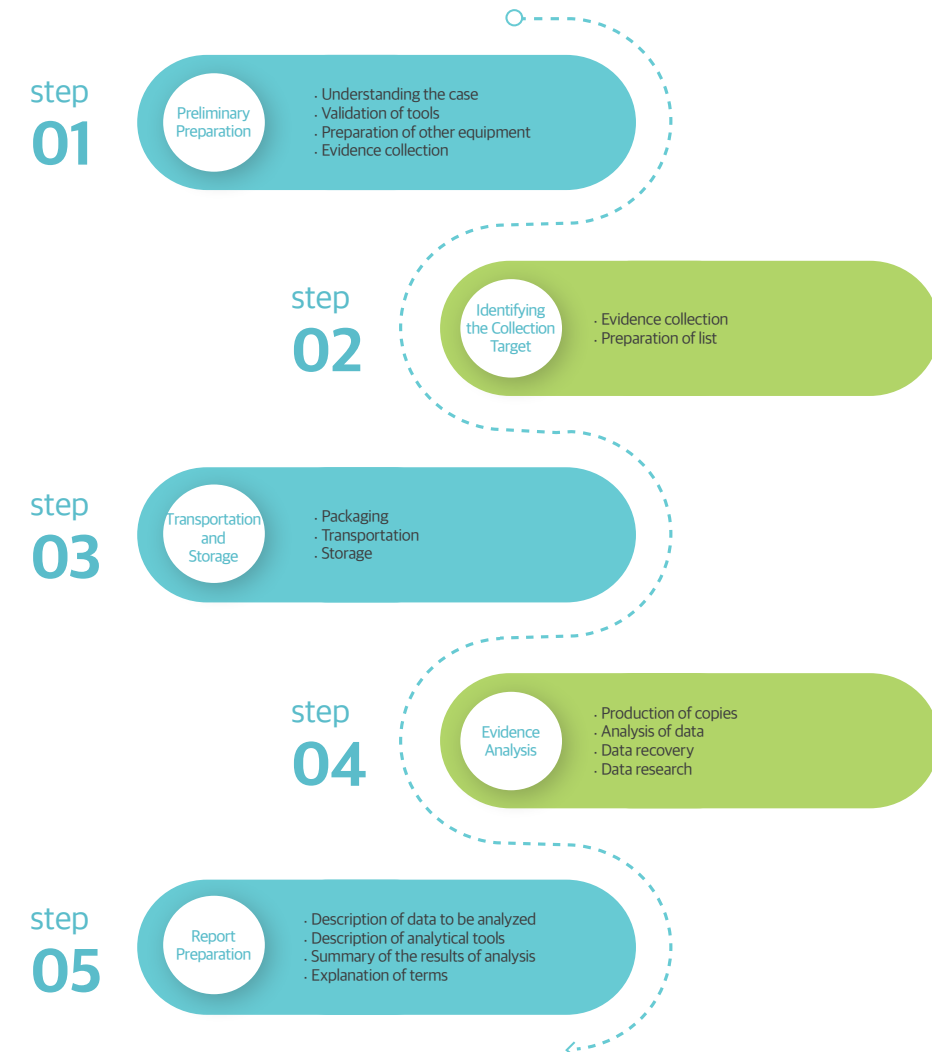


DIGITAL FORENSIC CENTER

As the exchange and accumulation of data in cyberspace continue to grow with the advancement of information and communication technology, the importance of forensic analysis of digital data in criminal proceedings, administrative investigations, and corporate internal investigations is rising.

To effectively and systematically respond to the growing importance of digital data, JIPYONG launched the Digital Forensics Practice Team in March 2020. The team expanded significantly in November 2023, with the addition of a number of leading experts, including the former Head of the Cyber Investigation Division of the Supreme Prosecutors' Office the former Deputy Chief Prosecutor of the Seoul Southern District Prosecutors' Office, and an expert who has served as IT investigator for the National Prosecutor's Office for many years. Through such expansion, the JIPYONG Digital Forensic Center is equipped with the best and most well-recognized experts, as well as deep resources, technology, and infrastructure.

