



Arts Council Korea Sustainable Management Report 2024

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A Partner in Korean Arts and Culture,
Arts Council Korea

ABOUT THIS REPORT

Report Overview

This report is designed for Arts Council Korea to transparently share its efforts and achievements toward the sustainability of culture and the arts with stakeholders. This report reflects the organization's long-term plans and actions to continuously manage the creation of economic, environmental, and social value, as well as its commitment to shaping a better future alongside the cultural and artistic community.

Moving forward, Arts Council Korea will continue to publish an annual Sustainability Management Report, engaging in sincere communication with diverse stakeholders and leading the way in creating a richer and more sustainable society through culture and the arts.

Reporting Period

This report provides a qualitative and quantitative overview of financial and non-financial activities and achievements for the 2023 fiscal year(January 1, 2023, to December 31, 2023). To aid stakeholders' understanding, it also includes information up to the first quarter of 2024, particularly for key issues. Quantitative performance data reveals the three-year trends in Arts Council Korea's economic, environmental, social, and governance areas, allowing for performance tracking over time.

Reporting Scope

The reporting scope for financial performance is based on the fiscal year budget and settlement of accounts of Arts Council Korea. For non-financial performance, the report focuses on domestic business sites, including the headquarters, taking into consideration the scale, nature, and influence of the operations. In cases where information falls outside the defined reporting scope, footnotes are provided to ensure the accuracy of the data.

Reporting Guidelines

This report was prepared with reference to the Global Reporting Initiative(GRI) Standards 2021. The financial information is based on the budget and settlement status of the Arts Promotion Fund, in accordance with the Culture and Arts Promotion Act(enacted in 1972).

Report Verification

This report has been verified by an independent third-party assurance organization, the Korea Value Integration Association(hereinafter referred to as the "verifier"), to ensure the balance of information provided and the reliability of the data. The verifier's third-party assurance statement can be found on pages 118-119.

Report Inquiry

This report can be downloaded from Arts Council Korea's website(<https://www.arko.or.kr>). For further inquiries, please contact us at the details below.

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Connecting Art and the World: 50th Anniversary

Art has changed the world and transformed our lives.

Though it may not be immediately noticeable

<ul style="list-style-type: none"> ● Establishing Institutional Foundations to Support Fundamental Arts Enactment of the Culture and Arts Promotion Act and Establishment of the Culture and Arts Fund 	<ul style="list-style-type: none"> ● A Strong Pillar for Writers: Support for Publishing Literary Works 48 Years of Supporting the Publication of Literary Works 	<ul style="list-style-type: none"> ● A Cradle of Performing Arts Creation: ARKO Selection Support for the Creation of 247 Works Over 15 Years 	<ul style="list-style-type: none"> ● The Beginning of Hallyu: Establishment of the Korean Pavilion at the Venice Biennale 28 Years of Operating and Supporting Exhibitions at the Korean Pavilion
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<p>Over the past 50 years</p> <p>10,730 billion KRW</p> <p>Continuous Investment and Ongoing Commitment to Promoting Fundamental Arts</p>	<p>Numerous Artists and Works Recognized for Both Artistic Merit and Popular Appeal</p> <p>Providing a Stepping Stone and Foundation for Continuous Creation and the Growth of Excellent Works</p>	<p>Driving the Globalization of Korean Culture and Art</p> <p>Spreading the Excellence of Korean Art with the Korean Pavilion's Golden Lion Award in 2014 and a Korean Artist Winning the Silver Lion at the Main Exhibition in 2015</p>
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Even if Culture and Arts Do Not Directly Reach Our Lives

<ul style="list-style-type: none"> ● Economic Hardships should not deprive opportunities Since 2006, Continuous Expansion of Support from 30,000 KRW (Cultural Voucher) to 130,000 KRW (Cultural Nuri Card) in 2024 	<ul style="list-style-type: none"> ● To Overcome Social, Geographical, and Cultural Limitations For 20 years, directly reaching underserved communities, visiting 60,627 facilities(cumulative) to provide opportunities for cultural and artistic enjoyment
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<p>▶ Cultural Nuri Card: Adding Happiness to People's Lives Since the introduction of individual card issuance in 2015, approximately 16.29 million people have been provided with cultural opportunities worth around 970 billion KRW!</p>	<p>▶ Great Arts in Your Front Yard: Bringing Hope to Both the Public and Artists With 4,743 participating art organizations and over 10 million cumulative beneficiaries, it plays a vital role in creating a virtuous cycle that revitalizes the art ecosystem!</p>
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<p>People benefited per year</p> <p>16.29 million</p>	<p>Cultural Enjoyment Opportunities</p> <p>9,70 billion KRW</p>	<p>Cumulative Participating Art Organizations</p> <p>4,742</p>	<p>People benefited</p> <p>10.34 million</p>
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With the Belief that Art Can Change the World

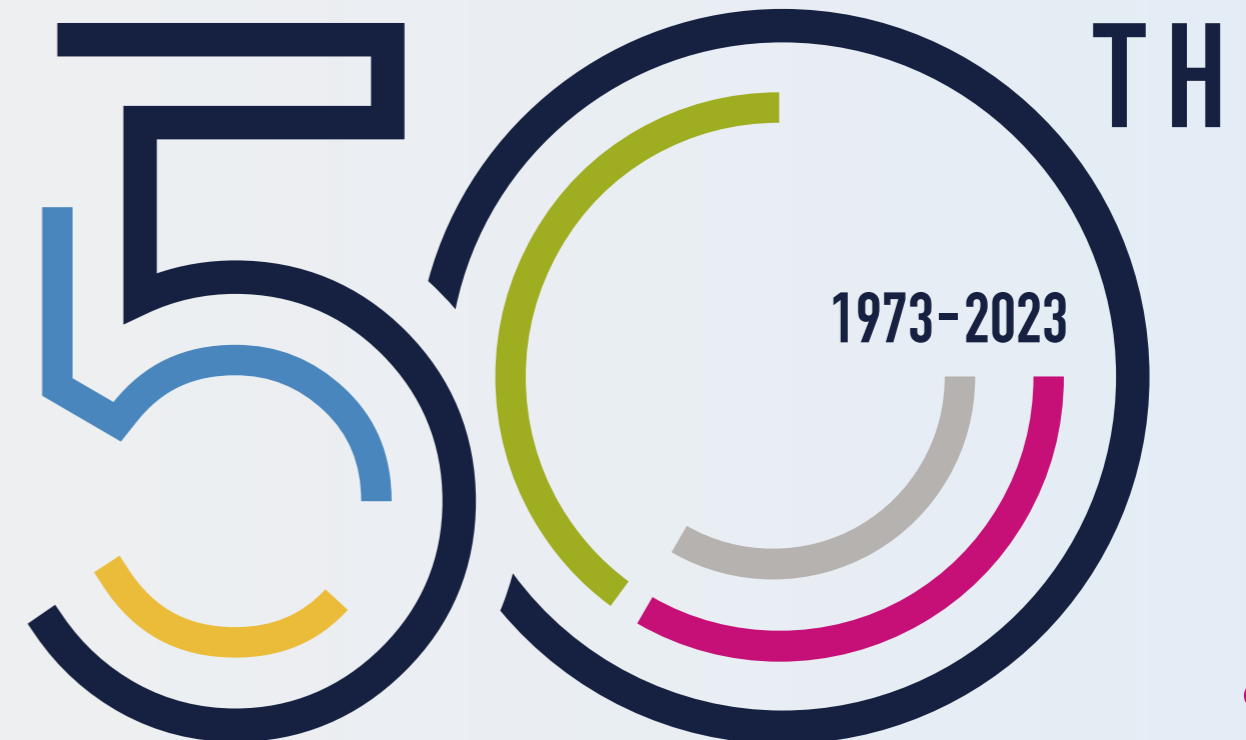
<ul style="list-style-type: none"> ● Art IsTree Campaign for the Spread of Artistic Value ▶ With the support of 1,000 representatives from all walks of life, a nationwide campaign was launched: ARTISTREE Movement ▶ Enactment of the Act on the Promotion of Cultural and Artistic Sponsorship, and Ongoing Cultural and Artistic Patronage Events and Campaigns 	<ul style="list-style-type: none"> ● Expanding Social Consensus on the Value of Art Cumulative Number of Donations 220,579 cases Cumulative Donation Amount 425.2 billion KRW
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Taking a step further so that everyone can enjoy a happy life through art.

Enhancing artistic creation capabilities so that outstanding art can be born and shared with many

<ul style="list-style-type: none"> ● Together with the arts community. A comprehensive restructuring of support programs through collaboration with 3,682 stakeholders. 	<ul style="list-style-type: none"> ● Expanding multi-year support at each stage, from the birth of a work to its growth and dissemination. ARKO-supported work <Marie Curie> marks the first Korean original musical to enter the West End. 	<ul style="list-style-type: none"> ● Participation in the World Summit on Arts and Culture and the expansion of international networks across the seven major continents. The World Summit on Arts and Culture, with participation from 70 countries, will be hosted in Korea for the first time in 2025.
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<p>Establishing a field-centered support system has significantly increased acceptance and reliability, resulting in a substantial decrease in the number of ombudsman applications for support reviews.</p>	<p>The World Summit on Arts and Culture, with participation from 70 countries, will be hosted in Korea for the first time in 2025.</p>
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ANNIVERSARY

Connecting Art and the World: 50th Anniversary

Bringing Art into Everyday Life: Enabling Everyone to Experience and Appreciate Culture and the Arts

● More and Broader Experiences

Providing Benefits to 2.55 Million Low-Income Individuals, Securing 29,505 Usage Locations and 2,270 Discount Services

Place of Use
29,505ea

● Bringing Cultural Enjoyment Services Anywhere Nationwide

Collaboration with 17 Central, Public, and Private Institutions, Leading to 354,280 Visitors Nationwide through the Discovery of Underprivileged Areas

Nationwide Audience Attendance
354,280people

● Empowering People Through the Positive Force of Art

7,723 Humanities Programs Operated for Vulnerable Groups, Including People with Disabilities and the Homeless, with 64,745 Participants

Participation in Discount Services
64,745people

● 93% of Long-Term Users Hold a Positive Perception of Cultural Enjoyment

"Experiencing a cultural life I never dreamed of, I began to feel a little more energy coming into my life."

Positive Perception Among Long-Term Users
93%

* Long-Term Users: Those Who Have Used the Service for 5 Years or More

● Providing Opportunities for Cultural Enjoyment in Underserved Areas

Among Survey Respondents, 66.3% Were First-Time Participants in Fundamental Arts; Supply Rate in Vulnerable Areas with Populations Under 100,000 Reached 22.2%

First-Time Participants in Fundamental Arts
66.3%

Supply Rate in Vulnerable Areas
22.2%

● Positive Changes in the Perception of Life's Value

Expanding Positive Changes, Such as People Gaining Greater Pride in Their Lives

Before Participation → After Participation
71.4 points → **83.0** points

Spreading the Value of Art Throughout Society: Promoting Cultural and Artistic Patronage and Donation Activities

● Fostering a Shared Appreciation for the Value of Art

- ▶ Held the Festival <ART FOR REST>, Raising 136 million KRW
- ▶ Providing Future Generations with Experience in Supporting the Arts: <Art Tree Keyring Keyring>

● Promoting Joint Growth Between the Private Sector and the Art Community

- ▶ Encouraging Patronage Based on Social Contribution Needs from Organizations like SGI Seoul Guarantee Insurance
- ▶ Encouraging Patronage Based on Marketing Needs from Companies like Hyundai Motor and the Biennale

● Creating Outcomes that Foster a Shared Appreciation of Artistic Value!

● An Increase of 94.9% in Individual Patrons!

2022 **747**people → 94.9% up → **1,456**people

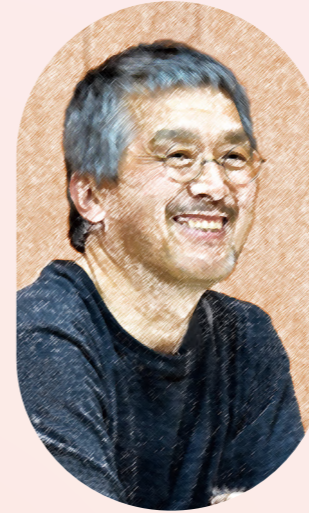
● Achieved the Highest Corporate(Organization) Donations in Four Years

2020 **6,990** → 2021 **8,325** → 2022 **8,489** → 2023 **9,256**

(Unit: million KRW)



50th Anniversary of the Arts Council Korea: <Connecting Art and the World>



In 2007, I first took to the small theater stage at the ARKO Arts Theater through the ARKO Challenge.

At that time, I faced many challenges, but with the support of the Arts Council Korea, I was able to continue my artistic activities. As I worked as a theater director, I was initially amazed by the dedication, enthusiasm, and professionalism of all the staff members I encountered at the Arts Council. As Arts Council Korea celebrates its 50th anniversary, I hope that it will continue to foster an environment where its employees can work autonomously and proactively, ultimately becoming an institution that provides significant support to artists.

Director of ARKO & Daehakro Arts Theater **Ryang-Won Kang**

After a long time, I finally became an artist, and I have personally experienced how challenging the creative environment for artists can be.

At that time, Arts Council Korea motivated me to write and provided a nurturing environment for my work. Through fair evaluations, I received the ARKO Creation Fund award twice and was selected for Outstanding Literary Books and Literary Sharing, which greatly supported my creative activities.

I was deeply touched when a staff member once said, "We have our artists because of you, and that's why we have the Arts Council Korea." Because of this, I now want to express my gratitude by saying, "I exist because of our Arts Council Korea staff and the Arts Council Korea itself." I hope that for the next 100, 200, or even 300 years, Arts Council Korea will continue to thrive alongside artists, as it has always done.

Children's Book Author **Jong-ui Hong**



Because there are members from various fields, there are many considerations and challenges to address.

Just as we go out to listen to the stories of artists, our union is committed to seeking out and hearing the voices of our employees. We aim to become a labor union that works together with employees and artists to improve the working environment.

Chairperson and Vice-Chairperson, the time we are spending together to make Arts Council Korea a better workplace—one where people want to work and one where we can stay together for a long time—is meaningful and precious.

Arts Council Korea Labor Union aspires not only to support those who work at the Council but also to foster a healthier artistic ecosystem. Congratulations on the 50th anniversary of Arts Council Korea as a partner in the arts field!

Vice Chairman of the Arts Council Korea Labor Union **Yong-Joo Jo**

ESG HIGHLIGHT

The 10th World Summit on Arts and Culture has been confirmed to be hosted in South Korea for the first time.

Arts Council Korea has officially confirmed that the 10th World Congress on Arts and Culture will be held in South Korea in 2025. In April 2023, the Chairperson of the Council attended the 9th World Congress on Arts and Culture in Sweden and expressed the intention to host the event for the first time. Through ongoing exchanges with member organizations, we have enhanced our understanding of global agendas and laid the groundwork for demonstrating leadership in this area. This effort was positively recognized, leading to an agreement with IFACCA to advance the next congress, initially scheduled for 2026, to 2025. The 10th World Congress on Arts and Culture, set to take place in Seoul, will showcase South Korea's cultural and arts policies that have enabled the rise of K-Culture. Additionally, it will serve as a global platform to seek nationwide solutions to the challenges faced by the international community in an era of polycrisis, fostering a spirit of solidarity.



Arts Council Korea has signed a memorandum of understanding with IFACCA for hosting the 10th World Summit on Arts and Culture.

Hosted the public cultural and artistic value dissemination campaign, ART FOR;REST FESTIVAL

The ART FOR;REST FESTIVAL was launched in 2023 to celebrate the 50th anniversary of Arts Council Korea and the 10th anniversary of the "Art Tree Campaign," aimed at spreading the value of arts and culture. This festival was organized to raise awareness of the importance of art and patronage.

Held at the Olympic Park 88 Grass Field, a healing space in the city, the festival featured a music program encompassing various genres, including popular music, classical, jazz, musical theater, and traditional music, attracting approximately 10,000 attendees. Participation from artists such as Sumi Jo and Liberante expanded audience engagement, resulting in a total of 290 new sponsorship agreements. Additionally, the festival led to a significant increase in positive perceptions of arts patronage, rising from 3.7 to 4.4 on a scale of 5.



2023 ARTFOR;RESTFESTIVAL

30th Anniversary Special Exhibition of the Korean Pavilion at the Venice Biennale: Every Island is a Mountain

To welcome 30th anniversary of the Korean Pavilion at the Venice Biennale, a special exhibition has been organized to spotlight the globally recognized Korean artists who have emerged from the pavilion and to internationally disseminate the value of Korean art, thereby redefining its stature on the world stage. The special exhibition titled "Every Island is a Mountain," which will open in April 2024, symbolizes <the connection of time and space through art.> It illustrates how islands, akin to mountain ranges, are interconnected through underwater topography and marine ecosystems, reflecting that the isolated lives of individuals and their art are ultimately linked to history and social contexts. Hyundai Motor Company, a long-time patronage of the Korean Pavilion since 2015, is the official patronage of the exhibition, which will also receive patronage and collaboration from various companies, including Shinhan Bank, Hermès, Lush Korea, and Korean Air.



Poster for the 30th anniversary special exhibition of the Korean Pavilion at the 2024 Venice Biennale

Environment Reduction of Carbon Emissions 24% <small>(Based on the Ministry of Environment's Greenhouse Gas Emission Standards(1,653tco2eq))</small> Korea Performing Arts Festival 241 cases	Job Creation Pre-disclosure of Relevant Information in Job Postings 100% Social Equitable Hiring 14	Shared Growth Expansion of the Advance Payment Limit 70% → 80% Providing Arts Open Data Information 2,115 Participation in ARKO Cultural and Arts Expert Course 17,981 cases
Human Rights Implementation of Leading Measures to Establish a Culture of Gender Equality in the Arts 100%	Customer Satisfaction Public Institution Customer Satisfaction 84 points Visitors to the Cultural Plaza 570 thousand → 1.95 million	Transparent Management 8th Committee Meeting 19 meetings Percentage of Female Committee Members 58% First Meeting Held Between Current and Former Committee Members
Regional Coexistence Operation of the Human Rights Impact Assessment Agency 96.1 points Culture Nuri Card(2023) Approx 2.55 million people Cumulative Beneficiaries of Great Arts in Your Front Yard 1,035 million people Established a New Cultural Revitalization Project to Respond to Areas at Risk of Disappearance, Supporting 6 Regions	Safety Management Completion of Safety Training 4,642 people 8 Consecutive Years with Stage Safety Accidents in Theaters ZERO	Ethical & Compliance Management Completion of Ethics Training 97.6% ARKO Establishment of the Ethics and Human Rights Index Establishing Fairness in Culture and Arts through Improvements in the Support Review System

Arts Council Korea
Sustainable Management Report 2024

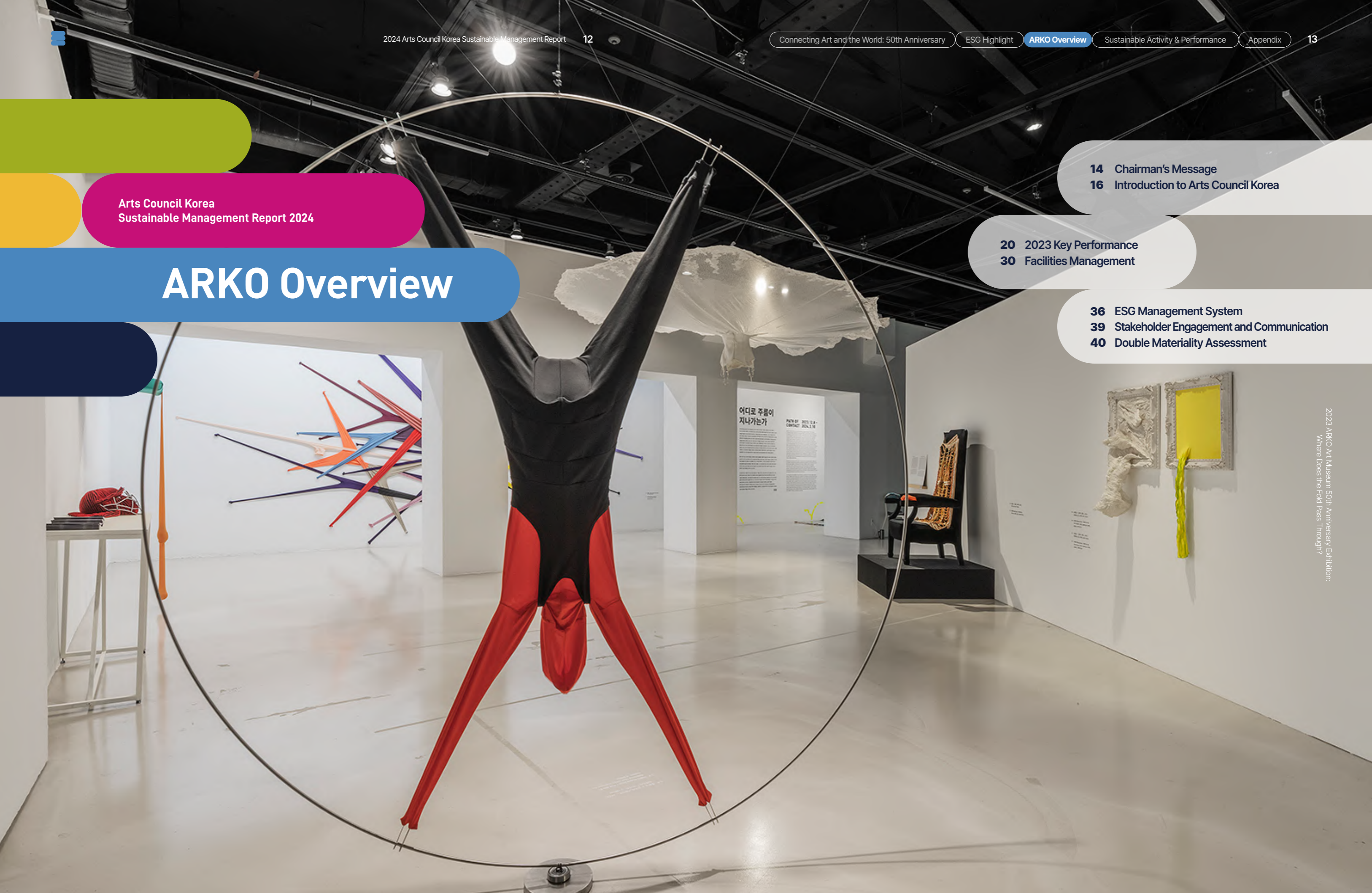
ARKO Overview

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2023 ARKO Art Museum 50th Anniversary Exhibition:
Where Does the Fold Pass Through?