JIPYONG's Digital Forensic Center provides optimal solutions to our clients in the process of responding to inspections, investigations, and corporate internal investigations. By working closely with JIPYONG's other specialized groups, including its Criminal Defense Group, Antitrust & Competition Group, Finance Group, Labor & Employment Group, Compliance Team, Crisis Management Team, and Human Rights Management Team, JIPYONG's Digital Forensics Center delivers comprehensive and top-notch digital evidence analysis tailored to meet the unique needs of our client.



FINANCE AND SECURITIES CRIMINAL INVESTIGATION RESPONSE CENTER

In response to the expanding scope of investigation and prosecution in the field of financial securities, including the launch of the Joint Investigation Team for Financial Securities Crimes of the Seoul Southern District Prosecutors' Office, the increase in the number of special judicial police officers for capital markets at the Financial Services Commission and the Financial Supervisory Service, and the establishment of a special judicial police team at the Financial Services Commission, JIPYONG launched the Financial Securities Criminal Defense Center in August 2022. The Financial Securities Criminal Defense Center is staffed with the top-notch legal experts with extensive experience in the field, enabling us to respond promptly and systematically to the investigation and prosecution of financial securities cases.

The Financial Securities Criminal Defense Center, led by a former prosecutor of the Seoul High Prosecutors' Office with extensive experience in investigations in the financial securities field, includes the Finance and Securities Investigation Response Team that is dedicated to providing the highest level of legal services to our clients facing investigations being conducted by the financial securities investigation departments of prosecutors and police or the special judicial police officers of financial authorities.

As it has become increasingly important to respond quickly and appropriately to the early stages of investigations conducted by financial authorities such as the Financial Supervisory Service, JIPYONG also established the Financial Authority Investigation Response Team, which includes attorneys who have served as members of the Financial Supervisory Commission and the Financial Supervisory Service, as well as advisors who have served as directors of the Financial Supervisory Service.

Our approach to finance and securities criminal investigations and trials is both detailed and systematic, supported by our research and development team. We aim to provide comprehensive a one-stop legal services, guiding our clients from the investigation stage of the Financial Supervisory Service through the prosecution investigation stage and the trial stage. Additionally, we offer step-by-step support in responding to relevant administrative sanctions, ensuring a thorough and effective defense at every stage.

RESPONSE TO INVESTIGATION OF VIRTUAL ASSETS TF

Amid rapid changes in the regulatory environment surrounding the virtual asset industry, including the enactment of the Act on the Protection of Virtual Asset Users on July 18, 2023, and the establishment of the Virtual Asset Joint Investigation Team at the Seoul Southern District Prosecutors' Office on July 26, 2023, we launched the Criminal Defense TF on Virtual Assets at the end of July 2023 to respond more effectively and systematically to investigations and disputes related to virtual assets.

The Criminal Defense TF on Virtual Assets is composed of top legal experts with diverse work experiences and extensive networks, including a former deputy chief prosecutor at the Seoul Southern District Prosecutors' Office, a former attorney at the Financial Supervisory Service, a former administrative officer at the Ministry of Science and ICT and a legislative investigator at the National Assembly Legislative Research Office, an intellectual property rights expert, and an attorney who previously worked at Samsung SDS and holds a degree from KAIST.

JIPYONG's Criminal Defense TF on Virtual Assets, led by its Criminal Defense Group and consisting of attorneys from the Finance Group, IP/IT Group, and Corporate Finance Disputes Group, etc. provides differentiated services to our clients through the seamless collaboration of attorneys with extensive experience and skills in the areas of investigation and trials and virtual assets related matters within their respective practices.

BUSINESS COOPERATION AGREEMENTS

JIPYONG is recognized as a leading law firm in overseas practice, operating 8 overseas offices in 7 countries, which is the largest number of overseas offices operated by a Korean law firm. JIPYONG is also committed to expanding our network in each country to provide efficient services that meet the unique needs of its clients.