Chairman's Message

Greetings!

I am Byoung-gug Choung the Chairperson of Arts Council Korea

First of all, I would like to express my gratitude to everyone who has shown unwavering interest and support for the development of culture and the arts.

Arts Council Korea was established with the belief that great art has the power to transform all our lives. Our mission is to support various projects and activities that promote cultural and artistic advancement, enabling everyone to share in the joy of creation and live meaningful lives.

Guided by our mission as "ARKO, a leading institution in creating a sustainable cultural and artistic ecosystem," we promise to ensure the sustainable development of culture and the arts and the implementation of ESG management as follows.

We will take the lead in creating a sustainable environment to advance the cultural and arts industry in harmony with the future.

Arts Council Korea is committed to practicing eco-friendly management to address climate change and is working to spread awareness of environmental sustainability within the cultural and arts sectors. We have established carbon emission reduction targets within the organization and are actively engaged in energy-saving activities. Moving forward, we will expand our efforts to build green production practices and promote environmentally themed creations across all cultural and arts projects, enabling sustainable artistic practices.

We will strive to be an institution that fosters coexistence and collaboration with stakeholders in the cultural and arts field.

Arts Council Korea is committed to a customer-centric approach, actively listening to the voices of cultural and arts customers to provide services that meet their needs. As a partner in the cultural arts industry, we support artists, as well as public and private sector organizations, in fostering collaboration. This includes strengthening the capabilities of our partners and building a virtuous cycle within the overall cultural and arts market. Moving forward, we will continue to work towards promoting co-growth with various stakeholders in the cultural and arts sector.

We will communicate transparently to fulfill our social responsibilities and become an institution trusted by our customers.

As a public institution that the public can trust, we are actively fulfilling our social responsibilities through proactive communication both internally and externally. We analyze current issues in the arts sector and within the organization through the operation of committees, subcommittees, and task force teams, while gathering the opinions of various stakeholders to inform our decision-making. Additionally, we have established an ethics and human rights index to assess our ethical management and improve our systems. We are committed to strengthening the ethical awareness of our employees and will continue to practice transparent management while striving to create a fair cultural and arts environment.

Moving forward, Arts Council Korea will work together with all employees and those engaged in the cultural and arts sectors to create a sustainable society. We kindly ask for your continued interest and support on our journey of ongoing challenges and innovations.

Oct. 2024
Chairman of Arts Council Korea
Byoung-gug, Choung

Introduction to Arts Council Korea

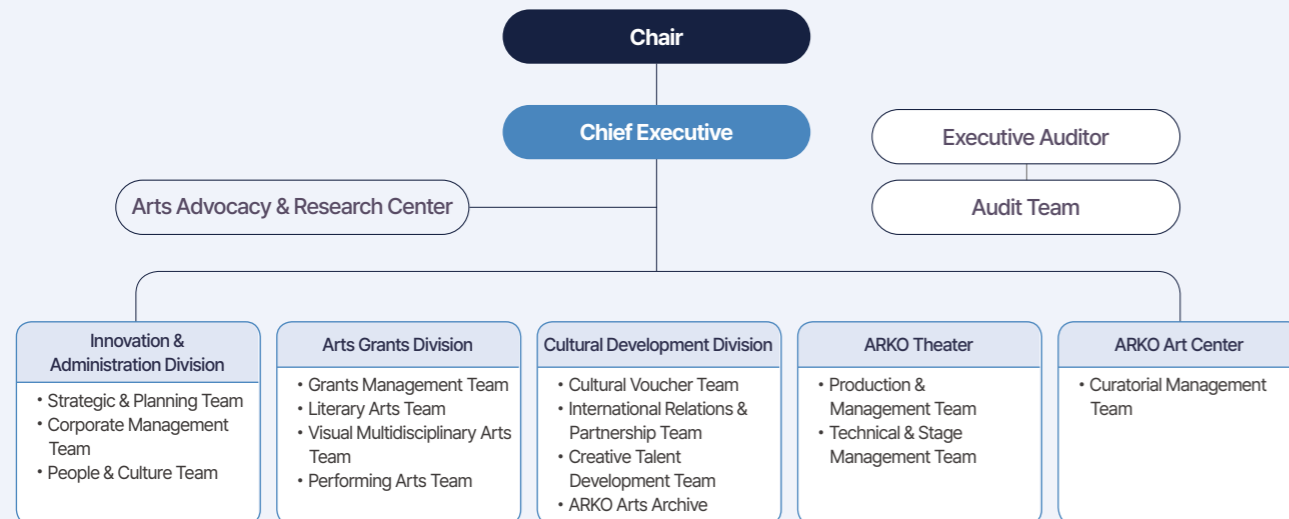
Arts Council Korea was established as the Korean Culture and Arts Promotion Agency in accordance with the Cultural Arts Promotion Act enacted in 1973. In 2005, it transitioned to Arts Council Korea through the consensus of cultural and arts professionals in the field, leading the development of cultural arts policies. Believing that great art has the power to transform our lives, the Council aims to support various projects and activities that promote cultural and artistic advancement, enabling everyone to share in the joy of creation and live meaningful lives.

Organization Overview

Name	Arts Council Korea(ARKO)
Established	March, 1973*
Headed by	Byoung-gug Choung
No. of Employees	259(As of June 2024)
Business Areas	Support for Projects and Activities Promoting Culture and Arts
Located in	640 Bitgaram-ro, Naju-si, Jeollanam-do(58326), Republic of Korea

* This marks the establishment date of the Korea Culture and Arts Foundation, the predecessor of the Arts Council Korea, which transitioned to its current form in August 2005.

Organization Map



Key Functions



2030 Vision

Mission

By supporting culture and the arts, we enable everyone to share in the joy of creation and lead a life of value.

Vision

A partner in the art scene that brings together the joy of creation

Key Principles

Challenges & Changes

Pursue active change in bold challenges and creative ways

Empathy & Cooperation

Listen to the arts scene and the people's voices, and cooperates on the basis of mutual respect

Public Responsibility

Do its duty as a public institution to realize public interest and social values

Three Strategic Goals

Creating a Sustainable Environment for Artistic Creation

Ensuring Artistic Autonomy
Building Infrastructure for Artistic Creation

Sharing the Value of Culture and the Arts

Expanding Opportunities for Cultural and Artistic Enjoyment
Enhancing Awareness of Cultural and Artistic Value

Innovation in Organizational Management Systems

Fulfilling Social Responsibility
Enhancing Organizational and Resource Management

Strategic Tasks and Detailed Initiatives

1. Ensure Autonomy in Artistic Creation

- ① Build a Field-Oriented Support System
- ② Expand the Cultural and Arts Safety Net

2. Build Infrastructure for Artistic Creation

- ③ Foster Human Resources in the Cultural and Artistic Sector
- ④ Strengthen the Role of the ARKO Creation Platform

3. Expand Opportunities for Cultural and Artistic Enjoyment

- ⑤ Diversify Enjoyment Support
- ⑥ Bridge the Gap in Cultural and Artistic Enjoyment

4. Enhance Awareness of Cultural and Artistic Value

- ⑦ Build a System for Spreading the Value of Art
- ⑧ Strengthen the Global Competitiveness of Korean Arts

5. Fulfill Social Responsibilities

- ⑨ Strengthen Leadership in ESG Management and Policy Functions
- ⑩ Strengthen the Cultural and Arts Cooperation Network

6. Enhance Organizational and Resource Management

- ⑪ Ensure Financial Sustainability of Funds
- ⑫ Strengthen Organizational Capacity

Introduction to Arts Council Korea

HISTORY



1970~1989

Launch of the Korea Culture and Arts Foundation

- 1972. 08 Enactment of the Culture and Arts Promotion Act (Law No. 2337)
- 1973. 03 Establishment of the Korea Culture and Arts Foundation
- 10 Opening of the Korea Culture and Arts Foundation
- 1979. 05 Construction and Relocation of the Art Hall (currently ARKO Art Museum) and Opening of the Art Documentation Center(currently ARKO Art Archive)
- 1981. 04 Opening of the Arts Center(currently ARKO Arts Theater)



1990~2009

Exploring Changes in the Arts Council Korea

- 1992. 05 Opening of the Performing Arts Training Center (currently ARKO Artist Development Center)
- 2002. 01 11 Presidential Election Promise: Transforming the Korea Culture and Arts Foundation, a Pure Cultural and Arts Promotion Agency, into a Support Organization Centered on Local Cultural and Artistic Practitioners
- 2004. 01 Abolition of the Cultural and Arts Promotion Fund Donation System
- 2005. 08 Dissolution of the Korea Culture and Arts Foundation and Establishment of the Arts Council Korea
- Launch of the 1st Committee and Inauguration of Chairman Byung-ik Kim
- 2006. 04 Declaration of 'ARKO Vision 2010' by the Arts Council Korea and Membership in the International Federation of Arts Councils and Culture Agencies(IFACCA)
- 2007. 04 Designation of the Arts Council Korea as a 'Fund Management Semi-Governmental Organization
- 2009. 03 Opening of ARKO City Theater(currently Daehakro Arts Theater)



2010~2019

Strengthen Innovation & Growth

- 2010. 03 Launch of the Korea Performing Arts Center and Establishment of the National Arts Documentation Center
- 04 Relocation of the Arts Council Korea Main Office (to Guro-gu)
- 2014. 04 Relocation of the Arts Council Korea Main Office (640 Bitgaram-ro, Naju-si, Jeollanam-do)
- 05 Integration of the Korea Performing Arts Center and the National Arts Documentation Center
- 2018. 03 Operation of the ARKO Innovation Task Force and Announcement of the 23rd Innovation Agenda
- 2019. 01 Change of Public Institution Type to Other Public Institutions
- 10 Announcement of ARKO Vision 2030

2020~Present

Strengthening Management Efficiency

- 2020. 08 Appointment to the Board of the International Federation of Arts Councils and Culture Agencies(IFACCA)
- 2021. 03 Signing of the Joint Declaration to Ensure Autonomous Operation between the Ministry of Culture, Sports and Tourism and the Arts Council Korea
- 2022. 04 Achieved A Grade in Public Institution Management Performance Evaluation for Two Consecutive Years
- 2023. 01 Launch of the 8th Committee of the Arts Council Korea and Election of Byoung-gug, Choung as the 8th Chairman
- 06 Achieved A Grade in Public Institution Management Performance Evaluation for Three Consecutive Years
- 2024. 08 Signing of the Memorandum of Understanding for Hosting the 10th World Arts Conference by the Arts Council Korea and IFACCA

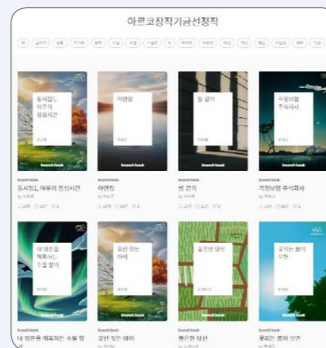


2023 Key Performance

Art creation support

"Actively supporting artist development and the production of outstanding works to strengthen creative capabilities in the foundational arts sector."

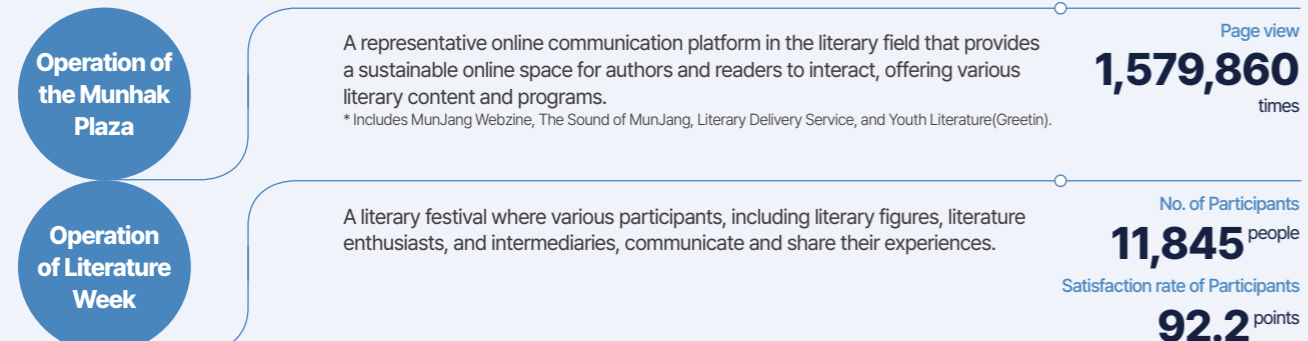
Literary Creation Nurturing



2023 ARKO Literature Creation Fund Selected Work - Kakao Brunch



On-Site Operation of Literature Week 2023



KEY PERFORMANCE

ARKO Literature Creation Fund

Author Ji-A Jung
"«Father's Liberation Diary(Novel)»"
30 K copies Cumulative Sales Volume

Munhak Plaza, Munjang Webzine Grand Prize awarded

- Novelist Kyong Ran Jo <(Novel) Noting> 47th Sang Lee Literary Prize, 2024
- Novelist Mella Kim <Eung Eung> - 2024 Young Writer Award

Visual Arts Creation Nurturing



KEY PERFORMANCE

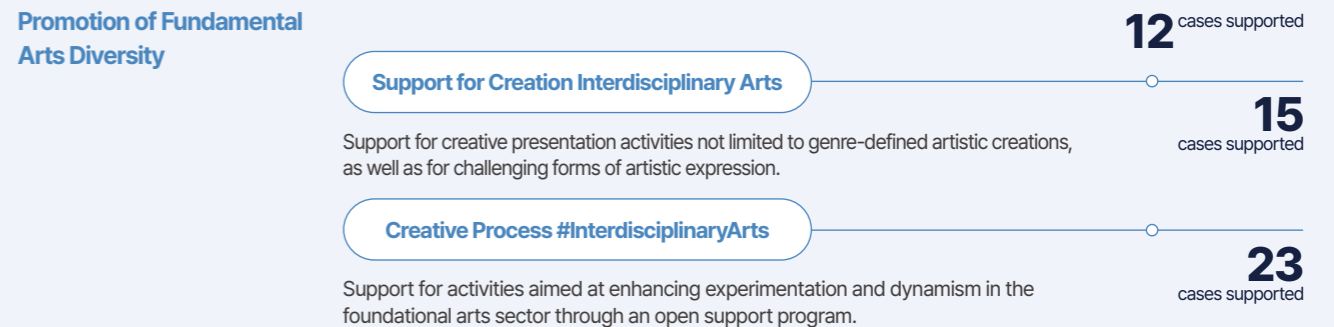
Support for Outstanding Exhibitions
Gye-Yeon Park <Fire Fire Fire Fire> 2024-2025

Linking the Korea International Culture Exchange Foundation with Traveling Korean Arts

Building and Expanding Local and Global Networks

2023 Cradle of Visual Arts Creation Excellent Exhibition: Park Gye-Yeon Fire Fire Fire Exhibition Overview © Gye-Yeon Park

Promotion of Fundamental Arts Diversity



KEY PERFORMANCE

Creative Process #InterdisciplinaryArts: Distribution of Selected Works from 2022

- Young-Joo Cho <Discrete Bodies Reunite>: Confirmed Participation in Eun Song Solo Exhibition <Cadenza>
- <Sound Jeju>: Planning and Consultation for the Secondary Sound Map Industry with Jeju Youth Center, Jeju Free International City, and Jeju National University.
- Dong-Hyun Kwon x Se-Jeong Kwon <Love Death Dog>: Selected as a Short Film for the New Choices Section at the 2023 Seoul Independent Film Festival.

2023 Creative Process in Interdisciplinary Arts: Cho Young-Joo Discrete Bodies Reunite © Young-Joo Cho

2023 Key Performance

Art creation support

Performing Arts Creation Nurturing



2023 ARKO Korean Creative Music Festival: Traditional Korean Music Performance

KEY PERFORMANCE

ARKO Selection Outstanding New Productions of the Year

Play by the Theatre Company Miin: <To My Son(Subtitle: Miok, Alice Hyun)> Wins Two Awards at the 60th Baeksang Arts Awards: Baeksang Theater Award and Best Acting Award in 2024.



2023 ARKO Selection_TheaterMiin_To Son(Subtitle:Miok Alice Hyun) © Kyung-O Yoo

KEY PERFORMANCE

Support for Performing Arts Festivals in South Korea

for Local 100

Zarasum Festival, Tongyeong International Music Festival

Expanding the Scope of the Festival

Korea Traditional Music Festival - Dano Festival, National Dance Festival - Local Festival(Sacheon Festival - Gyeongnam Unknown Festival)

Support for Medium to Long-Term Creation in Performing Arts

(Inc.) Live <Marie Curie>

Success of Long-Running Performances in the West End

An Eun-Mi Company

Dragons' Tour Across 8 Cities in 7 Countries through Collaboration with Europe

2023 Key Performance

Art creation support

International Art Exchange Support



IFACCA Member's Event During the 9th World Arts Congress © IFACCA



2021-2022 International Arts Joint Fund, 2023 Gwangju Biennale Netherlands Pavilion: <Intergenerational Climate Criminal Court(CICC): War on Extinction> Curator: Joo-Hyun Jo

KEY PERFORMANCE

- Support for Artists' international Residencies**
Exhibition Sharing Artist Achievements Participating in the Polar Research Institute's Araon Residency Program, and the Collaborative Achievement Exhibition by the Arts Council Korea, Polar Research Institute, and Incheon International Airport Corporation: <Departure from Antarctica/Arctic → Arrival at Incheon International Airport>
- International Arts Joint Fund Program**
Curator Joo-Hyun Jo, Gwangju Biennale Netherlands Pavilion <Intergenerational Climate Criminal Court(CICC): War on Extinction>, Selected for Monthly Art Award TOP 10 Exhibition
- International Cultural Institution Collaboration**
Successfully hosting the 10th World Arts Congress(scheduled for May 2025) for the first time, in conjunction with the Hong Kong Arts Development Council, promoting collaboration for Hong Kong Week in Seoul in 2025.