In addition to its extensive overseas network, JIPYONG is the first Asian law firm to join the World Benchmarking Alliance (WBA), a global multilateral organization for human rights management. The WBA has developed the Corporate Human Rights Benchmark (CHRB), which assesses a company's responsibility to respect human rights, and we work closely with the WBA to systematically advise on human rights management that meets global standards.

OVERSEAS NETWORK BY COUNTRY

June 2024	MOU with Glassdome Korea
June 2024	MOU with the World Benchmarking Alliance(WBA)
May 2024	MOU with Tay & Partners, a Malaysian law firm
April 2024	MOU with DZP, a Polish law firm
March 2024	MOU with G&A Advocates LLP, a Kenyan law firm
November 2023	MOU with AEQUO, a Ukrainian law firm

COOPERATION AGREEMENTS

March 2024	MOU with the Responsible Business Alliance(RBA)
May 2023	MOU with the Korea IT Service Industry Association
March 2023	MOU with the Korea Pharmaceutical Industry Cooperative and Korea Pharmaceutical Cooperative Company for introduction of ESG management
August 2022	Joined the World Benchmarking Alliance(WBA)

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COMPLIANCE WITH LEGAL ETHICS

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

JIPYONG’S ETHICS CHARTER

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

OPERATION OF THE ETHICS COMMITTEE

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

JIPYONG LLC ETHICS CHARTER

- 1
JIPYONG LLC members must always understand and diligently comply with the rules and regulations governing their respective professions or governing the professionals they assist such as the Attorney-At-Law Act and Korean Attorneys’ Code of Ethics, the Patent Attorney Act and related regulations, and the Certified Public Accountant Act and related regulations. Members must also maintain their dignity as JIPYONG constituents in carrying out their work or their daily lives.
- 2
JIPYONG members must always understand and diligently comply with the principles, agreements and rules agreed by the members.
- 3
JIPYONG members must not take on cases contravening conventional ethics or social justice, or unfairly prejudicing third parties. They must also not utilize their knowledge and skills to represent such interests.
- 4
JIPYONG members must give their utmost effort to protect the interests of their clients.
- 5
The activities of JIPYONG members in protecting the interests of their clients must not exceed legitimate scopes of ordinarily applicable regulations, social justice and professional conscience.
- 6
JIPYONG members must faithfully carry out all mandated work and must not act dishonestly or request unjust compensation for their work.
- 7
JIPYONG does not represent and work for opposite parties in the same case.
- 8
JIPYONG members must under no circumstances betray the client’s trust.
- 9
JIPYONG members must not use information obtained through their work to seek personal gain, including making investments in securities.
- 10
JIPYONG members must strive to be interested in and participate in activities advancing the public interest.
- 11
A JIPYONG member must immediately notify the company if it he or she becomes aware while conducting work that (i) any damage or disadvantage might be or was in fact incurred by JIPYONG due to reasons such as a breach of duty of care or (ii) his or her interests and JIPYONG’s interests might or in fact conflict.
- 12
JIPYONG members must take care not to speak or act in their social lives in a way that might damage the company’s reputation or result in disadvantage to the company.
- 13
A JIPYONG member who has a duty to notify or obtain approval from the company pursuant to this Ethics Charter or has questions regarding the charter’s interpretation or application must report or inquire either the Management Committee, the Ethics Committee or the professional he or she is assisting.

ETHICS COMPLIANCE INDEX

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

ETHICS REGULATION PROCEDURE

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

LIST OF JIPYONG EXPERTS WHO RETIRED FROM PUBLIC SERVICE

As of December 31, 2023, JIPYONG employed 40 attorneys and 15 non-attorneys, who have retired from public service.

CONFIDENTIALITY

Law firms and their attorneys have an obligation to keep their clients' information confidential pursuant to the Attorney-At-Law Act. JIPYONG has in place an even stronger protection through the inclusion of Article 8 of its Ethics Charter. JIPYONG and its members will not provide or disclose information relating to the client or to the work performed for the client to third parties under any circumstances except for instances where such is absolutely necessary to protect the just interest of JIPYONG and its members and only upon obtaining prior approval of the client in accordance with JIPYONG's rules and procedures. Also, JIPYONG's members take particular caution with respect to their day-to-day conduct, management of company, and their relationship with third parties to ensure that information relating to the clients and the work performed for the client remain strictly confidential.

COMPLIANCE WITH PRIVACY REGULATIONS

JIPYONG protects the valuable information of clients, its members, and interns, etc., in compliance with applicable laws including the Personal Information Protection Act and the Act on Promotion of Information and

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

[SECURITY CONSULTING]

JIPYONG engaged Ahn Lab, Inc. and obtained security consulting during the period specified below to assess and enhance its internal security measures. Through such measures, JIPYONG has strengthened the security level of sensitive information including customer data, and reinforced related internal policies.

Period : 2023. 10. 10 - 2023. 12. 4.

Organization : Ahn Lab, Inc.

[PRIVACY POLICY]

Pursuant to the Personal Information Protection Act, JIPYONG established its privacy policy and publicly posted it on its website to protect personal information of data subjects and promptly and smoothly deal with any grievances related to personal information protection. JIPYONG has designated the following person as its privacy officer, who is responsible for supervising all aspects of the personal information management, handling complaints, and providing remedies in the event of any infringements or damages related to the processing of personal information.

Privacy Officer	Division in Charge of Personal Information Protection
Name: So Young LEE	Division: Computing Department
Title: Attorney-at-law	Responsible Employee: General Manager Jin Gu KIM

PREVENTING CONFLICT OF INTERESTS

Beyond mere compliance with the Attorney-At-Law Act, JIPYONG has implemented a strict conflict of interests checklist to meticulously monitor whether there is any conflict of interests with its existing clients whenever it is requested to represent a new client in order to prevent any conflict of interests between clients and interested parties. JIPYONG's conflict of interests checklist consists of four key questions, requiring JIPYONG attorneys to assess whether representing a new client may create conflicts with existing cases they are handling, before providing any advice related to litigation or advisory contracts, to ensure that client trust is not compromised.

The interests of our clients are of our utmost concern. If we are unable to represent a client due to a conflict of interest, we provide a thorough explanation to the client and offer assistance, including referrals to alternative representation.