Support for Activating Creative Spaces

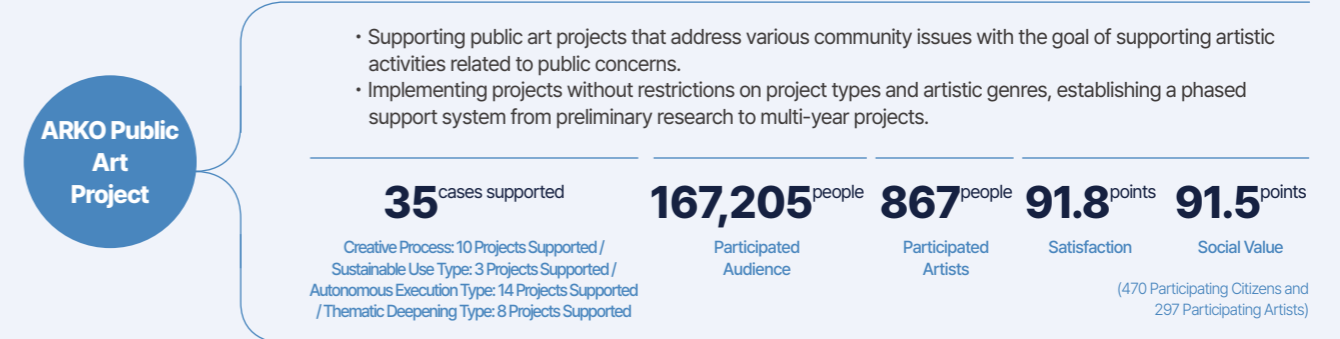


KEY PERFORMANCE

- Private Art Museum**
 - Seonggok Art Museum: Curator Soo-Kyun Lee Wins the Grand Prize in the Exhibition Category at the 19th Monthly Art Awards
 - Ilmin Museum of Art(Ilmin Cultural Foundation): Artist NO-SIK Lim Selected as a Notable Young Artist at 2023 KIAFSeoul
- Private Exhibition Space**
 - Tongui-dong Boan Guesthouse: Participating Artist Ye-Na Park Wins the 2024 OCI Young Creatives Award

Support for Local Culture and Arts

Dissemination and Support of Excellent Arts in the Region



KEY PERFORMANCE

- Future Climate Change-Themed Project <Seasons 2050>, in collaboration with KAIST research team, archiving business materials distributed to the Daejeon Carbon Neutral Support Center and Climate Change Center.
- Microbial-themed project <MELTING ZONE>, conducted in collaboration with private companies(Dong Sung Chemical) for technological cooperation and ecological sound research with the Polar Research Institute.
- Community Public Art Program <“Cheoncheon Village: Searching for Lost Time”>, adopting a special curriculum for carbon neutrality practices at the local elementary school(Seongnam Jungbu Elementary School).



2023 ARKO Public Art Project Memorial Shower(Memorial Shower) © Heung-Soon Lim © Bandal

2023 Key Performance

Cultivating Artistic Talents

“Developing Human Resource Capabilities in Arts Fields Such as Literature, Visual Arts, and Performing Arts”

Cultivating Next-Generation Artistic Talent

Creative Musical Academy

Operating various educational courses and programs in collaboration with specialized educational institutions related to musicals.

- 24 Creators Graduated from the Original Musical, 41 Graduates from the DIMF Musical Academy(21 Creators and 20 Musical Actors)

Training of Traditional Arts Producers and Designers

Operating various educational courses and programs in collaboration with specialized institutions related to musicals.

- 180 Participants Selected, with a Total of 34 Training Sessions
- Customer Satisfaction Rate of 86%

ARKO Stage Arts Academy (Former Stage Arts Professional Education)

Supporting the enhancement of job competencies for specialized personnel in stage technology and strengthening on-site adaptability to technological changes.

- Total of 47 Training Sessions
- 2,998 Graduates
- 108 Participants Linked to Stage Technology Internships

Known as ARKO Youth Artist Support

Supporting young artists who have entered the arts field by encouraging their ongoing presentation activities, helping them grow into key figures leading the future cultural and artistic landscape.

- 272cases supported

Strengthening the On-Site Capabilities of Emerging Artists and the Artistic Ecosystem

Providing various experiential opportunities in the arts field to enhance the on-site capabilities of emerging artists within arts universities and graduate schools.

- A total of 39 Projects Supported, Assisting 3,908 Individuals
- The extent to which this program contributes to future artistic activities: 88.4 points
- * Emerging Artists: Individuals under 29 years old who are currently enrolled in arts universities or graduate schools and have no prior presentation history.

Operation of Artistic Personnel System

Maintaining the capabilities of young artists and utilizing their specialties to increase opportunities for artistic enjoyment in culturally and artistically underserved areas and among marginalized groups through public service.

- 88 Individuals Serving

Cultivating Art Scene Human Resource

Support for Training Program Participants in Cultural Arts

Providing wage support for national, public, and private arts organizations that hire graduates with a major in cultural arts (under 34 years old) as training participants.

- 3,712 Youth Jobs Created
- 4,257 Participants (Cumulative from 2014 to 2023)

Support for Performing Arts Professionals

Providing partial wage support for private performing arts organizations and venues to stabilize employment and improve creation conditions.

- Participation of 1,734 Private Performing Arts Organizations
- Wage Support for a Total of 2,154 Professionals (Cumulative from 2014 to 2023)

Support for the Professional Dancer Artists Center

Support for the creative activities, welfare, job creation, and employment of professional dancers with unstable employment conditions.

Development of Non-Face-to-Face Artist Training Programs and Platforms(Cultural Arts, My Job)

Providing a career development vision for emerging talent and practitioners through the systematization and institutionalization of step-by-step and pathway-based training in arts personnel(planning, management, administration).

- 8,115 Graduates(Online + Offline Training)

Support for Professionals in Arts Record Management Personnel

Continuing to support professionals in the arts and documentation management fields(collecting, opening, and utilizing arts records).

- A total of 67 individuals hired, including majors and experienced professionals.

Loan Support

21,000 million KRW

2,653 people



Artist Life Livelihood Stabilization Fund(loan)

Under the auspices of the Korea Artist Welfare Foundation, providing livelihood stabilization funds(up to 7 million KRW) and rental housing funds(up to 100 million KRW) to artists who have completed verification of their artistic activities.

Arts as tourism resource

“Supporting the strategic international expansion of performing and traditional arts, while promoting tourism through the development and support of outstanding content in the traditional arts sector.”

Permanent Performances for Traditional Arts Regions

Supporting traditional performing arts(Permanent performances for Arts Regions and Hanok Resource Utilization Nightly Permanent Performance) to foster local cultural arts and promote balanced regional development.

<Mongyeon - The Flower of Seodong>

Audience 11,000 people

Hanok Resource Utilization Nightly Permanent Performance

332 jobs created in Art

<The Show! Do Silla>

Audience 21,737 people



<The Show! Do Silla> Performance Photo © Gyeongsangbuk-Do Culture and Tourism Organization



<Mongyeon-The Flower of Seodong> Performance Photo © Jeonbuk Culture & Tourism Foundation

Spread for the Performances of Traditional Arts

Creating a foundation for tourism resource development through the enjoyment and activity support of traditional performing arts.

2023 Korea Traditional Performance Festival

Participating 13 groups

Participating 405 artists
In-person audience 4,191 people



Operation of the 64th Korea Fold Arts Festival

1,645 people participated

Awards include 2 Presidential Prizes and 1 Prime Minister's Prize.



Satisfaction with Performances of Traditional Arts

92 points



<2023 Korea Traditional Performing Arts Festival> Performance Photo © Korean Traditional Performing Arts Foundation

2023 The Art Spot Series

No of Operations 24 times
Audience 1,754 people

2023 Great Heritage, Meet Today

Total of 13 performances
Audience 33,550 people

Emerging Traditional Korean Music Experimental Stage

Total 138 artists participated
Total 24 performances
Audience 1,426 people

Promoting Oversea Expansion of Performance Art Event

Support for traditional arts participation in overseas art markets and expansion

Support for the Development of Overseas Distribution of Korean Traditional Performing Arts, Enhancing Self-Sustainability, and Developing New Markets

A total of 34 organizations have entered 20 countries.

142 overseas performances

Support for Seoul Art Market operation

Activating the International Expansion of Korean Performing Arts through the Operation of an Asian Representative Performing Arts Market Platform

A total of 36 countries
1,323 People participated

2023 Key Performance

Social Dissemination of Artistic Value

“Operating donation programs in the arts sector and promoting a culture of giving to foster public consensus on private donations and diversify funding sources for arts support.”

Enhancing the Implementation of Arts Policies

Promotion of Policies for the Dissemination and Support of Artistic Value	To directly share and spread the value of culture and the arts, as well as the achievements of the institution with the public, we are establishing a favorable media environment and distributing press releases. This is done through the operation of platforms such as blogs, Facebook, Instagram, and YouTube.	Total subscribers 142,446 people
Information on Arts Support Services	Strengthening operational support and face-to-face services through a consultation window for IT-vulnerable cultural and artistic practitioners.	 2024 12th Korea Digital Customer Satisfaction Blog Category: Excellent Company in social media
Development of Arts Support Policies	Publication of the Arts and Culture Yearbook and the Sustainability Management Report, along with a survey of the current state of cultural and arts support and policy development.	
Research on the Arts and Culture Support System	Identifying overlaps and similarities in central-local support projects, conducting surveys on arts support data, and developing collaboration strategies in the cultural and arts sector.	

Promotion of Cultural and Arts Donations

Donation Program	Fundraising and Distribution of Private Donations for Diversifying Resources in the Cultural and Arts Sector	Raised 17.3 billion KRW
ARTISTREE Movement	Collaboration Projects to Strengthen Connections with Excellent patronage Institutions and Intermediary Organizations Development and Recognition Campaign for patrons, Certification of Cultural and Arts Sponsorship Intermediary Organizations and Excellent Sponsorship Institutions, Training Programs in the Field of Cultural and Arts Sponsorship Intermediaries	Potential patrons 2,068 people New patrons 290 people increased
Support for Activating Private Sponsorship	Project to meet with entrepreneurs and arts Promoting Continuous Mutual Development between Businesses and the Arts through Partnership Support.	Total Matching Fund 321 cases
	Let's Connect through Culture Promoting Campaigns and Strengthening Publicity for the Social Awareness and Improvement of the Cultural Hospitality Expense System	Campaign and Utilization Support Funds 6 cases supported

KEY PERFORMANCE

Building Corporate Partnerships for Diversifying Financing in the Cultural and Arts Sector

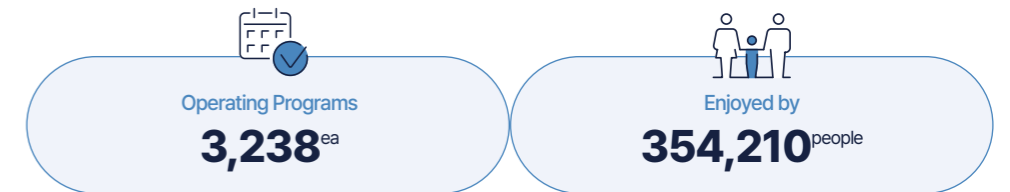
- Collaboration to Create Barrier-Free Performance Environments in Jongno-gu, Seoul: SGI Seoul Guarantee Insurance(50,000,000 KRW)
- MOU Signed to Expand Performance Opportunities for Young Artists: Starbucks Korea(100,000,000 KRW)
- Participation of Partner Companies to Expand Public Access to the Arts: SeAH Steel and 4 other companies(170,000,000 KRW)

Support for enjoying arts & culture

“Contributing to the enhancement of cultural enjoyment rights for the public and alleviating cultural polarization by expanding access to arts enjoyment opportunities for socially vulnerable groups.”

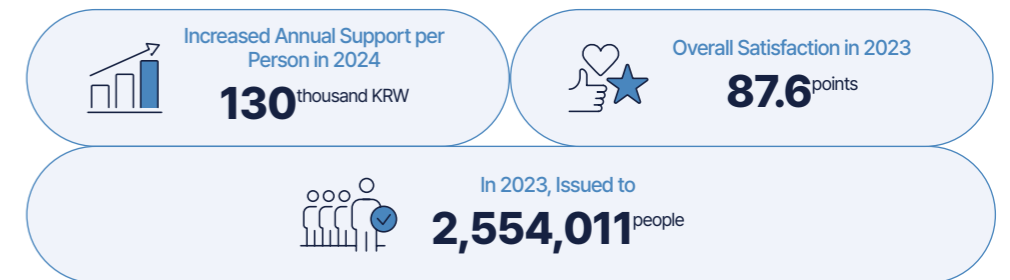
Great Arts in Your Front Yard

Providing high-quality cultural and artistic programs to expand access to arts enjoyment for citizens who face challenges in appreciating and participating in arts activities due to geographical, economic, and social factors.



Integrated Cultural Pass (Cultural Nuri Card)

Enhancing the quality of life and reducing cultural disparities by providing opportunities for vulnerable groups to engage in cultural, artistic, tourism, and sports activities.



2024 New Projects

Youth Culture and Arts Pass

Support for cultural and artistic viewing fees for young individuals(aged 19) to increase their direct cultural consumption and provide indirect support for the creative activities of artists.



Cultural Revitalization Project to Respond to Areas at Risk of Disappearance

A project aimed at improving living conditions and enhancing the quality of life for local residents in regions facing population decline and the threat of regional extinction, by utilizing culture and the arts.



Facilities Management

ARKO & Daehakro Arts Theater

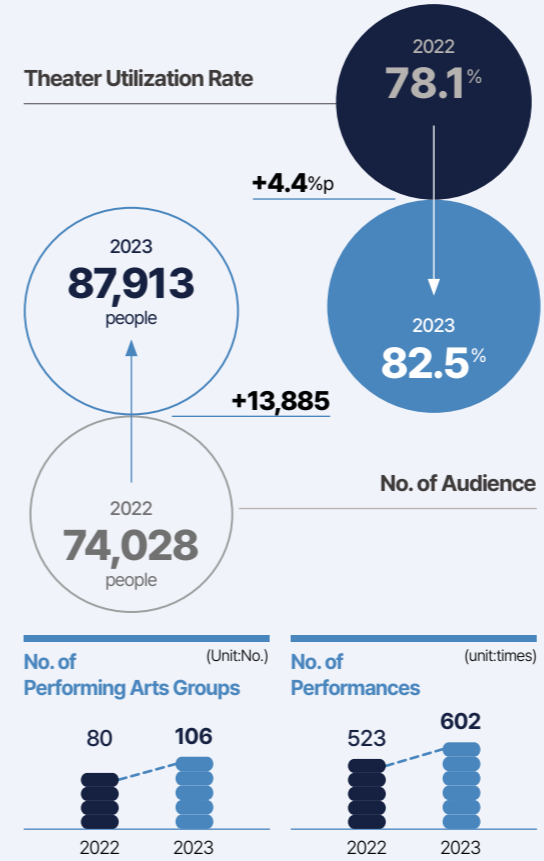
“Operating Theater Spaces for the Future Theater”

The ARKO and Daehakro Arts Theaters were established to contribute to the promotion, preservation, inheritance, and development of the performing arts. As a landmark in Daehakro, the hub of performing arts, ARKO Arts Theater supports and develops diverse performing arts works, providing high-quality services and positioning itself as a premier cultural space dedicated to creating artistic value. Daehakro Arts Theater, located in an area densely packed with small theaters, aims to revitalize pure performing arts in Daehakro by establishing a medium-sized public theater, thereby serving as a multifaceted cultural space.

In particular, we collaborated on the selection of programs that align with the vision of the future theater, serving as partners in the creative process. We supported theater and stage technical personnel and enhanced audience understanding of the works through related programs such as interviews, in-depth reviews, and discussions with the audience. As a future public theater, we have fulfilled our social value of promoting diversity by operating programs like "ARKO Dance Film A to Z" and "Stage 3×3" in 2023. Through these initiatives, we have played a role as an open public arts theater, collaborating with various genres of art.



ARKO Art Theater from Daehakro Arts Theater



Daehakro Arts Theater(17, Daehak-ro 10-gil, Jongno-gu, Seoul)



ARKO Arts Theater(7, Daehak-ro 8-gil, Jongno-gu, Seoul)

Facilities Management

ARKO Art Center

“Operating Spaces that Support Experimental Artistic Activities”

The ARKO Art Center operates a variety of exhibitions and programs, supporting experimental artistic activities that transcend genres and mediums. Additionally, it maintains its role as a public art museum by contextualizing social issues directly related to the future of humanity within artistic discourse, facilitating communication around these important topics.



Overview of the ARKO Art Museum 50th Anniversary Archive Exhibition

ARKO Art Museum 50th Anniversary Exhibition and ARKO Art Museum x Digital Art Festival Taipei Screening Program held

In 2023, the ARKO Art Center celebrated its 50th anniversary with a commemorative exhibition titled <Where Do the Wrinkles Go?> This exhibition showcased new and previously unpublished works by 22 artists, including both emerging and established creators, along with approximately 200 archival materials highlighting the Center's significant role over the past 50 years, such as self-curated exhibitions, photographs, publications, and interviews. Additionally, in collaboration with the Digital Art Center Taipei, the ARKO Art Center hosted a screening program as part of the Digital Art Festival Taipei. This program featured 10 video works that explore new narratives through the mechanisms of gaming.

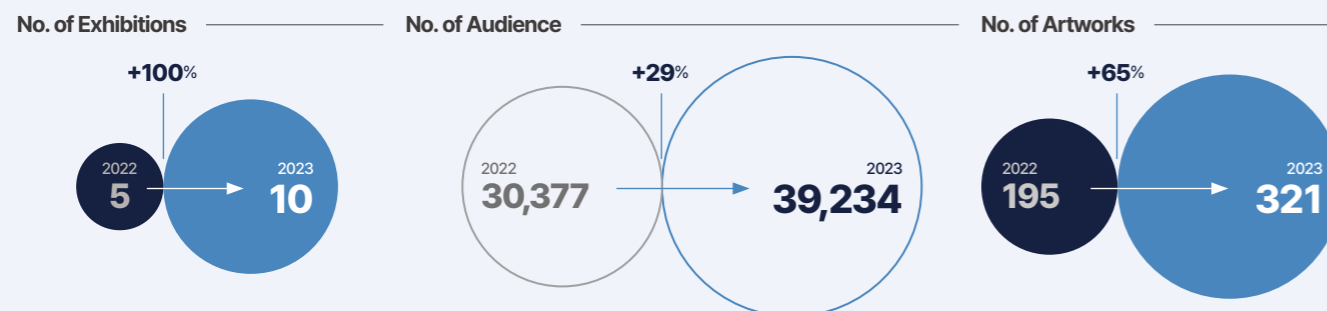


Exterior of the Korean Pavilion at the Venice Biennale

The Korean Pavilion at the Venice Biennale

“Operating a Platform to Introduce Cultural and Arts to Overseas Markets”

Since establishing the Korean Pavilion at the Venice Biennale in 1995, one of the largest art events in the world, we have been supporting the biennial art and architecture exhibitions. This initiative enhances our role as a platform for introducing Korean art and architecture to international markets.



KEY PERFORMANCE

2023 Venice Biennale

· 18th International Architecture Exhibition Artistic Directors: Kyung Park and So-ik Jeong / Exhibition Theme: 2086: Together How

Facilities Management

ARKO Arts Archive

"An art professional archive for the collection, production, preservation management, and utilization of important records of modern and contemporary Korean art."

Founded in 1979, the ARKO Arts Archive systematically collects, preserves, and provides access to documents recognized for their permanent conservation value in the study of modern and contemporary Korean art history. Additionally, the Archive promotes oral history projects and performance documentation initiatives to directly record significant moments in the arts sector. Furthermore, it offers various services to raise awareness of the importance of art documentation and to disseminate its value through the development of exhibitions, educational programs, and research initiatives.



ARKO Arts Archive Reading Room(2nd Floor, Main Building, Seocho-dong)

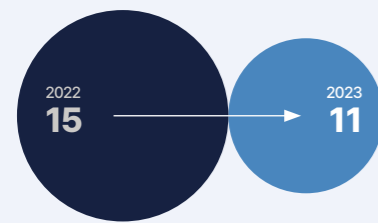


ARKO Arts Archive Storage(3rd Floor, Main Building, Seocho-dong)



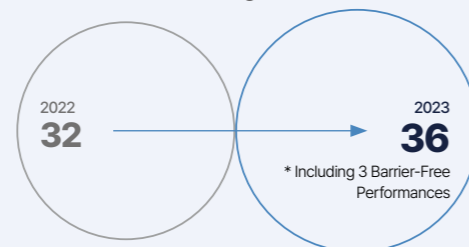
2023 20th Anniversary Exhibition of the Oral History Project of Modern and Contemporary Korean Art: <Original Scenery>

Oral History Collection

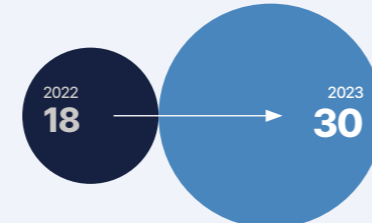


* The number of oral history collections may vary depending on the number of donors.

Performance Video Recording



Document Collection



Artist House

"Operating a space that connects artists' creation and communication"

Artist House is located in Daehakro, which can be considered the birthplace of Korean culture and arts. It serves as an open space that supports artists' creative activities and facilitates communication between artists as well as between artists and the public. The facility is also composed of the ARKO Young Artist Lab and the House of Artists Lounge.

2,396

No. of Visitors



ARKO Young Artist Lab

A Space for Young Artists' Work and Collaboration patronized by Byucksan Engineering Co., Ltd.

Artist House Lounge A

space created to patronize young artists, featuring a café in the lounge that is open to everyone.

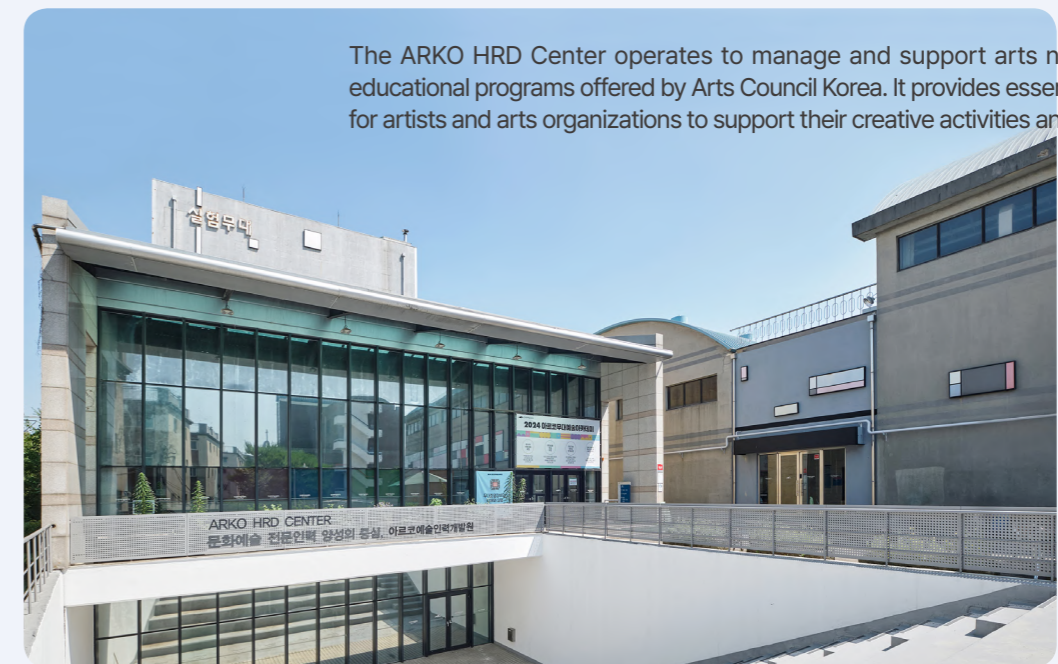


Artist House(3, Dongsoong-gil, Jongno-gu, Seoul)

ARKO HRD Center

"Operating a Space for Supporting Arts Development"

The ARKO HRD Center operates to manage and support arts nurturing initiatives and educational programs offered by Arts Council Korea. It provides essential spaces and facilities for artists and arts organizations to support their creative activities and projects.

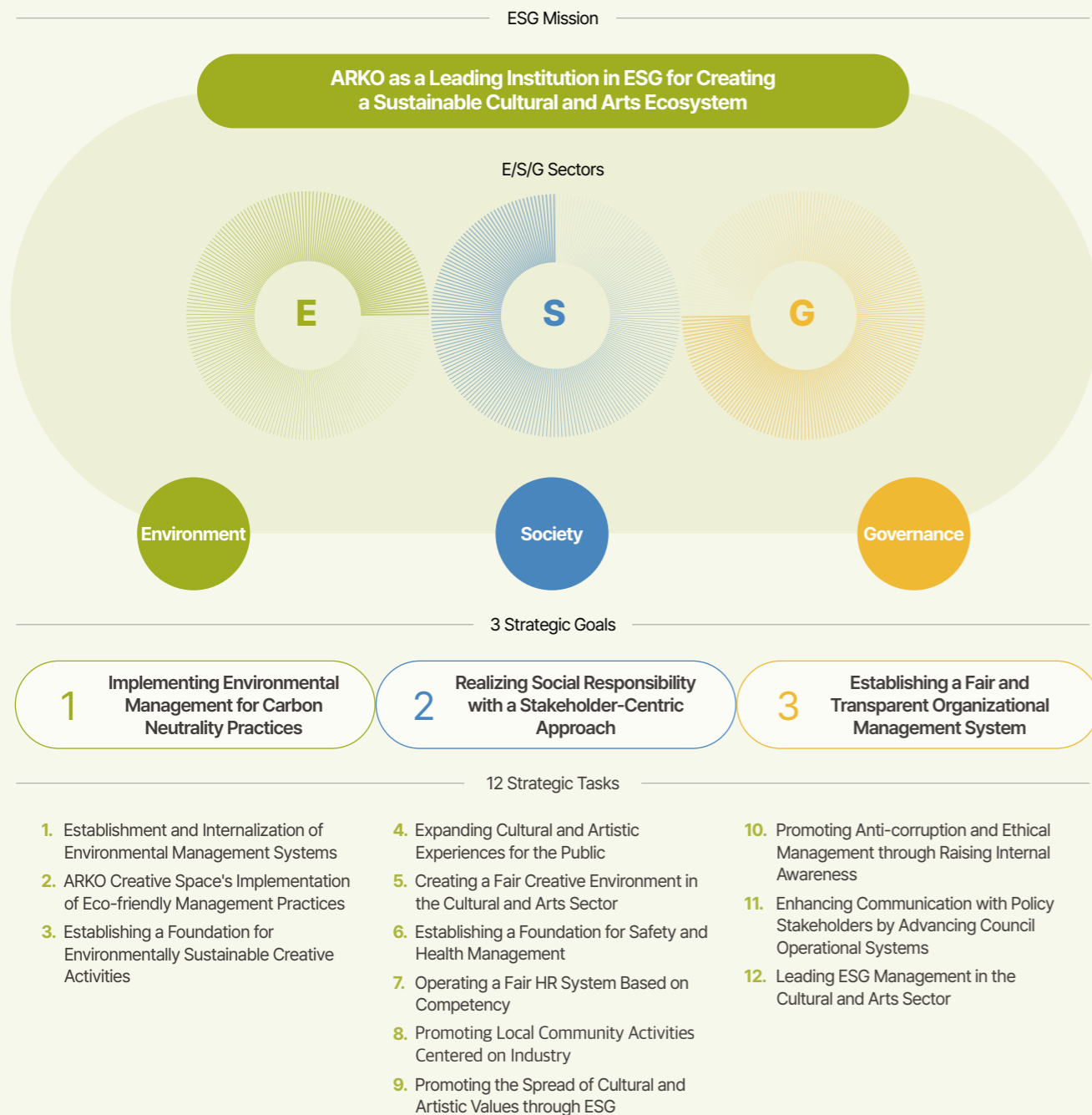


ARKO HRD Center(10, Saryeohyeon-dong, Ilsandong-gu, Goyang-si, Gyeonggi-do)

ESG Management System

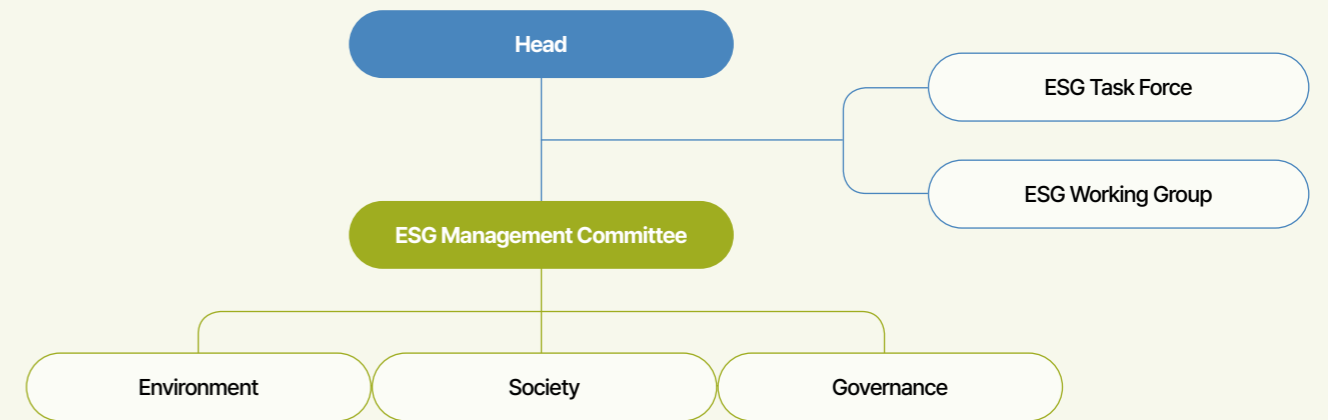
Arts Council Korea has enhanced its ESG management system in response to the dissemination of policies related to sustainable environments and the need to strengthen awareness of ESG management within the arts sector. To establish a long-term strategic framework for ESG management, feedback was gathered from stakeholders, the ESG Management Committee, the ESG Implementation Task Force, management, and experts. Furthermore, the ESG strategy tailored to the characteristics of the organization has been shared across the entire organization, demonstrating our commitment to ESG management. Moving forward, we plan to actively implement management activities in line with our ESG management strategies.

ESG Management Strategy



ESG Management Governance

To strengthen the momentum of ESG management, we have established the ESG Management Committee under the leadership of the organization's head. The committee is composed of 15 members, including 3 internal members and 12 external members (3 from the environmental sector, 6 from the social sector, and 3 from governance). The advisory role of the ESG Management Committee has been enhanced, and regular meetings are held twice a year to monitor the status of ESG management and discuss areas for improvement. Additionally, to internalize ESG management among employees, we have created an ESG Implementation Task Force as an operational organization to actively promote ESG activities.

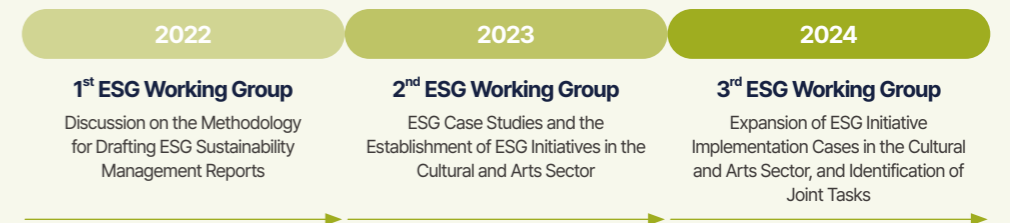


ESG Management Operating Regulations

To establish an ESG management promotion system and create a foundation for ESG management execution at the organizational level, Arts Council Korea has developed its own ESG management operational regulations. These regulations define the ESG management promotion system and outline the implementation of environmental, social, and governance aspects required to achieve these goals. Additionally, they stipulate the disclosure of ESG management reports for continuous performance monitoring.

ESG Working Group for Cultural & Arts Institutions

Since 2022, Arts Council Korea has been operating the "Cultural Arts Institutions ESG Working Group," which brings together ESG representatives from cultural arts organizations each year to discuss and contemplate sustainability in the sector. In 2023, the number of participating institutions in the ESG Working Group increased to 29, marking an 81.25% rise compared to 2022. Together with these participating organizations, the Working Group established ESG initiatives for the cultural arts sector. In 2024, we plan to expand these initiatives and collaboratively implement ESG management practices.



ESG Management System

Establishing ESG Initiatives for Cultural and Arts Institutions

The Cultural Arts Institutions ESG Initiative was established in collaboration with participating organizations of the 2023 Cultural Arts Institutions ESG Working Group. It consists of voluntary guidelines developed to help various institutions within the cultural and arts sector implement ESG management. This initiative incorporates feedback from stakeholders of 29 organizations and provides 11 voluntary norms and detailed implementation measures in the form of ESG guidelines suitable for cultural arts institutions. It aims to encourage mutual compliance with these standards among various organizations in the cultural arts sector that are contemplating ESG practices, including the participating organizations of the Working Group.

* 2023 Institutions Participating in ESG Initiatives for Cultural and Arts Organizations



- Basic Cultural Foundation**
 GangNeung Culture & Arts Foundation, Gyeonggi Arts Center, Gochang Culture & Tourism Foundation, Gwanak Cultural Foundation, Gwangmyeong Cultural Foundation, Guro Cultural Foundation, Gunpo Cultural Foundation, Geumcheon Cultural Foundation for Arts and Culture, Nowon Foundation for Arts and Culture, Bucheon Cultural Foundation, Seongdong Foundation for Arts & Culture, Eunpyeong Foundation for Arts & Culture, Eunpyeong Foundation for Arts & Culture, Bupyeong Cultural Foundation, Jeonju Cultural Foundation, Cheongju Cultural Industry Promotion Foundation, Chuncheon Cultural Foundation
- Metropolitan Cultural Foundation**
 Gangwon Arts & Culture Foundation, Gyeonggi Cultural Foundation, Gyeongnam Culture and Arts Foundation, Gwangju Cultural Foundation, Daegu Foundation for Culture & Arts, Busan Cultural Foundation, Seoul Foundation for Arts and Culture, Chungbuk Cultural Foundation
- Public Institutions under the Ministry of Culture, Sports, and Tourism(MCST)**
 Korean Film Council(KOFIC), Korea Craft and Design Foundation, Arts Council Korea(ARKO)
- Private company**
 Samsung Foundation of Culture

11 ESG Initiative Tasks



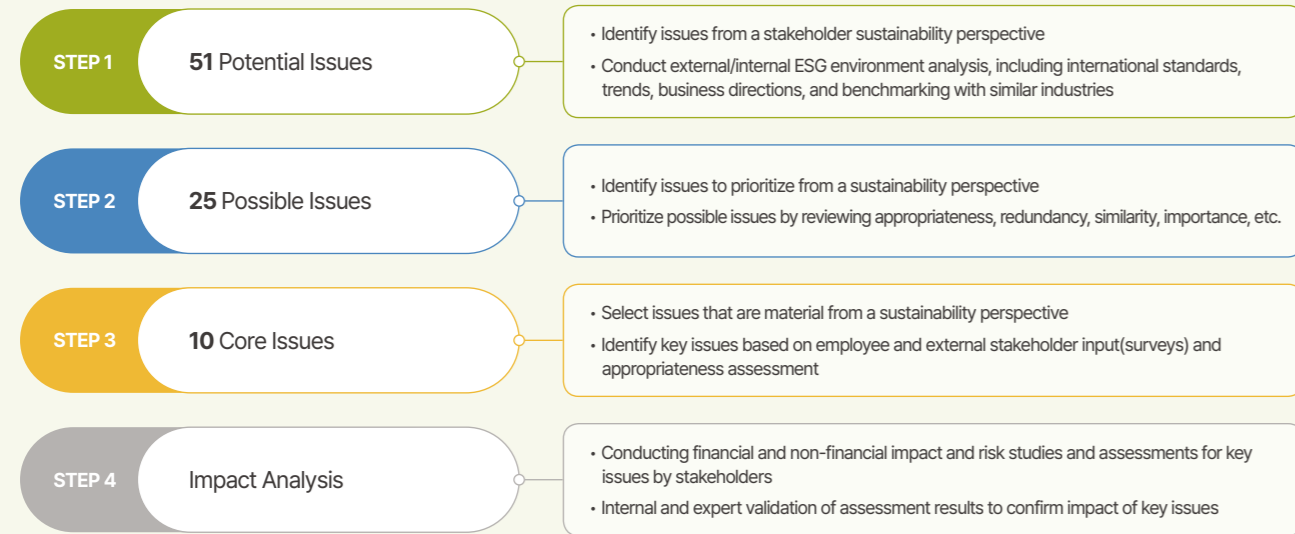
Stakeholder Engagement and Communication

Stakeholder	Core needs	Communication Channel		ARKO's response activities
		Independent Channel	Shared Channel	
Employee/ Labor union	<ul style="list-style-type: none"> Collaboration on key management Issues Improvement of working conditions and promotion of a flexible corporate culture Improving mutual trust between labor and management 	Monthly Management Meeting Labor-Management Working Council Organizational Culture Workshop		<ul style="list-style-type: none"> Sharing of Regular Management Activities Expansion of Family-Friendly and Leisure-Friendly Organizational Culture Programs Strengthening Labor-Management Communication and Gathering Feedback
Artist	<ul style="list-style-type: none"> Expansion of Artist Participation in Programs(Enhancing Creative Capacity/Increasing Income) Provision of High-Quality Information Support for Fair Practices by Field Securing Copyright 	Arts project Social Media Public Hearing Expert Roundtable On-Site Work Report		<ul style="list-style-type: none"> Operation of Support Programs for Artists' Creative Activities Distribution of Copyright Protection Guidelines
Citizen	<ul style="list-style-type: none"> Public Interest Role of the Committee(Strengthening the Public Nature of Arts and Culture) Guarantee of Public Participation Provision of Information on Cultural and Arts Policy Engagement Improvement of Business and Service Quality 	Citizen Evaluation Panel Idea Contest Citizen's Online Grievance Portal On-Site Work Report		<ul style="list-style-type: none"> Expansion of Public Access to Arts and Culture
Cultural and Arts Institution	<ul style="list-style-type: none"> Response to Current Issues in the Cultural and Arts Industry Sustainable Institution Management Enhancement of Expertise and Efficiency of Operating Institutions 	Roundtable meeting On-Site Work Report	Website Sustainability Management Report	<ul style="list-style-type: none"> Support for Cultural and Arts Activities Sharing of Cultural and Arts Status and Gathering Feedback Expansion of Cultural and Arts Patronage
Partner Institution	<ul style="list-style-type: none"> Fair and Transparent Partnerships Creating a Collaborative Environment for Mutual Growth Protection of Rights and Enhancement of Competitiveness 	Roundtable meeting		<ul style="list-style-type: none"> Fair Trade with Partner Institutions Expansion of Collaborative and Mutually Beneficial Purchasing
Government/ Local Government	<ul style="list-style-type: none"> Autonomy and Accountability of the Council Collaboration with Government Policies (Implementation of National Tasks) Sharing Council Project Information Enhancement of Operational Efficiency 	Meeting of Heads of Institutions Policy Report Roundtable meeting		<ul style="list-style-type: none"> Communication Activities with Government and Related Agencies Participation in Government Roundtables and Briefing Sessions
Community	<ul style="list-style-type: none"> Revitalization of Innovation Cities Establishment of Collaborative Governance Expansion of Community Contribution Activities 	Public Hearing Roundtable		<ul style="list-style-type: none"> Operation and Expansion of the ARKO Volunteer Group Conducting Community Outreach Activities

Double Materiality Assessment

Assessment Process

Arts Council Korea publicly discloses ESG key issues through a dual materiality assessment that analyzes the impacts on its financial condition as well as the environmental and social impacts resulting from its activities. By comprehensively considering media analysis, benchmarking against similar industries, and gathering insights from stakeholders and ESG experts, we identified 10 core issues. These issues were finalized through review by the Council's ESG department and management, along with verification by experts, and we provide detailed reports on these key issues.



How to Apply

Category	Applying Methodology	Description
STEP 1 Creation of an ESG Issues Pool	External environment analysis	Review of international standard requirements Reflect indices of GRI Standards 2021, UN SDGs, TCFD, SASB, ISO26000, K-ESG
	Internal environment analysis	Business orientation and current status of the institution Website, departmental performance reports, annual report, etc.
		Benchmarking with similar industries Similar industry companies and international cultural and arts organizations (e.g., Korea Creative Content Agency, CJ, NAVER, Arts Council England, Canada Council for the Arts, etc.)
		Media analysis Selection and analysis of 510 ESG-related articles from 54 media outlets, including national daily newspapers, broadcasters, and specialized journals, covering the period from January 1, 2023, to May 31, 2024
STEP 2 Derivation of Potential Issues	Review of appropriateness	Incorporation of feedback from external ESG experts Application of weighted values based on the frequency, similarity, and importance of issues identified through ESG internal and external environment analysis
STEP 3 Derivation of Key Issues	Survey	Gathering stakeholder feedback Gathering feedback on key issues from employees, partner institutions, related cultural and arts organizations/associations, artists(organizations), local communities, and the general public(June 14, 2024 – July 4, 2024)
STEP 4 Impact assessment of key issues	Assessment of appropriateness	Gathering feedback from external ESG experts Finalizing the results by incorporating feedback from external ESG experts on the impact assessment of key ESG issues for each stakeholder

Key ESG Issues

We have analyzed the financial and non-financial impacts of key issues, as well as their effects on stakeholders. Through a materiality assessment, we identified 10 core issues and plan to integrate these into our comprehensive ESG management system to respond effectively. In the future, we will continue to gather feedback from employees on our internal ESG management to plan and communicate our strategic direction.