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COMMUNICATION WITH CLIENTS

SEMINARS AND WEBINARS

Date	Seminar	Date	Seminar
2022. 1. 19.	JIPYONG LLC &BSR, 'Supply Chain Sustainability and Human Rights Due Diligence'	2023. 2. 28.	JIPYONG LLC &AIGCC, 'Trends in Shareholder Engagement on Climate Change and Effective Communication Strategies'
2022. 3. 4.	[Webinar] Jipyong Labor Group's Webinar for Clients		
2022. 5. 10.	JIPYONG ESG Academy, 'Global Trends and Challenges for Sustainability Reporting Standards'	2023. 3. 8.	JIPYONG LLC & The Korea Economic Daily, Hankyung, Commemorating the Publication of Human Rights Management Mook, 'A to Z of Human Rights Management and Human Rights Due Diligence'
2022. 5. 26.	JIPYONG LLC &LEGAL 500, 'Crisis Management in 2022 and the Emergence of ESG Era'	2023. 3. 20.	Jipyong Labor Group's Webinar for Clients
2022. 5. 27.	JIPYONG ESG Forum, 'Greenwashing Risks and Corporate Response Strategies'	2023. 4. 27.	JIPYONG LLC & KoreaBIO, 'Foreign Regulation and Bio-business'
2022. 6. 30.	Jipyong, Insurance Practice Seminar (1st)	2023. 5. 2.	JIPYONG LLC &Ministry of SMEs and Startups, 2023 Delivery Price Indexing Briefing
2022. 9. 27.	JIPYONG LLC & Korea In-house Counsel Association, 'The 3rd Labor Academic Council 's Seminar '	2023. 6. 23.	Jipyong, Insurance Practice Seminar (3rd)
2022. 9. 29.	JIPYONG ESG Academy, 'Application Plan for GRI Standards 2021 and Reading in Korean'	2023. 6. 27.	JIPYONG LLC & Korea In-house Counsel Association, 'The 3rd Korean Association of Fair Economy's Meeting''
2022. 10. 6.	JIPYONG Institute For Law & Policy, 'Polarization and Legal Policy of COVID-19'	2023. 8. 25.	JIPYONG LLC & Korea Fair Trade Mediation Agency, 'Amendments to the Fair Trade Act and Plan for Utilization of CP System'
2022. 11. 15.	JIPYONG LLC & BSR, 'Corporate Accountability and Human Rights Due Diligence for Digital Activities'	2023. 8. 30.	Seminar on the Occupational Safety and Health Act
2022. 11. 24.	JIPYONG ESG Center & Office for Government Policy Coordination, 'Forum to Promote the Participation of Private Enterprise in Development Cooperation'	2023. 9. 20.	JIPYONG LLC & Korea Real Estate Analysis Association, 'The Present and Future of the REITs'
2022. 11. 25.	JIPYONG LLC &Korea Data Law and Policy Society 'Protection of Personal Information in Online Targeted Advertisements'	2023. 9. 21.	JIPYONG Institute For Law & Policy, 'Challenges and Measures to Improve the Legislative Process to Strengthen the National Assembly's Legislative Capacity'
2022. 12. 5.	Jipyong, Insurance Practice Seminar (2nd)	2023. 10. 11~13.	ABA International Law Section Conference ABA Conference : 2023. 10. 11. ~ 12. ABA Seoul Walking Tour : 2023. 10. 13.
2023. 1. 19.	JIPYONG Capital Markets Group & Insolvency & Restructuring Team, 'Response to Delisting Procedures and Overview of Rehabilitation Procedure'	2023. 11. 1.	JIPYONG LLC &BSR, 'Emerging Trends in Corporate Sustainability: Asia's Response to Human Rights Due Diligence'
		2023. 11. 13.	JIPYONG Management Forum (1st), 'New Challenges and Issues of Corporate Management Risk Management in the Era of ESG Paradigm'
		2023. 12. 14.	Jipyong, Insurance Practice Seminar (4th)



2022-2023 JIPYONG PUBLICATIONS LIST

Title	Author
Handbook for Small and Mid-Market Companies on Responding to ESG Trade Policy and Regulation	JIPYONG ESG Center & KOTRA
Financial Consumer Protection Act Commentary	JIPYONG Corporate & Financial Disputes Group & Financial Regulation Team
Human Rights Management Manual	JIPYONG (Publication: The Korea Economic Daily, Hankyung)
Major Labor Cases and Administrative Interpretations of 2023	JIPYONG Labor & Employment Group
Korea TCFD Status Report 2022 Report	JIPYONG LLC & Corporate Management Institute
Understanding and Responding to the Congressional Legislative Process	JIPYONG LLC & JIPYONG Institute For Law & Policy



HORIZON OF THE LAW VOL.4

Horizon of the Law was published in four volumes between 2019 and 2022, comprising of articles prepared by JIPYONG members, including external contributions, columns, and litigation case studies. Horizon of the Law Vol. 4 covers a wide range of legal issues, litigation cases, and articles, along with a series of columns by a Managing Partner Ji Hyung KIM.

POLICY RESEARCH ON LEGISLATIVE MATTERS

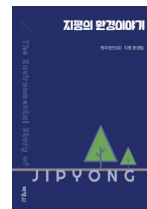
As a part of its effort to make investments and provide services for public interest, JIPYONG actively advises government institutions on legal matters and accepts research projects on legislative reforms. JIPYONG believes that it is our social responsibility to contribute to the advancements of the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

JIPYONG'S POLICY RESEARCH ON LEGISLATIVE MATTERS

Year	Policy Research on Legislative Matters
2022	Project to support regulatory relief for AI companies in 2022
	Research on legal system for NFT regulation improvement and blockchain promotion
	Research for enacting and revising laws and regulations related to scientific security
	Global ESG trade policy and regulatory trends
	Report on legislation for shareholder proposals related to climate change
	Basic research service on NFT and metaverse laws for smart business of art banks
	Revision of detailed management guidelines for smart green industrial complex promotion project
2023	Legal consulting on special cases for new technology demonstration in R&D zones
	Research on audit system for certification of automobile cybersecurity management system (CSMS)
	Project to support regulatory relief consulting for AI companies in 2023
	Research on global entry strategy and regulatory innovation for blockchain expansion in 2023
	Establishment of IP strategy and guidelines for KEIT international collaborative research agreements
	Updating guidelines for international collaborative research agreements
	Study on the implementation of joining global ESG initiatives
Research on legislation for the utilization of identification linkage information	
Project to support consulting on regulatory sandbox for R&D special zones	
Review of Japanese digital market legislation	
Preparation of overseas investment briefs	

ASSISTANCE AND SUPPORT TO PUBLIC INSTITUTIONS, AND CIVIL SOCIETY

JIPYONG attorneys provide advice to governments and public organizations and serve on various committees. JIPYONG is committed to fulfilling its role as a member of society by listening to various issues in society and sharing knowledge and information as an expert. Currently, about 64 of our professionals serve on committees or as advisory counsel to governments and public institutions, with 207 active organizations. In 2019, JIPYONG became the first Korean law firm to join the United Nations Global Compact and is leading efforts to implement the 10 principles of the UN Global Compact and the Sustainable Development Goals (SDGs). The professionals at JIPYONG fulfill their social responsibilities by participating in various academic and professional organizations and NGOs.



JIPYONG'S ENVIRONMENT STORY

JIPYONG's Environment Story is an e-book that compiles articles published by JIPYONG's Environment Team in various media. The book covers environmental policy, environmental regulations, and environmental dispute cases, and includes a variety of issues ranging from traditional environmental topics to climate crisis, carbon neutrality, renewable energy, eco-friendly cars, etc. In addition, the book provides links to overseas cases and original case law, making it easier for readers to easily understand. JIPYONG's Environment Team provides comprehensive legal services including environmental compliance advice, development permit advice, and environmental risk assessment.



MAJOR LABOR CASES AND ADMINISTRATIVE INTERPRETATIONS OF 2023

Major Labor Cases and Administrative Interpretations of 2023 is a compilation of major labor cases, columns, and administrative interpretations introduced by JIPYONG's Labor & Employment Group in 2022. This publication marks the fifth edition in the series, following the release of Major Labor Cases and Labor Columns of 2019. JIPYONG's Labor & Employment Group is comprised of attorneys with diverse experience and expertise to provide clients with high-quality legal services.



THE PRACTICE OF CRIMINAL DEFENSE (A GUIDE TO CRIMINAL DEFENSE IN PRACTICE)

The Practice of Criminal Defense (A Guide to Criminal Defense in Practice) is a practical guide that incorporates the latest amendments to the Criminal Procedure Act, the Public Prosecutors' Office Act, etc., providing comprehensive guidance on criminal procedure and defense strategies. The book is organized into eight chapters, covering specific defense methods such as filing and prosecuting charges, collecting evidence, participating in defense investigations, and conducting search and seizure procedures. Mr. Kong Hyun LEE, a Honorary Managing Partner emphasized that the book provides useful guidance for the protection of rights and interests, drawing on the author's extensive knowledge and experience in criminal justice procedures.