Category	No.	Key ESG Issue	Financial Materialit	Non-Financial Materialit	Stakeholder					GRI Index	UN SDGs	Report page	
					Employee	Partner Org.	Art Culture Institution	Artist (Group)	Gov./ Local Gov.				Citizen
Management Economy/ Governance	1	Enhance transparency and expertise in decision-making bodies (e.g., committees)	L	L	L	M	M	L	H	H	GRI 2	Goal 16	97-99
	2	Strengthen ethical and anti-corruption management activities	M	M	M	H	M	M	L	H	GRI 205	Goal 16	100-103
	3	Establish fair practices in the cultural and arts sector	M	H	M	H	M	H	M	M	-	Goal 16	85, 103
Environment	4	Circular economy activities	L	M	L	L	L	H	L	H	GRI 306	Goal 12	46, 48-51
	5	Promote eco-friendly initiatives	L	H	L	M	H	M	H	M	-	-	48-51
Society	6	Respect for diversity and inclusion	H	M	H	L	M	H	M	L	GRI 405	Goal 10	53-57, 70
	7	Increase public access to cultural and artistic experiences	H	M	H	M	H	M	H	M	-	Goal 4	59-64
	8	Information security and personal data protection	L	H	L	H	H	H	M	H	GRI 418	-	65-67
Employee	9	Work-family balance and family-friendly management	M	-	M	-	-	-	-	-	GRI 401	Goal 3	76
	10	Create a work environment that respects human rights	H	-	H	-	-	-	-	-	GRI 405	Goal 3 Goal 10	53-57



Arts Council Korea
Sustainable Management Report 2024

Sustainable Activity & Performance

44 Environment
52 Human Rights

58 Customer
68 Employee

84 Partner
90 Community
96 Governance



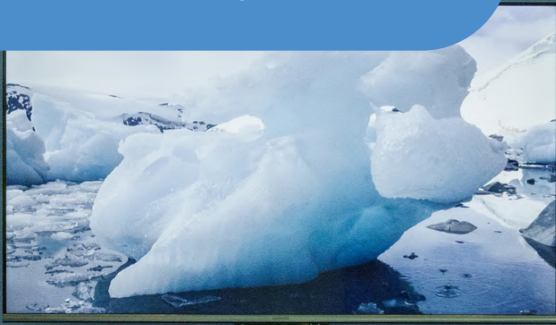
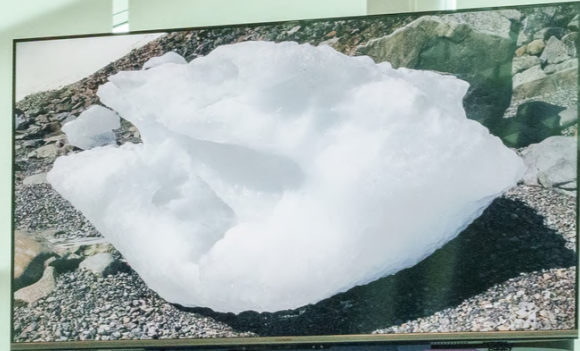
Spring writer, winter stage <Counting>
(written by So-jeong Yoon, arranged by Dong-gil Ha)

Coexistence with the Future

Environment

45 Climate Change Response

48 Eco-friendly Culture and Arts



The collaborative project between the Arts Council Korea, Korea Polar Research Institute, and Incheon International Airport Corporation, titled Beautiful Disappearance by artist Gwang-Hee Cho, was initiated in 2012.

KEY PERFORMANCE

Reduction of carbon emissions **24%**
(Compared to the Ministry of Environment's greenhouse gas baseline emissions standard(1,653 tCO₂eq))

Operation of the energy savings promotion committee

Eco-friendly initiatives in Performing Arts Festivals in South Korea **241**

Production of biodegradable promotional materials for performing arts **100%**

BACKGROUND

Extreme weather events such as heavy rainfall and heatwaves occurring globally are serious issues that can no longer be avoided. To coexist in the present and future, there is a need for eco-friendly management activities that leverage various capabilities across different industries and foster collaboration.

OUR APPROACH

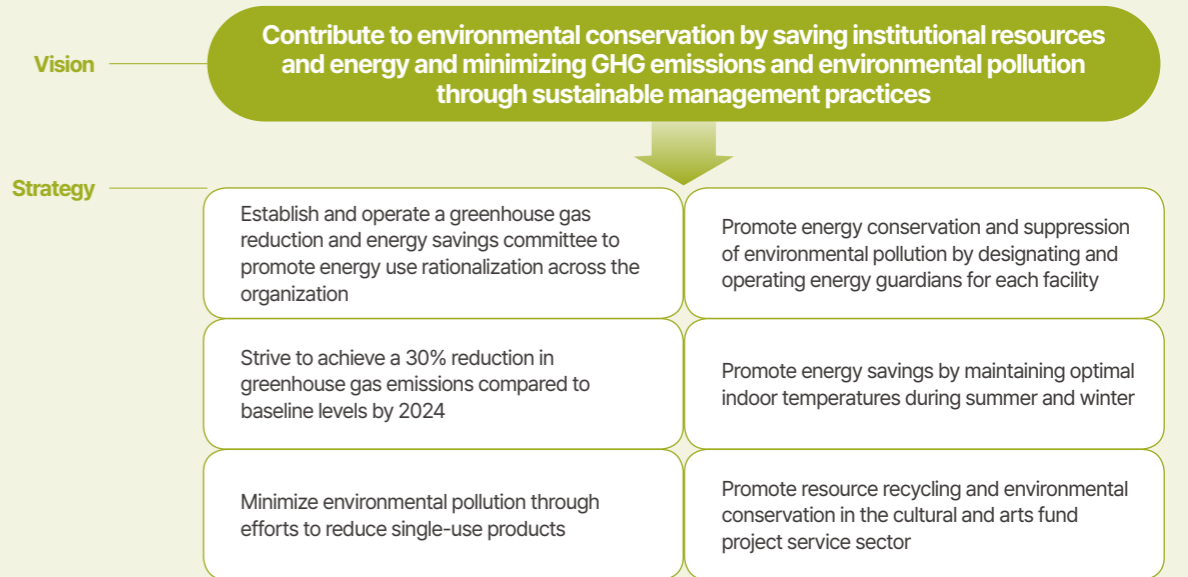
Arts Council Korea is actively monitoring and managing carbon emissions and energy consumption to respond to climate change. As an organization that supports the cultural and arts sectors, we are also establishing a foundation for promoting eco-friendly practices in creative activities across the entire cultural and arts landscape.

Climate Change Response

Arts Council Korea has established a five-year energy-saving plan to promote carbon emission reductions and energy consumption cuts in response to climate change. Additionally, to minimize the negative environmental impacts of its operations, the Council is actively engaging employees in eco-friendly activities.

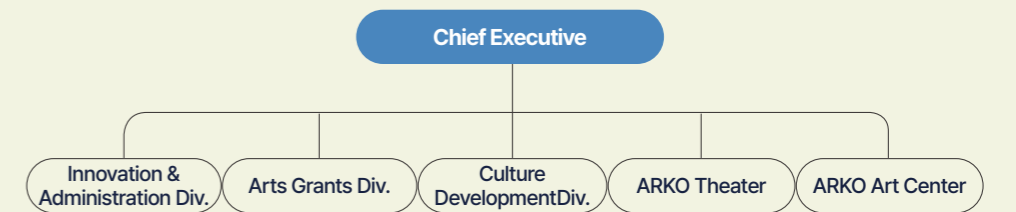
Strategy

Arts Council Korea has established a five-year vision and strategy to implement proactive measures against climate change. We are pursuing six detailed strategies aimed at minimizing greenhouse gas emissions.



Operation of the energy savings promotion committee

Arts Council Korea has established an Energy Savings Promotion Committee to manage the formulation and implementation of energy-saving plans. Additionally, the Council analyzes and assess its activities and achievements related to energy conservation and carbon emission reduction.



Energy Keeper Operation

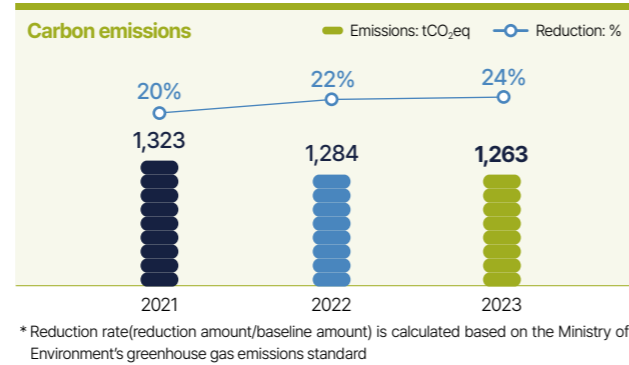
To implement practical energy-saving activities within the organization, we are designating energy monitors for each facility. Through these energy monitors across six facilities, we manage heating and cooling temperatures, lighting, and explore energy-saving ideas while actively promoting these initiatives

* Naju Headquarters, House of Artists, ARKO Art Center, ARKO Arts Theater, Daehakro Arts Theater, ARKO Artist Development Center.

Climate Change Response

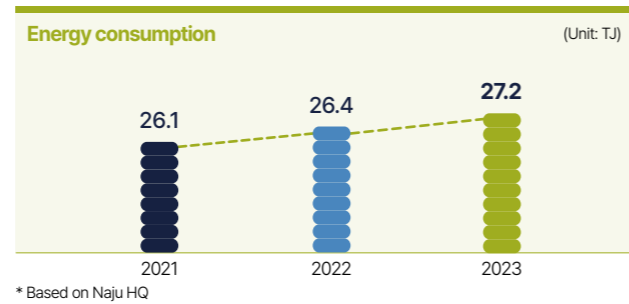
Carbon Emission Reduction

Arts Council Korea has established greenhouse gas reduction targets and manages these goals based on the target amounts and actual performance. To reduce carbon emissions, the Council implements energy management for its facilities according to the seasons and installs renewable energy systems. Additionally, the status of greenhouse gas emissions is disclosed annually through the Public Institution Management Information Disclosure System(ALIO).



Energy Saving Activities

To promote energy conservation, we have undertaken activities such as replacing indoor and outdoor lighting with LED fixtures, upgrading outdated heating and cooling systems, and installing facilities for charging eco-friendly electric vehicles. As a result, we have achieved a reduction in overall energy consumption for three consecutive years. Additionally, we launched the "ARKO Energy Saving Campaign," encouraging employees to practice measures such as banning single-use items and using personal cups. Moving forward, we will continue to minimize unnecessary energy usage and strive for sustainable environmental management.



3 year consecutive reduction
Energy Consumption

Category	Description
ARKO Cool Day during the summer	• Implement flexible dress codes during the summer, tailored to the specific needs of each institution and role(e.g., service desks or special task personnel) to suit individual institutional circumstances
Paperless Environment Creation	• Use tablets instead of printed materials during meetings • Implement online scoring, assessment, and shared review systems • Adopt electronic signature systems and video conferencing
Energy Reduction Measures during Peak times	• Turn off 30% of indoor lighting and sequentially suspending air conditioning units for 30 minutes
Replace LED lights & Upgrade outdated facilities	• Inspect existing products for malfunctions and aging, followed by equipment replacement where necessary

Resource Circulation Activities

During Climate Change Week, Arts Council Korea participated in the Circular Resource Campaign by entering into an agreement with E-Circular Governance to effectively recycle discarded electronic products, such as PCs. Moving forward, the Council plans to promote sustainable environmental management in the cultural and arts sector through ongoing sustainable resource management initiatives.

Participation in the Zero Single-Use Plastics Challenge

Arts Council Korea participated in a relay campaign organized by the Ministry of Environment. To encourage employees to avoid single-use items, ceramic cups engraved with all employees' names were distributed. Through this relay campaign, we aimed not only to promote an eco-friendly culture within Arts Council Korea but also to spread this culture to other companies and organizations.

Plogging Activity

We conducted community environmental cleanup activities that encouraged employee participation. Through a plogging initiative, where participants pick up litter while jogging, we enhanced employees' interest in environmental issues and increased participation rates in these activities. Moving forward, we will hold regular plogging days to fulfill our responsibility as an organization to minimize environmental impact.



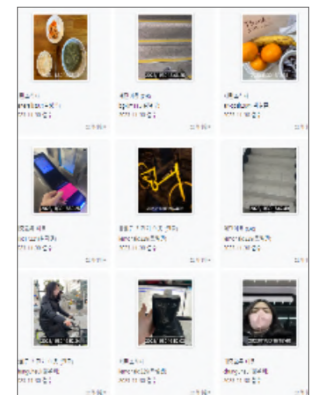
Plogging activity with new employees of the Arts Council Korea

Tossing Challenge

The "Hangarae Challenge" is a campaign activity designed to cultivate habits for practicing carbon neutrality. Employees can earn activity points by engaging in 15 specific practices, such as using stairs, walking 10,000 steps a day, commuting by bicycle, and opting for low-carbon meals. This initiative allows us to measure the social value created by participants through the reduction of carbon emissions. The total number of certifications for environmental protection practices reached 7,155, resulting in a carbon emission reduction of 4,566 kg. Additionally, by recognizing and rewarding outstanding participants in the campaign, we aim to provide continuous motivation and facilitate the widespread adoption of this initiative across the organization.



2023 Tossing Campaign Poster



2023 Tossing Campaign employee participation certification



Expansion of Green Product Purchases

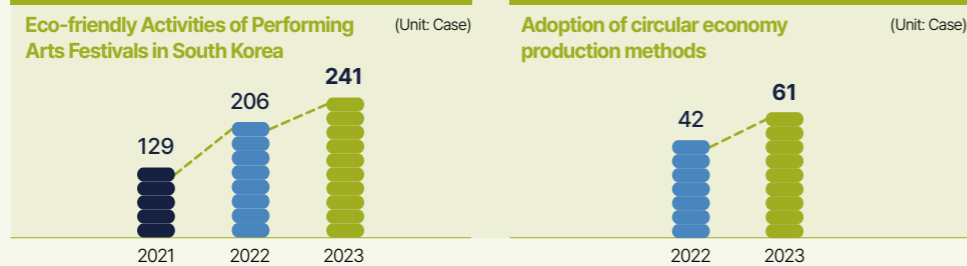
To ensure that all employees understand and can practice green management in their work, we have established performance metrics and implementation goals for our priority purchasing policy. This initiative aims to increase the procurement of green products.

Eco-friendly Culture & Arts

Arts Council Korea is actively promoting environmentally friendly management across the cultural and arts sectors by initiating arts and culture projects focused on environmental themes and establishing green production practices. The Council provides guidelines to enable proactive implementation of eco-friendly practices throughout the entire creative process in the arts and culture field.

Performing Arts Festivals in South Korea

Arts Council Korea is fulfilling its role in promoting environmental improvements to enable the performing arts sector to implement eco-friendly management practices. In particular, the Korea Performing Arts Festival is recognized for its exemplary efforts in leading ESG(Environmental, Social, and Governance) management. This initiative provides guidelines for the introduction of eco-friendly assessment indicators and the establishment of green production practices. Plans for carbon neutrality participation are included as evaluation criteria during the application and selection process for performances. Additionally, a circular economy production approach has been adopted for performances, workshops, and campaigns, which incorporates the recycling of waste materials. As a result, a total of 241 eco-friendly activities have been carried out, including environmentally themed performances, the promotion of circular economy practices, reducing single-use items at work sites, and transitioning to paperless operations. These efforts are helping to spread awareness and support for sustainable production methods in the performing arts.



Eco-friendly themed performance

Promote eco-friendly and climate crisis-themed performances within festival programs

Artist awareness transformation workshop

Promote discussions and events regarding eco-friendly practices and agreements targeting arts organizations

Promote paperless initiatives & Activate the circular economy

Introduce and implement carbon neutrality policies in artwork production, procurement, and festival operations



2023 Seoul Asiteji Winter Festival
© International Association of Theatre & Performing Arts for Children & Young People



2023 Eco Fringe Workshop © Seoul Fringe Network



2023 Seoul Asiteji Winter Festival - Continuous Exposure to Environmental Issues
© International Association of Theatre & Performing Arts for Children & Young People

Eco-Friendly Practices in Culture and the Arts



Automatic Rechargeable Issuance Card for the Cultural Nuri Card by the Arts Council Korea

Reduce Paper Usage for the Cultural Nuri Card

Arts Council Korea is promoting a program that supports Culture Nuri Cards for individuals in basic livelihood security and the lower-income bracket, aiming to reduce cultural disparities and improve the quality of life. As part of this initiative, the Council has introduced an automatic recharge system to minimize the use of plastic cards and paper applications, contributing to environmental protection efforts.

Approx. **195** million cards

Prevention of Plastic Waste Generation



780 million cards

Estimation of Paper Reduction Effects



Enhance Environmental Awareness Through Climate Exhibitions

Arts Council Korea, in collaboration with the Polar Research Institute and Incheon International Airport Corporation, co-hosted an exhibition titled "Antarctica and the Arctic as Viewed by Artists," focusing on climate change. This exhibition was not a one-time event but aimed to expand the theme and collaborating organizations involved. Approximately 140,000 visitors attended the exhibition, helping to raise awareness of the severity of the climate crisis and the need for environmental improvement. Additionally, communication about climate change through art was broadened via media coverage, online videos, and webzines. Moving forward, we will continue to promote a shift in public awareness through cultural and artistic initiatives to enhance social value.



Collaboration between the Arts Council Korea, the Korea Polar Research Institute, and Incheon International Airport Corporation (from the Arctic/Antarctic to Incheon Airport)



Eco-friendly Culture & Arts

Eco-Friendly Practices in Culture and the Arts

Creation of Sustainable Museum

The ARKO Art Center has released a practical manual for implementing "Essential Environmental Practices" within the museum. This manual includes guidelines related to the museum's role in achieving carbon neutrality and promoting sustainability. It establishes 19 actionable tasks across four areas: exhibitions, education, promotion, and facility operations. By referencing the guidelines and real-world examples outlined in the manual, museums are encouraged to operate as sustainable institutions.

Essential Environmental Action Tasks

Exhibition	Utilizing digital leaflets and audio guides, producing eco-friendly printed materials, and recycling exhibition panels and leaflets.
Education	Planning an Environmental Awareness Program
Promotion	Refrain from printing and sending physical invitations; utilize web-based invitations instead.
Facilities	Replacement of exhibition lighting with energy-efficient options; use of recycling facilities, etc.



Online Manual for Sustainable Museum Operations

ARKO Museum's 'Sustainable Museum Operations Manual Stage 1: To be Eco-Conscious Museum

Environmental Awareness Initiatives

The ARKO Public Art Project, conducted by Arts Council Korea, aims to raise environmental awareness in the cultural and arts industry by supporting artistic projects focused on climate change, ecology, and sustainability.

Music & Art Company	To raise awareness of the climate crisis, a climate change concert reimagined through AI, the Four Seasons 2050 was held
Jeonju Cultural Foundation	Engaging citizens in the discourse on the climate crisis through artistic activities, providing an opportunity for contemplation and reflection on coexistence and symbiosis.
Delightful	A project that fosters public discourse on a sustainable future for cities and nature through art and explores potential solutions.

Resource circulation with eco-friendly exhibitions



ARKO Art Center <Coffee Grounds Turned into Paintings> Exhibition Poster

In 2023, the ARKO Art Center hosted the eco-friendly mission exhibition <Coffee Grounds as Art> based on the "Manual for Sustainable Museum Operations." The exhibition utilized re-used exhibition walls from past displays and crafted frames from leftover wood, emphasizing carbon emission reduction and resource recycling throughout the planning process. This exhibition provided an opportunity for families with children to engage directly as participants in artistic activities, promoting a deeper appreciation for art and expanding awareness of environmental issues through art education.



ARKO Art Center <Coffee Grounds Turned into Paintings> Exhibition Site



Upcycled Chair Made from Recycled Banners Used in Performances

Awareness Initiatives for Carbon Reduction in Performing Arts

To encourage environmentally friendly practices in the performing arts sector, we are analyzing the current situation and promoting improvement measures. Additionally, we aim to raise environmental awareness among performing arts organizations, enabling them to engage in environmental management collectively.

In the past, the performing arts sector faced challenges with the biodegradability of promotional materials, as using biodegradable eco-friendly fabrics resulted in higher production costs. To address this, we conducted online and offline promotions related to eco-friendly material production and supported the creation of 151 promotional materials for performances. As a result of all performance organizations actively participating in the theater's eco-friendly initiatives, we achieved 100% production of biodegradable promotional materials in 2023. Furthermore, through media promotion, this effort expanded into a larger public campaign. Additionally, we produced 61 upcycled chairs using discarded performance banners, further contributing to sustainability efforts.

100%

Production of Biodegradable Promotional Materials in 2023



People-Centered Society

Human Rights

53 Human Rights Management



2023 Art Road Picnic-Naju On-Site Photo

BACKGROUND

Human rights must be equally applied to all individuals, regardless of nationality, race, gender, religion, language, or any other condition. In businesses and institutions, where people from diverse backgrounds work together, there is a need to protect the human rights of all stakeholders who may be affected by organizational activities.

OUR APPROACH

Arts Council Korea has established a human rights management system within the organization and conducts regular human rights impact assessments to identify and address vulnerabilities each year. Additionally, through various human rights advocacy activities, the Council promotes initiatives to improve human rights both within and outside the organization.

KEY PERFORMANCE



Leading the Establishment of a Gender-Equal Culture in the Arts



ARKO & Daehakro Arts Theater, the First Domestic Performance Venue
Continuous Provision of Sign Language Interpretation Guide Videos

Human Rights Management

Arts Council Korea, grounded in the belief that "human dignity and value" are of the utmost importance, has issued a Human Rights Management Declaration. Through regular human rights impact assessments, the Council identifies vulnerabilities and implements improvement measures. To promote a culture of respect for human rights, its human rights policies are applied equally to all internal and external stakeholders, thereby fostering a culture of human rights respect across the cultural and arts sectors.

Human Rights Management Declaration

In 2017, Arts Council Korea declared its commitment to human rights management based on the 10 operational principles of the National Human Rights Commission's Human Rights Management Guidelines. This declaration was formulated through review by the internal Ethics Operating Committee and consultations with external experts. The Human Rights Management Declaration consists of eight key elements: respect for human rights standards and legal compliance, non-discrimination in employment, freedom of association and collective bargaining, assurance of industrial safety, environmental protection and safety of operational facilities, respect for the rights of artists and arts organizations, support for public cultural enjoyment, and remedies for human rights violations. The declaration reflects the Council's commitment to making human rights a central consideration in all decision-making processes within the cultural and arts sectors.

Human Rights Management Declaration

We believe that great art has the power to transform all of our lives. With this conviction, we strive to ensure that everyone, without discrimination, can share in the joy of creation and live a meaningful life. To achieve this, we actively practice human rights management that prioritizes human dignity and value in all of our organizational activities. As a guideline for the actions and value judgments that all employees must adhere to, we hereby declare our commitment to human rights management and pledge to put it into practice.

1. We respect and support international human rights standards and norms, including the UN Universal Declaration of Human Rights.
2. We do not discriminate in employment based on gender, religion, disability, social status, or other factors, and we provide a working environment built on mutual respect and consideration.
3. We guarantee the freedom of association and collective bargaining for our employees and strive for mutual prosperity based on trust between labor and management.
4. We create a safe and sanitary work environment for our employees, promoting industrial safety and health.
5. We provide a safe and hygienic environment for the public visiting the facilities operated by our institution and subsidiaries, while actively working to protect the environment and prevent pollution.
6. We operate fairly and without discrimination in our support for artists and arts organizations, while protecting personal information collected in the course of business.
7. We take necessary measures to ensure that the public is not denied cultural enjoyment based on gender, disability, age, or social status in the execution of our projects.
8. We strive to prevent human rights violations in advance and, when violations occur, take prompt and appropriate remedial action.

Roles by Implementing Entities in Human Rights Management

Arts Council Korea promotes human rights management with the Chairperson serving as the highest decision-maker and the HR and Communication Team as the executing department. All human rights management activities are monitored through the Human Rights Management Advisory Body, which identifies and addresses vulnerable areas for improvement and enhancement.

Human Rights Management Officer (Chair)	Dedicated Department for Human Rights Management (People&Culture Team)	Advisory Body for Human Rights Management (ESG Management Committee)
<ul style="list-style-type: none"> • Chief Decision-Maker in Human Rights Management • Provides Long-Term Operational Direction for Human Rights Management • Mediates and Addresses Human Rights Violations 	<ul style="list-style-type: none"> • Establishment of Human Rights Management Goals and Basic Direction • Implementation of Human Rights Education • Conduct of Human Rights Impact Assessment and Follow-Up Actions 	<ul style="list-style-type: none"> • (Composition) 12 External Members / 3 Internal Members • Recommendation of Actions Based on Human Rights Impact Assessment Results • Consultation on Human Rights Violation-Related Issues, etc.

Human Rights Management

Human Rights Impact Assessment

Since 2019, Arts Council Korea has been the first public cultural institution to conduct human rights impact assessments in order to proactively manage human rights risks for stakeholders. In 2023, the Council enhanced its human rights due diligence indicators, reflecting legislative trends and international standards, and carried out anonymous human rights surveys along with in-depth interviews with employees. Furthermore, the Council selects key projects that could potentially impact human rights due to its operations, conducting annual evaluations of these major areas.

Human Rights Impact Assessment Results (Unit: points)

Category	2021	2022	2023
Institutional Operation	93.9	96.9	96.1
Key Business*	86.8	93.8	95.3

* 2021: Museum Operations / Visual Arts Support Program(average score of the two programs for 2021)
2022: Korea International Arts Exchange Support / 2023: Performing Arts Support Program

Human Rights Remedy Procedure

In accordance with the "Guidelines for the Operation of Human Rights Violation Remedy Procedures," Arts Council Korea works to prevent and respond promptly to human rights violations. To address potential gaps in the remedy process, the Council has implemented workplace harassment prevention and handling procedures. A reporting channel has been established through the ARKO Reporting Center, and provisions explicitly prohibit any disadvantage to victims.

To protect the rights of artists, Arts Council Korea operates an Ombudsman system that allows anyone to report and address unreasonable procedures related to support evaluation tasks. Reports can be submitted through the ARKO Reporting Center on the official ARKO website, and the process is transparently disclosed online. Cases are resolved promptly, with the results communicated via email, official documents, or phone calls. In 2023, there were 34 appeals and 2 case submissions.



Sexual Harassment and Sexual Violence Grievance Handling Procedure

In accordance with the Framework Act on Gender Equality(Article 31) and its Enforcement Decree(Article 20), the Act on the Prevention of Sexual Violence and Protection of Victims(and its Enforcement Decree, Article 2), and the Framework Act on the Prevention of Violence Against Women(Article 18), Arts Council Korea has established guidelines and a manual to prevent sexual harassment and violence, as well as secondary victimization. Dedicated staff members are assigned to handle sexual harassment and violence complaints, conducting thorough investigations in line with established procedures. To protect victims' privacy, measures such as task separation and leave are implemented. Additionally, mandatory annual training on workplace sexual harassment prevention is provided to all employees.



* Protection of Victim's Identity through Measures such as Separation of Work and Space, and Leave Options during Incident Handling and Follow-Up Processes
* If the perpetrator of sexual harassment or assault is an executive, the case will be transferred to the Ministry of Culture, Sports and Tourism for further handling

Activities for Internalizing Human Rights Management

Arts Council Korea has declared its commitment to human rights management in accordance with the UN Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights. As a leading institution in promoting human rights within the cultural and arts sector, the Council operates a variety of programs aimed at protecting human rights and raising awareness.

ARKO Human Rights Awareness Promotion Program

To foster a shared understanding among employees of the importance of implementing human rights management and to enhance awareness of human rights activities, Arts Council Korea has conducted various initiatives to promote a culture of respect for human rights. These include the ARKO Human Rights Quiz Event and the screening of human rights films in celebration of World Human Rights Day.

ARKO Human Rights Quiz Event

First-time Institution-wide Quiz for Employees
Covering General Human Rights Knowledge,
ARKO's Human Rights Management System,
Workplace Harassment, and Other Key Areas

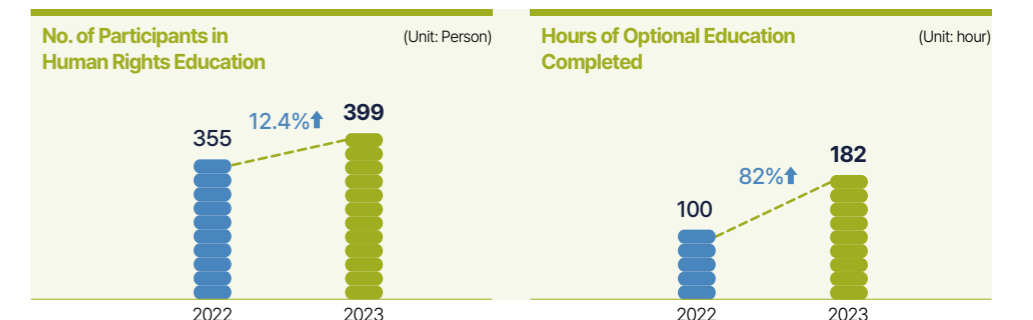
Film Screening in Commemoration of World Human Rights Day

Group viewing of human rights films
recommended by the Human Rights Committee,
followed by writing a review of impressions.

Strengthening Human Rights Education



To raise human rights awareness among employees, Arts Council Korea annually offers a variety of participatory learning-based human rights education programs. In 2023, essential human rights literacy content was incorporated into the curriculum, and the results of the human rights impact assessment were shared organization-wide. Compared to 2022, the number of employees completing human rights training increased by 12.4%, with a total of 399 employees completing both mandatory and elective courses. Notably, 91 employees voluntarily participated in elective courses, representing an 82% increase in training hours compared to the previous year.



Human Rights Management

Artist Rights Protection System throughout the Entire Creative Process

Arts Council Korea has established a system to protect the rights of artists throughout the entire process of managing its support programs. The operation of these programs is divided into three stages: project announcement, evaluation, and execution. At each stage, the Council strengthens measures to prevent violations of artists' rights, prevents and addresses sexual misconduct, verifies individuals involved in unfair practices, and manages complaints related to sexual harassment and assault in funded projects. These efforts aim to safeguard the rights of artists comprehensively.



2023 Barrier-Free International Arts Roundtable <Barrier-Free: OnGoing> Operation



2023 Barrier-Free International Arts Roundtable Barrier-Free: OnGoing Poster

Following the 2022 roundtable discussion, <What is Inclusive Curating: The Radicality of Contemporary Disability Art> co-hosted by the ARKO Art Center and the Goethe-Institut Korea, the topic has since expanded to focus on sustainable barrier-free creative activities. In collaboration with the Seoul Foundation for Arts and Culture, Busan Cultural Foundation, Gwangju Cultural Foundation, Goethe-Institut Korea, and the National Arts Centre for Disability Arts in Canada, discussions have been held on creating and managing a barrier-free creative environment.

* Simultaneous interpretation (Korean-English), sign language interpretation, real-time captioning, and mobility assistance were provided.



2023 Barrier-Free International Arts Roundtable Barrier-Free: OnGoing On-Site Photo

Operating Programs with a Focus on Human Rights Awareness

The Culture Nuri Card, which supports cultural and arts activities, travel, and sports for underprivileged groups, is accompanied by efforts to raise human rights awareness among program managers and affiliated merchants, ensuring that they operate the program with sensitivity to human rights issues. Additionally, to prevent physical disabilities or economic hardships from hindering beneficiaries' use of the card, the program promotes human rights education and activities aimed at protecting the rights of all stakeholders involved.



Human Rights Management Declaration Ceremony for Integrated Culture Voucher Culture Nuri Card Managers

Integrated Culture Voucher Program Manager	Merchant Owner	Visually Impaired
<ul style="list-style-type: none"> Internalization of human rights respect values through human rights management ceremonies Distribution of complaint handling manual by type of conduct 	<ul style="list-style-type: none"> Distribution of a Merchant Guidebook containing the Human Rights Management Declaration Distribution of human rights protection educational videos for users to 10,000 locations 	<ul style="list-style-type: none"> Improving accessibility for the visually impaired by producing a braille version of the Culture Nuri Card program information leaflet

Human Rights Advocacy Activities in the Arts Community

Barrier-Free, Art Sharing for All

At ARKO and Daehakro Arts Theater, a barrier-free viewing environment is being created by providing safety evacuation instructions through sign language interpretation and subtitles in video format, a first for a domestic performance venue. Previously, these instructions were only given via audio before the start of performances. The production of the sign language interpretation video featured deaf artist Ji-Young Park from HandSpeak and media artist LIMVERT (Jeong-Eun Lim), who specializes in contemporary dance. Four monitors have been installed for displaying subtitles and sign language guidance, made possible through SGI Seoul Guarantee's "2023 SGI Dream Theater" project. In addition to emergency evacuation instructions tailored to the four venues of the theater, related event information will also be provided, ensuring a comfortable and safe viewing environment for all, regardless of disability.

The ARKO Arts Archive Center is committed to sharing art with everyone, starting with Korean subtitle services in 2019, followed by sign language interpretation in 2022, and the addition of audio descriptions in 2023. These efforts have resulted in the production of barrier-free performance videos for 11 organizations, making the arts accessible to all, including people with disabilities, the elderly, and anyone who wishes to enjoy the arts without limitations. In 2024, the Archive plans to produce barrier-free performance videos for five additional organizations, with a long-term goal of gradually increasing the number of accessible art videos. Recorded performance videos and information are available through the Archive's reading room and website, the Korea Arts Digital Archive (DA-Arts).

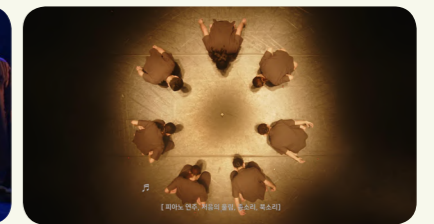
* Performance Accessibility: Creating an environment where both people with and without disabilities can enjoy performances without physical or mental barriers.



[Sign Language Interpretation] Theater Company Y & Project Haja Peace Mansion on the Uphill Road 2023 Performance Video Accessibility Project - Performance Video Photo



[Audio Description] Sinabro's Earthing 2023 Performance Video Accessibility Project - Performance Video Photo



[Korean Subtitles] Seoul Opera Ensemble Red Self-Portrait 2023 Performance Video Accessibility Project - Performance Video Photo

Cultural Diversity Promotion Project

Arts Council Korea is actively working to promote the importance of cultural diversity across both public and private sectors. In the public sector, we have launched a Best Practices in Cultural Diversity Contest to expand our initiatives from culture-focused institutions to the broader public sphere, encouraging participation from various organizations and collecting exemplary cases. In the private sector, the 2023 Cultural Diversity Week Policy Forum gathered and shared case studies from businesses, academia, and civic organizations, while also establishing a public-private joint consultative network on cultural diversity. Additionally, we are engaged in raising awareness through cultural diversity education, and we plan to develop and disseminate a cultural diversity education curriculum in the future.



Excerpt from the 2023 Arts Council Korea Cultural Diversity Week White Paper



On-Site Event for the 2023 Arts Council Korea Cultural Diversity Week



Customer Value Creation

Customer

- 59 Customer Satisfaction Management
- 65 Information Security
- 67 Protection of Creators' Right



KEY PERFORMANCE

On-Site Work Reporting Conducted **14** sessions

Public Institution Customer Satisfaction **84** points

1:1 Consulting for Support Programs

Munhak Plaza Culture Webzine Grand Prize

BACKGROUND

As a public institution providing cultural and artistic services to stakeholders, the core mission of cultural and arts organizations is to create customer value. To achieve this mission, they must implement customer satisfaction management to enhance the quality of life for their customers and contribute to diverse experiences through culture and the arts.

OUR APPROACH

Arts Council Korea fosters satisfaction and trust with customers of its cultural and arts support programs through various communication methods. Additionally, it strengthens inter-departmental collaboration to improve customer services and enhance overall satisfaction and positive experiences for users.

Customer Satisfaction Management

Arts Council Korea has established a customer satisfaction management system to provide services that meet the needs of customers in the cultural and arts sector. By collecting feedback through various communication channels, the Council continuously addresses and improves identified issues. Additionally, to strengthen a customer-centric mindset, regular customer satisfaction(CS) training is conducted.

Customer Charter

Arts Council Korea defines all individuals engaged in or enjoying the arts as its customers and has established a Customer Charter to support them. The Council is committed to upholding and fulfilling this charter.

Customer Charter

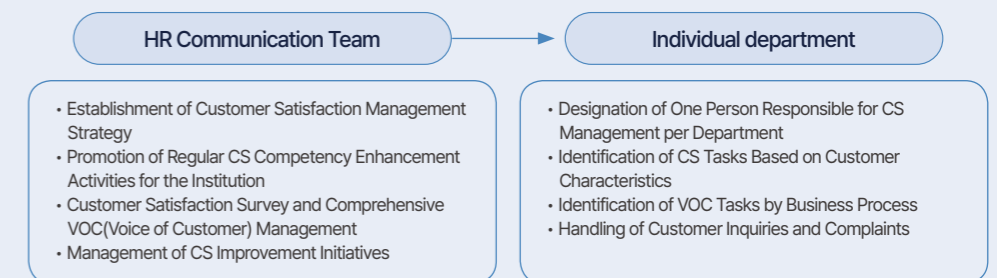
All employees of Arts Council Korea recognize all individuals engaged in artistic activities and those who enjoy the arts as our customers. In order to enhance the quality of life through outstanding art, we pledge to uphold the following commitments:

1. We will establish and implement fair evaluation procedures for support programs to become a trusted Council by our customers.
2. We will operate a support evaluation system that goes beyond customer expectations, delivering services that provide the highest level of satisfaction.
3. We will manage our facilities in the best possible condition to ensure the most inspiring experiences in artistic venues.
4. We will actively listen to customer feedback with an open mind and continually make improvements.

To fulfill our promises to our customers, we commit to setting concrete service performance standards and diligently adhering to them.

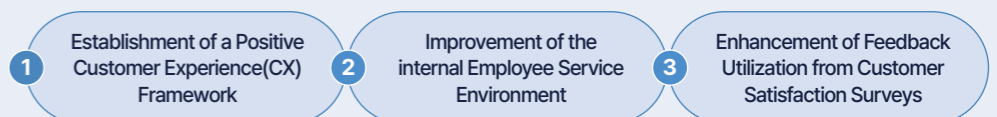
ARKO Customer Management System

Arts Council Korea, led by the HR and Communication Team, is committed to implementing customer satisfaction management. By consolidating the customer satisfaction(CS) initiatives from each department, the Council develops customer satisfaction strategies, identifies areas for improvement, and strengthens its customer management system.



Customer Satisfaction Strategic Initiatives

In response to the increasing customer demands for improved service quality, we are establishing three major strategic initiatives to strengthen our employees' customer-oriented service mindset and achieve the highest level of customer satisfaction services.



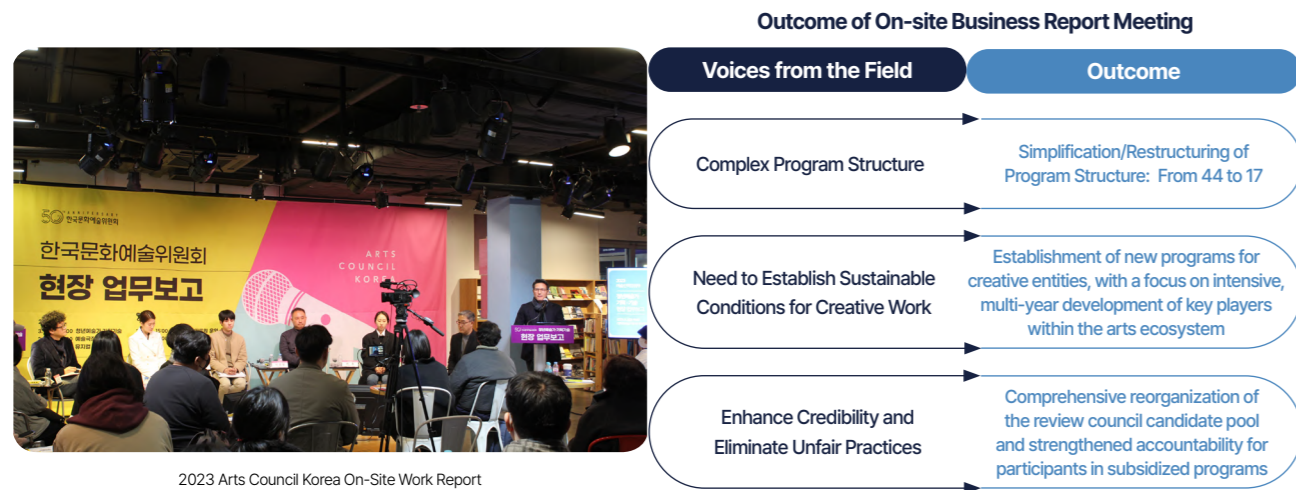
* CX: Customer Experience

Customer Satisfaction Management

Field-oriented Management

14 times
On-site Business Report Meeting

The cultural and arts support projects have a complex and challenging structure due to their diversity and the unique characteristics of each field. In response, Arts Council Korea held a total of 14 on-site business briefings in 2023, guided by the belief that "the answer lies in the field. These briefings allow the heads of departments in charge of each project to review the direction of operations on-site and discuss the validity of feedback from the field. Furthermore, by incorporating the opinions of on-site artists into the Arts project, this initiative serves as a unique communication channel for Arts Council Korea, minimizing potential blind spots that may be overlooked administratively.