MAJOR LEGAL ISSUES AND PRACTICES IN KOREAN REAL ESTATE AND FINANCE TRANSACTIONS

Major Legal Issues and Practices in Korean Real Estate and Finance Transactions is a book prepared by JIPYONG's Financial Advisory Group drawing on 20 years of advisory experience. It covers legal issues of interest to domestic and foreign clients, with content presented in both Korean and English, and it is organized to be easily understood by foreign financial institutions and attorneys from foreign law firms. Major highlights include the amendment to the Urban Development Act, the Act on the Protection of Financial Consumers, and issues related to foreign investment.



COMMENTARY ON THE ACT ON THE PROTECTION OF FINANCIAL CONSUMERS

JIPYONG's Corporate & Financial Disputes Group and Financial Regulation Team published the Commentary on the Act on the Protection of Financial Consumers to commemorate the second anniversary of the enforcement of the Act on the Protection of Financial Consumers. The book summarizes the Act on the Protection of Financial Consumers, relevant laws and regulations, and the guidelines and interpretations provided by financial authorities. It is designed to serve as a valuable resource for practitioners. Organized into 16 chapters, the book provides information aimed at protecting the rights and interests of financial consumers and assisting financial companies in managing regulatory risks.

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SUPPORT FOR LEGAL EDUCATION

JIPYONG operated an internship program during Summer and Winter 2022-2023.

JIPYONG's OPERATION OF INTERNSHIP PROGRAMS IN SUMMER AND WINTER 2022-2023

(Unit : Person)

Category	Students Eligible for the Program	Number of Participants
Winter Internship 2022	1st year law school students	18
Summer Internship 2022	2nd year law school students	40
Winter Internship 2023	1st year law school students	17
Summer Internship 2023	2nd year law school students	29

SUPPORT FOR LEGAL EDUCATION

JIPYONG attorneys believe that nurturing future lawyers is one of the important responsibilities of attorneys. Therefore, JIPYONG continues to put effort into educating prospective lawyers. JIPYONG attorneys provide lectures based on their hands-on experience to judicial apprentices and law school students at law schools, the Judicial Research and Training Institute, and universities. In 2022-2023, 12 JIPYONG attorneys gave lectures at 8 different institutions, including law schools and universities.

JIPYONG ATTORNEYS WHO PROVIDED LECTURES IN 2022-2023 IN SUPPORT OF LEGAL EDUCATION

(Unit : Person)

Institution	Number of Participants
Korea University	1
Korea University School of Law	1
Seoul National University School of Law	4
Law school of Sogang University	1
University of Seoul Law School	1
Yonsei University Law School	1
Yonsei University Law School(M.A)	2
Law School of Chung-Ang University	1

JIPYONG INTERNSHIP TESTIMONIAL



MY GOAL IS TO DEVELOP INTO A COMPASSIONATE AND COMPETENT ATTORNEY AT JIPYONG.

Sun Woo NOH, Korean Attorney, a member of the Labor & Employment Group

Even after two years, I can still vividly recall the blend of excitement and nervousness I felt when I walked into JIPYONG for the first time in the summer of 2022. Over time, my trepidation and anxiety transformed into a strong desire to join this law firm. I will never forget the cheerful smiles and warm greetings from JIPYONG attorneys, their kind visits to me in between projects, their pride in the firm, and their unwavering support. These experiences during my training period led me to grow a deep affection for the JIPYONG's values.

My training at JIPYONG was a true reflection of how the firm nurtures each intern into a capable professional. The interns worked together on drafting briefs for appeals and engaged in spirited discussions late into the night. The attorneys offered specific feedback on the work of more than twenty interns. Although the training lasted less than two weeks, it was more than enough to reinforce my commitment to becoming a lawyer with a solid professional background.

I also had the opportunity to witness JIPYONG's philosophy of valuing the happiness of its executives and employees. My team was grouped with five interns and six supervising attorneys. I really enjoyed our conversations and appreciated the friendly, respectful, and trustworthy atmosphere.

As my mentors inspired me and served as role models, I hope to become an attorney who encourages incoming interns and helps them envision their future as JIPYONG attorneys. I will always cherish my time as an intern at JIPYONG and strive to be a compassionate and competent attorney.