2023 Arts Council Korea On-Site Work Report

ARKO EX-PRESSO

11 sessions
Operated in 2023

In 2023, Arts Council Korea introduced a new field-oriented communication program called Arko Espresso. This initiative allows the Chairperson of the Council to meet with individual artists one-on-one over a cup of coffee to listen to their concerns and discuss potential solutions. A total of 11 Arko-expresso sessions were held in 2023, with 35 artists participating, offering their insights and feedback on various cultural and arts support programs.

아르코 익스프레스

ARKO EX-PRESSO

아르코 익스프레스는 한국문화예술위원회의 위원장이 현장 예술인을 직접 만나 커피(Espresso) 한 잔을 함께 나누고 예술 현장의 이야기를 직접 들으며, 이를 신속하게(Express) 해결하고자 하는 프로그램입니다. 위원회에 바라는 점 등 위원회에 하고 싶었던 이야기를 전해주세요.

▶ 장소 대학로 예술가집 2층 카페 라운지
▶ 일정 매주 월요일 14:00~16:00(30분 단위로 신청이 가능합니다.)
▶ 문의 expresso@arko.or.kr / 02-760-4557

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Arts Council Korea ARKO EX-Presso Information Poster

Field-Oriented Project Structure and Customer Satisfaction Management

Operating an Unrestricted and Open Support Program

Overly segmented cultural and arts support programs can limit artists' creative freedom and increase the complexity of the application process. To address this, Arts Council Korea has implemented the "Creative Process" program, which embraces and supports a wide range of creative activities beyond just presenting works. In 2023, the program set a new record with 1,241 applications. In 2024, the Council will unify and rebrand its support programs under the name "Creative Process," integrating all genres—including literature, visual arts, performing arts, and multidisciplinary arts—to ensure artists can create without limitations.

- On-site Business Reporting**
 - Promotion of Public Work Reports on the 2024 Business Plan → A total of 14 sessions for ARKO support projects and operational facilities
 - Participation of 80 on-site expert panelists and 2,575 artists
- Pre-Release of Program Announcements**
 - Pre-release of announcements incorporating feedback from on-site work reports
 - Collection of feedback from 284 participants in roundtable discussions and 108 survey responses
- On-Site Public Hearing for Program Restructuring**
 - Promotion of open discussions on key issues and restructuring directions(with live streaming)
 - Participation by 18 on-site expert panelists and 637 artists
- Pre-Consulting for Applications**
 - Providing applicants with key details and important notes on program restructuring
 - One-on-one consulting with program managers regarding grant application preparation
- Post-Consulting on Evaluation Results**
 - Share comprehensive review and evaluation feedback with unsuccessful applicants
 - One-on-one consulting with the evaluation council member and the head of the responsible department for the specific program

Expansion and Strengthening of Customer Communication Channels

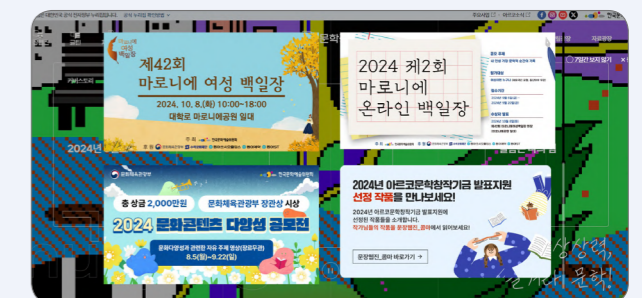
To alleviate the administrative challenges artists face in support programs and allow them to focus more on their creative activities, we offer one-on-one consulting services following the application process and results. The consulting sessions cover important guidelines for applying to support programs, budget preparation, feedback for future applications, highlighting applicants' strengths, and sharing areas for improvement.



On-Site Briefing for the 2024 Arts Promotion Fund Arts project

Efforts and Achievements in Enhancing Customer Service

Arts Council Korea is continuously improving its customer-facing services to ensure that all visitors enjoy engaging with the institution. Notably, on the ARKO Munhak Plaza, an internet-based literary platform, the Council expanded youth participation by introducing the ARKO Youth Literary Award and creating a new category, "Writer of the Day," selected directly by young readers. From a user-experience perspective, the platform offers a reading experience akin to a high-quality literary journal and features a dark mode for better video consumption. By enhancing its role as a platform for literary information exchange and participation, ARKO Literary Plaza was recognized for its achievements and won the 2023 Web Award Korea in the cultural webzine category.



Munzang Webzine



Customer Satisfaction Management

2023 ARKO Lounge Club

Arts Council Korea operates the ARKO Lounge Club, which fosters an arts network through interactions between artists active in various fields and citizens who appreciate the value of the arts. Additionally, the commission runs new membership-based educational programs for adults seeking to engage with artists and is working to promote a culture of patronage for arts and culture patrons.

Service Quality Improvement & CS Training

101 people
Participating CS Training



We have developed and implemented detailed strategic tasks to accommodate the growing use of non-face-to-face services by customers and to ensure courteous responses to different types of inquiries. To facilitate quick and effective handling of customer inquiries, we created a new FAQ page and introduced time-specific voice guidance to improve customer understanding when operators are unavailable. Additionally, we conducted customer service(CS) training for 101 employees to internalize a CS mindset, thereby enhancing service quality.

Opening of Employee Appreciation Page

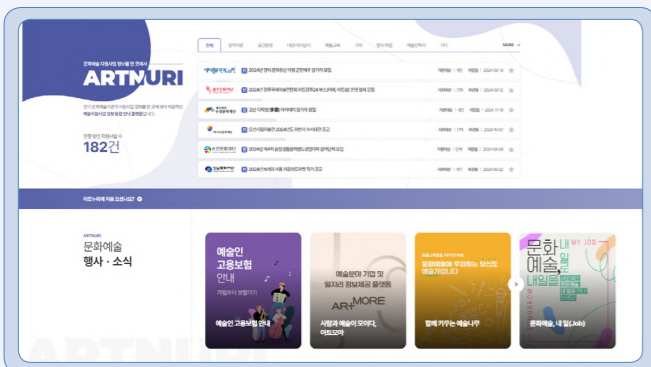


Employee Appreciation Page

Arts Council Korea has launched a staff recognition page to identify and reward departments and employees who excel in customer satisfaction management. This initiative encourages positive customer feedback and shares exemplary cases of outstanding employees, fostering a positive atmosphere within the organization. In 2024, to further recognize employee achievements, we plan to implement a reward system where employees featured on the recognition page will receive awards, thereby promoting leadership in customer service across the institution.

Art Nuri: Customized Info. Service for Artist Support

To enhance accessibility to information on arts and culture support programs for professionals in the field, we operate the comprehensive information platform, Art Nuri. In 2023, a total of 105 organizations across the country participated, offering information on support programs categorized by art genre, target groups, and regions. Moving forward, we plan to further enhance the platform to address information gaps and eliminate blind spots in the provision of support.



Art Nuri: Customized Information Service for Artist Support

7,150
Art Nuri Membership

105
MOU concluding organizations

452,336
No. of Art Nuri Visitors

Operation of Communication Channels

Due to the nature of operations in the cultural arts industry and the organization, Arts Council Korea is closely connected with a diverse range of clients. To facilitate active communication with customers, we have established various channels. We provide important information and enhance real-time communication with customers through the official website and social media platforms(blog, YouTube, Instagram, Facebook). Additionally, we publish the ARKO Webzine, which addresses key issues and policies in the cultural arts sector and serves as a platform for online discourse. Through public reporting of field operations, conversations with the chairperson, and the operation of a customer service center, we directly collect feedback from clients and promptly address any inconveniences.

ARKO Promotion Channel

ARKO website ASQUARE

ARKO Promotion Channel(Instagram)

ARKO Webzine ASQUARE

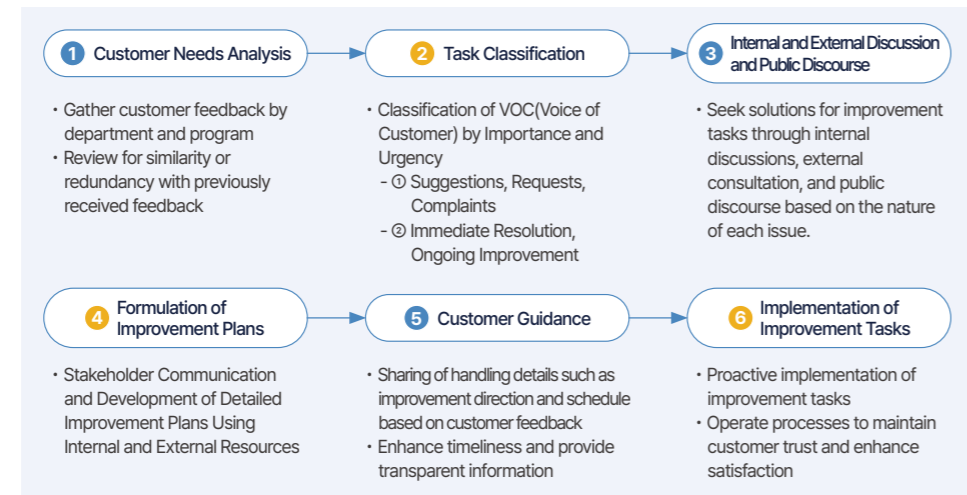
ARKO Webzine ARKO Instagram ARKO Facebook ARKO Youtube

Customer Satisfaction Management

Enhancing Customer Satisfaction

Arts Council Korea has established a customer satisfaction enhancement process to effectively incorporate customer feedback and needs into the organization's operations. We analyze the importance and urgency of customer opinions and issues, utilizing both internal and external resources to provide prompt and proactive solutions.

Customer Satisfaction Enhancement Process



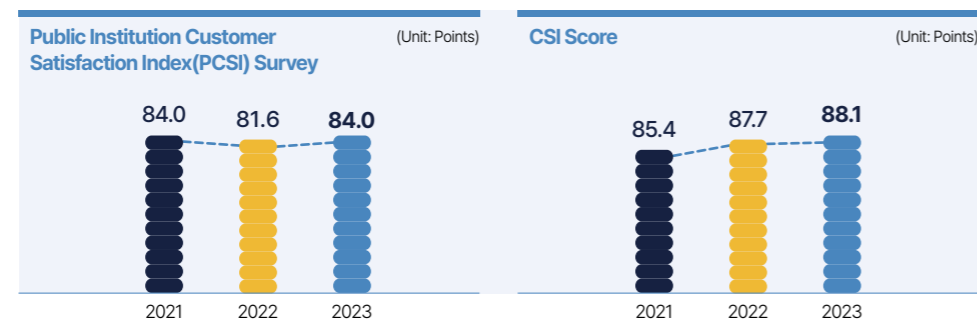
Development of Customer Service Manual

We have refined our customer response manual for major complaints, expanding it from 12 to 17 categories to establish a solid foundation for positive customer experiences. The manual includes guidelines for employees on handling actual malicious complaints and strengthens the obligation for escalation of repetitive issues to higher management. Through these improvements, we have developed guidelines that can be applied not only to existing creation support projects but also to enjoyment projects, enhancing their practical usability.

Customer Satisfaction Survey

Arts Council Korea conducts customer satisfaction surveys to measure satisfaction levels and effectively establish customer-centric management strategies to improve the quality of public services. Based on the survey results by project type, we plan to gradually enhance support for projects identified as the highest priority for improvement.

In addition to these external evaluations, we also conduct our own customer satisfaction surveys for all projects. Through this research, we closely analyze customer feedback and develop and implement service improvement plans. We will continue to strive to be an organization that prioritizes customer satisfaction and delivers customer-centered services.



Information Security

Arts Council Korea has established an information security management system to protect important assets in response to the increasing cyber threats. We identify security vulnerabilities to prevent incidents and review our response systems to enhance overall security levels.

Information Security Management System

We have established an information security management system based on the Personal Information Protection Act and related guidelines and regulations. Our implementation framework consists of environmental analysis and diagnosis, security vulnerability assessments and improvements, strengthening prevention and response systems for incidents, enhancing personal information management levels, and reviewing the integrity of information projects. Through regular evaluations and monitoring, we are building a comprehensive information protection system. Additionally, decisions regarding information security are made through a committee, and execution of these decisions is carried out by the relevant departments.

Category	Description	Department in charge
Business Plan	Business Plan and Request for Proposal(RFP) Writing	Business Department
Security Review	Business Security Review	Management Support Team
Project Execution	Security Design and Compliance with Security Code	Project Operator (supervision by the business department)
Vulnerability Assessment and Remediation	Vulnerability Assessment and Remediation	Business Department and Management Support Team
Verification of Vulnerability Remediation	Confirmation of Vulnerability Remediation Completion (Submission of Official Document)	Information Officer at the Ministry of Culture, Sports and Tourism
Project Completion	Inspection and Quality Control	Business Division

Detailed Initiatives for Information Security

Each year, we monitor information security tasks and activities to identify issues, and based on the findings and allocated budget, we establish detailed action plans for implementing these tasks.

- 1 Enhancement of Information Security Management Practice**
 - Establish processing standards for violations of information security regulations and guidelines by type of misconduct
 - Develop and implement "Information Security Violation Handling Standards"
 - Secure budget for information security network segregation
 - Initiate the network segregation system construction project, starting with the Naju Main Center
- 2 Strengthening the Information Security Continuous Monitoring System**
 - Conduct security training for service providers prior to executing contracted projects
 - Perform security checks and evidence management for service provider personnel's work-related PCs
 - Block internal network access points through the establishment of separate networks for external service providers
- 3 Strengthening the Cyber Incident Response System**
 - Implement access control for each system administrator through logical network separation via firewalls
 - Apply a second OTP authentication system after stabilizing the next-generation ERP
 - Conduct web vulnerability assessments and remediation for internet web services and websites
- 4 Improvement of Information Security Awareness**
 - Conduct ARKO Information Security Training (incorporating improvement measures for deficiencies identified in the information security management assessment, results of internal security activities, and examples of both excellent and inadequate information security audits)

Information Security

Information Security Inspection & Monitoring

In response to increasingly sophisticated cyber threats, we conducted information security assessments to protect the organization's information systems and improve vulnerabilities, identifying 1,277 areas for improvement. This number represents cumulative findings over the years, and we are developing medium- to long-term security measures based on impact assessments.

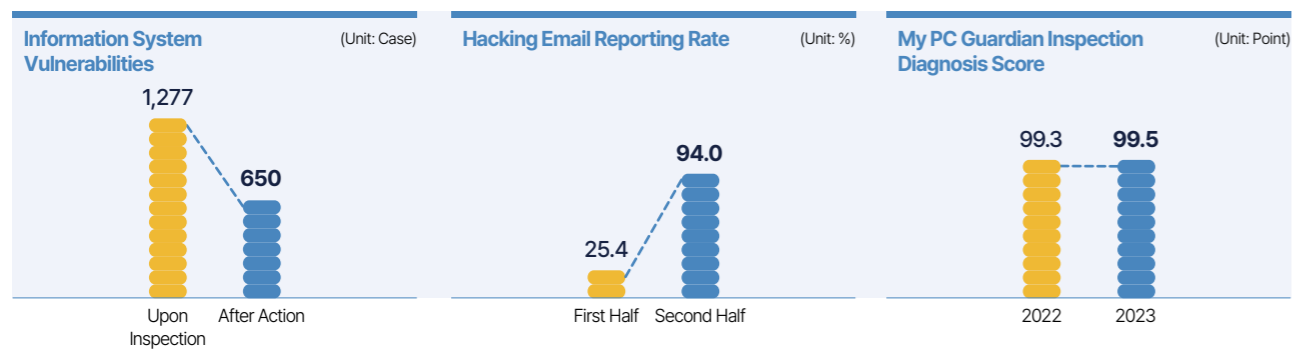
In 2023, we addressed 650 of these improvement points, with plans to gradually resolve the remaining issues through impact analysis and the establishment of medium- to long-term security strategies. Additionally, we conduct regular and ad-hoc monitoring of information security conditions, including quarterly checks for illegal software, comprehensive surveys of information devices, and the replacement of outdated PCs and office equipment as part of our information security monitoring activities.

Incident Prevention & Response System

To prevent information security breaches and enhance resilience in the event of an incident, we conducted simulated cyber attack response drills. Phishing email simulations were held twice a year to strengthen employees' ability to respond to such attacks. Additionally, we carried out scenario-based drills for website breaches and DDoS attacks, reinforcing our response system to ensure that responsible staff can react quickly and effectively in the event of a cyber crisis.

Information Security Awareness

To ensure that employees have a clear understanding of information security and can prevent security incidents, we conduct information security awareness training for all staff twice a year. Additionally, we have designated the third Wednesday of each month as Cybersecurity Assessment Day, during which we run awareness campaigns to remind everyone of the importance of information security.



Strengthening/Establishing and Operating a Management System for Personal Data Protection

100 points achieved

Quantitative Assessment of Personal Data Protection Management Level

Arts Council Korea revised three internal management plans and procedures* to embed personal information protection into its operations. Based on these plans, we conducted administrative, technical, and physical inspections and provided personal information protection training to all employees. By addressing three areas of deficiencies identified in the previous year, we achieved a perfect score of 100 in the quantitative assessment of personal information management in 2023.

* Procedures for the use of personal information for purposes other than intended and for third-party provision, procedures for responding to personal information breach incidents, and procedures for crisis response in personal information processing systems in the event of disasters and emergencies.

Protection of Creators' Copyright

Copyright is a legal right that protects the creations of authors, ensuring their economic interests are securely safeguarded, thereby enhancing the quality of creative works and contributing to the cultural development of the country. Arts Council Korea operates education and counseling programs to protect copyright in the literary field. In the future, we will continue to promote various research and institutional improvements to address unfair practices related to copyright.



Copyright Education Program

We offer copyright education tailored to the characteristics of different job roles, with a total of eight training sessions covering various topics such as plagiarism, infringement citations, e-book publishing, and contracts. Additionally, we provide online training courses that are continuously available in conjunction with the Literature Sharing website.



Customer-Customized Consultation Booth

In connection with the Literary Week held annually since 2016, we have received anonymous requests for copyright-related consultations and operated one-on-one counseling booths with specialized lawyers. In 2023, we held a total of two sessions in May and September, during which 17 individuals received offline consultations.

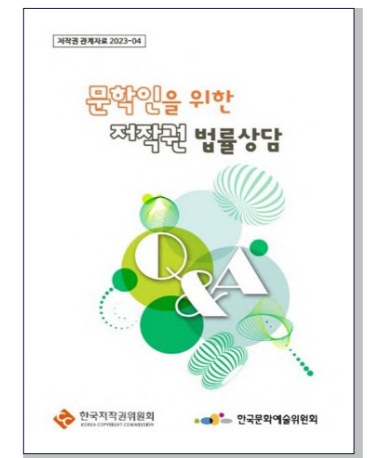


Copyright Casebook

Arts Council Korea, in collaboration with the Korea Copyright Commission, has published a copyright casebook based on practical copyright education programs and customized consultations. This casebook includes examples and interpretations of copyright that rights holders and users need to know, along with relevant laws and similar case precedents.



2023 Arts Council Korea Literary Copyright Legal Consultation



2023 Guide to Copyright Legal Consultation in the Literary Field

Workplace Built Together

Employee

- 69 Talent Management
- 74 Organizational Culture
- 79 Safety and Health Management



2023 Arts Council Korea Year-End Ceremony Site

KEY PERFORMANCE

Overall Satisfaction with Training and Education **90.1** points

Equitable Recruitment **14** people

Holding of Labor-Management Practical Consultation Council **24** sessions

Eight Consecutive Years of Safety Incidents on Performance Venue Stages **ZERO**

BACKGROUND

Employees play a crucial role in shaping the culture and values of an organization and in conveying those values to stakeholders. Therefore, companies and institutions need to foster the sustainable growth of the organization through the education and training of their employees.

OUR APPROACH

Arts Council Korea implements socially equitable hiring practices to promote the spread of diverse cultures and values. Additionally, to strengthen employee capabilities, we offer various arts and culture education programs tailored to employees' needs. Every year, we conduct satisfaction surveys and gather feedback on these programs to establish a systematic education system.

Talent Management

As a public institution, Arts Council Korea is committed to fulfilling its social responsibilities by creating quality public jobs, recruiting talent from a socially equitable perspective, and supporting work-life balance. Additionally, we actively listen to employees' feedback and continuously strive to improve their working conditions.

Talent Acquisition

We conduct recruitment based on the ideal of hiring individuals who possess both artistic knowledge and administrative skills, who continuously engage with the art scene, and who responsibly promote the value of arts and culture. To ensure transparent and fair hiring practices, we disclose 100% of the relevant information at the time of the recruitment announcement. Applicants are informed of their status from application submission to results through email and SMS via an online application system. Additionally, we have established a recruitment process that ensures all candidates are evaluated fairly based on their abilities, without discrimination. We provide support systems tailored to different types of disabilities to prevent discrimination, and pre-train both internal and external evaluators to minimize interview disadvantages caused by evaluator bias. Once recruitment decisions are made, a hiring review committee—comprising external committee members and staff from the audit office—ensures fairness in the process.

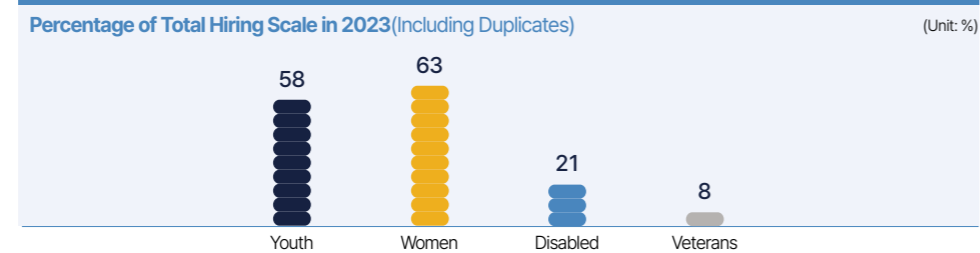
Recruitment Strategy

Category	Direction	Description
Revamping & Promoting Empathy-Based Recruitment	<ul style="list-style-type: none"> Streamlining Procedures for Transparent Information Provision and Fair Evaluation Based on Competency Customized Recruitment Information Delivery for Job Seekers 	<ul style="list-style-type: none"> 100% pre-disclosure of all necessary information for job seekers during recruitment announcements Automated notifications via email and SMS at each stage of the recruitment process 100% implementation of pre-training for evaluators Establishment of support systems tailored to different types of disabilities to prevent discrimination during the recruitment process Revised fair recruitment guidelines to include one auditor during the final recruitment decision Hosting mentoring sessions, job consulting seminars, and informational events for young people, local talents, women, individuals with disabilities, and artists
Designing Qualification Requirements for Recruitment to ensure timely hiring	<ul style="list-style-type: none"> Timely Recruitment of Personnel for Performing Agency-specific Tasks and Safety Management Securing New Business Momentum through Experience-Based Hiring 	<ul style="list-style-type: none"> Designing Qualification Requirements for Timely Recruitment Due to Resignation and Leave Timely Recruitment of Replacement Staff to Alleviate the Workload of Employees on Parental Leave and Their Department Heads
Socially Equitable Hiring through Collaboration	<ul style="list-style-type: none"> Establishing a Cooperation System with External Organizations to Improve the Quantity and Quality of Jobs for People with Disabilities Promotion of Employment for National Veterans Support for Job Opportunities and Work Experience for Youth and Women 	<ul style="list-style-type: none"> Promoting Special Recruitment by Establishing a Cooperation System with the Relevant Veterans Affairs Office and the Disability Employment Agency Hiring Youth and Women through an Internship Program for Work Experience
Strengthening Recruitment Monitoring	<ul style="list-style-type: none"> Enhancing Fair Recruitment and Socially Equitable Hiring 	<ul style="list-style-type: none"> Checking the Overall Fairness of Recruitment Procedures Through Six Internal and External Monitoring Channels Including the Bitgaram HR Council, Comprehensive Surveys of Public Organizations Related to Relevant Government Departments, and the Recruitment Inspection Committee

Talent Management

Socially Equitable Hiring

To address the issues of isolation and disconnection faced by vulnerable populations and support their independence, we are creating socially equitable jobs in collaboration with relevant organizations. As the first public institution to do so, Arts Council Korea partnered with the Korea Employment Agency for Persons with Disabilities and the Gwangju Disabled Artists Association to hire artists with severe disabilities, offering a 20-hour workweek. In 2023, we hired five new employees (one with a mild disability and four with severe disabilities), exceeding the mandatory employment quota for persons with disabilities as required by law.



Expansion of Female Talent Development

Due to societal changes such as the increasing average age of marriage and childbirth, and the rise in infertility cases, career interruptions among mid-level female managers are becoming more common. In response, Arts Council Korea requires the participation of female evaluators during recruitment and provides patronage intermediary training programs for women who have experienced career interruptions. From this program, three outstanding graduates are selected as interns to gain practical experience. Additionally, we offer networking opportunities for graduates from the 1st to 4th cohorts, enabling them to share employment information within the same industry.

SPECIAL PAGE

Collaborative System for Connecting Education & Employment Support for Artists with Disabilities

Arts Council Korea has signed a three-party agreement with the Korea Disability Arts & Culture Center and the Korea Employment Agency for Persons with Disabilities to enhance communication channels, support educational activities for disabled artists, and provide information and cooperation for employment support. Moving forward, we plan to continue our efforts to build a stable foundation for the artistic activities and economic independence of disabled artists.

Development of Art Creator Roles and Employment of Artists with Disabilities

Arts Council Korea has developed the new role of 'artistic creator' to create job opportunities for artists with disabilities. By directly hiring three visual artists with severe disabilities, we are not only supporting their creative activities but also making efforts to generate direct employment opportunities for disabled artists.



Talent Management

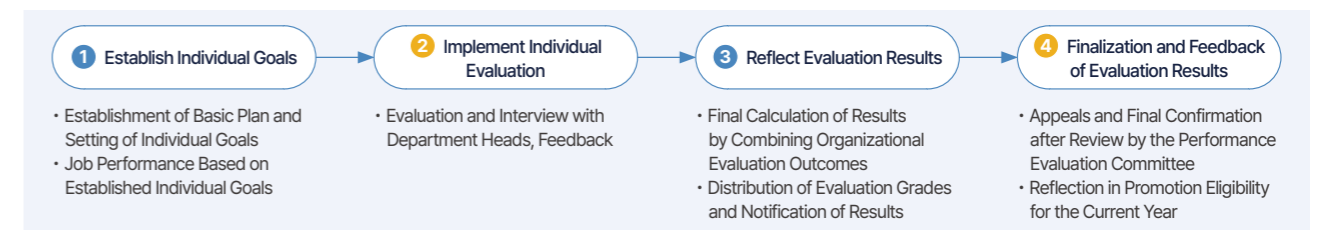
Fair Performance Evaluation

Arts Council Korea continuously builds a system that ensures individual achievements and performance contribute to organizational success by establishing organizational and individual evaluation indicators based on key task (main project) performance management metrics. Each department sets evaluation indicators aligned with its unique objectives, focusing on six core tasks aimed at achieving the organization's vision and key goals. Individual goals are set with consideration for their relevance to these evaluation indicators and personal duties, and annual goals and directions are established and managed based on this framework.

KPI-centered Organizational Performance Management Evaluation



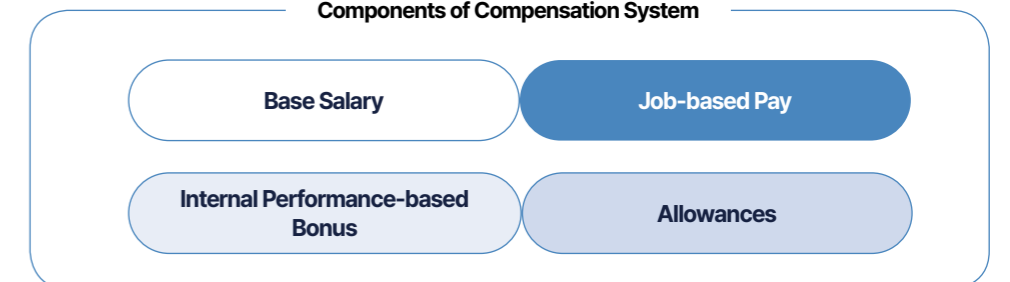
Individual Performance Management and Evaluation Based on Mutual Agreement (MBO Method)



Rational Compensation System

Arts Council Korea operates a rational compensation system that closely links individual performance with remuneration, based on a "bottom-up" approach. By introducing a job-based pay system, we have moved away from the seniority-based salary structure, providing compensation based on each employee's career development path (CDP) and capabilities. The compensation system is developed in active communication with the labor union, applying a mixed fixed and proportional increase rate to ensure a fair wage increase for junior employees. Additionally, to ensure fair rewards for work and performance, we implement a differentiated payment system based on individual evaluation results.

Components of Compensation System



Talent Management

Capacity Building

To enhance employees' understanding of the arts sector and strengthen their job competencies, Arts Council Korea operates a systematic training and education system based on its HRD vision of cultivating arts administration professionals who will lead the future of Korean arts and culture. This system is guided by four key strategic directions.



Training & Education

In response to the prolonged impact of COVID-19, we have significantly expanded the previously reduced training programs and introduced new customized courses. Additionally, we are operating key educational programs aimed at cultivating arts administration professionals.

Category	Key Training Programs	Achievement
Internalization of Artistic Value (Self-Directed Education)	<ul style="list-style-type: none"> Art Experience and Short-term Overseas Training Programs Special Lectures Invited by the Bitgaram HR Council Arko Masterclass Job Training Utilizing In-House Instructors 	No. of Participants in Field-Friendly Training (Unit: Case) 2022: 329 2023: 387
Cultivation of Job Specialists (Self-Directed Education)	<ul style="list-style-type: none"> Job Skills Enhancement Training ChatGPT Training Purchasing Contracts Explained by the Contract Manager Self-Directed External Job Training Overseas Dispatch Training Linked to CDP 	Applicability of Job Training in the Field (Unit: points) 2022: 82 2023: 86
Enhancement of Competencies by Hierarchical Level(Mandatory Training)	<ul style="list-style-type: none"> Customized Necessary Training by Target Audience Support Training for Return from Parental Leave 	Satisfaction Level of Training by Group (Unit: points) 2022: 94 2023: 95
Realization of Social Responsibility (Mandatory Training)	<ul style="list-style-type: none"> Ethics Awareness Enhancement Training Mandatory Legal Training Occupational Health and Safety Training Sexual Harassment and Violence Prevention Training 	Completion Rate of Basic Public Service Training (Unit: %) 2022: 70 2023: 99

Operation & Development of Training Systems

Arts Council Korea is enhancing its educational programs to achieve qualitative growth across the entire training system. In 2023, we developed a roadmap for cultivating job-specific experts and supported employees in completing external job training based on their submitted career development paths. In 2024, we plan to finalize feedback on the "Talent Model and Competency Framework" and implement our mid- to long-term training plan, which includes strengthening the linkage of the career development system and refining the details of the competency framework.

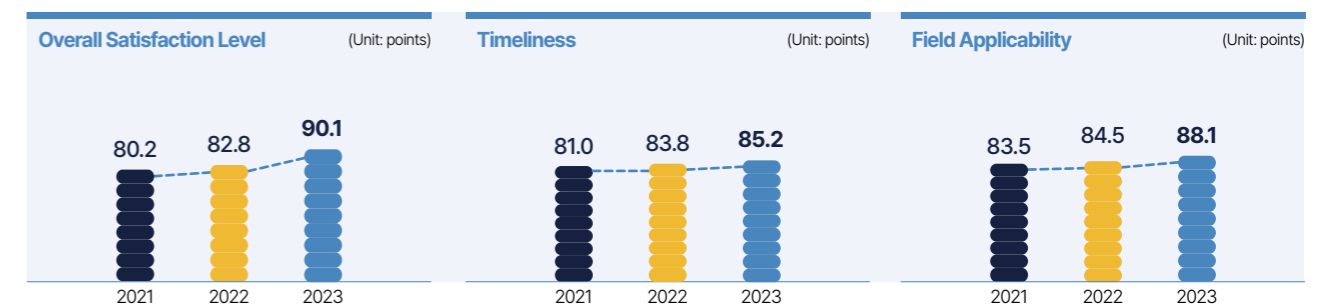
Training Evaluation Indicators

Arts Council Korea has established its own performance indicators to systematically manage outcomes and develop human resources effectively.

Category	Performance Index	Objective
Common Competencies	Training Completion Rate	Maintaining a Completion Rate of Over 90%
	Field Applicability	87.9
Competencies by Hierarchical Level	Field Applicability	84.0
Job Competencies	Field Applicability	85.9
Comprehensive	Training Hours per Person	70hours
	Overall Satisfaction	87.1
	Total Field Applicability	85.3

Training Satisfaction Level

Arts Council Korea conducts evaluations of its training programs based on three categories: overall satisfaction, timeliness, and applicability to actual work. Scores in each category have improved for three consecutive years, and in 2023, for the first time, the organization achieved an overall satisfaction score of over 90 points.



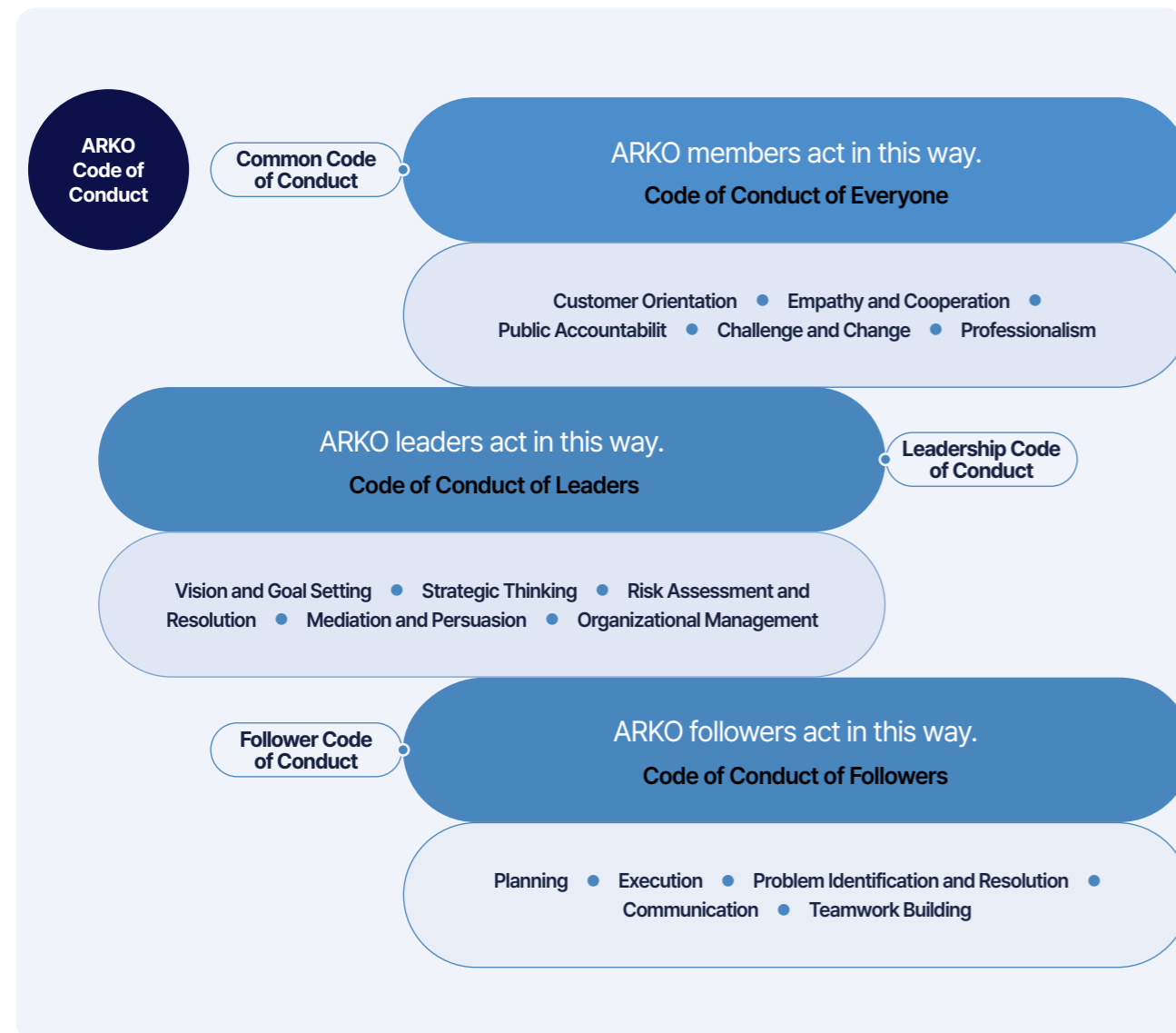
Organizational Culture

Arts Council Korea establishes a common principle where members perform their assigned duties and act in accordance with the organization's founding purpose and values. We also encourage employee initiative and ownership, striving to create a creative and responsible organizational culture through horizontal communication between leaders and followers.

ARKO Code of Conduct

We have established the ARKO Code of Conduct to ensure that employees, who need to meet, communicate, and collaborate with various stakeholders, act in accordance with the organization's ideology, goals, and shared behavioral standards. We have developed behavior standards based on hierarchical distinctions between leaders and followers, enhancing the effectiveness of the code by linking it to individual performance evaluations and training programs.

In the future, we plan to gather and incorporate feedback from representatives of each position to align the overall direction of the organization and further refine the ARKO Code of Conduct.



Organizational Culture Improvement Activities

A horizontal organizational culture based on active communication and collaboration is essential for generating efficient and creative work outcomes and aligns with the direction pursued by Arts Council Korea. To share awareness among members and foster a sense of belonging and solidarity, we engage in various activities, including town hall meetings, the creation of a culture book, and monthly management meetings.

Town Hall Meeting



To promote a culture of horizontal discussion and debate within the organization, we held the first-ever town hall meeting in 2023. During the town hall meeting, we provided a platform for open questions and discussions regarding the director's management philosophy and the operational direction of the organization.



2023 ARKO Town Hall Meeting between the Chair and Staff

Junior Board

We operate a Junior Board program to increase junior employees' interest in the organization and enhance their sense of belonging. Additionally, we have facilitated networking opportunities with junior employees from other organizations. In 2023, the program ran its third session, during which we held three organizational culture management meetings and two network activities by department.

Category	Description
Organizational Culture Management Meeting	<ul style="list-style-type: none"> Discussions from the Junior Board regarding their thoughts on the organization include: <ul style="list-style-type: none"> - Sharing and addressing the concerns of junior staff members. - Discussion on methods for resolving the challenges faced by junior employees. - Sharing and disseminating insights collected by the Junior Board.
Inter-Agency Cooperation Network	<ul style="list-style-type: none"> Discovering and sharing best practices for excellent systems and organizational culture from various institutions. Conducting outreach mentoring for junior board unions aimed at local youth and adolescents.



ARKO Culture Book

ARKO Culture Book



Through the town hall meetings and foundational data collection, we compiled the values and cultural norms pursued by the organization to create a culture book. This resource aims to help new employees adapt smoothly to the organization in the future.

Organizational Culture

Work-Life Balance

To respect the daily lives of employees and enhance work efficiency, we operate a service management system and welfare programs as part of our workplace environment support initiatives. We implement a lifecycle support program that includes maternity, childcare, and family caregiving to achieve a balance between work and family, fostering family-friendly management.

We have refined childcare-related policies centered on women and encourage family-oriented initiatives by jointly operating a workplace childcare center with the Korea Creative Content Agency, located in the Naju Innovation City, through a cooperative agreement. Our effective work-life balance policies have been recognized, earning us family-friendly certification for 11 consecutive years and recognition as an excellent family-friendly organization.

11 Consecutive Years

Family-Friendly Certified institution



Category	Description
<p>Childbirth Support</p>	<ul style="list-style-type: none"> • Childbirth <ul style="list-style-type: none"> - Maternity Leave within 90 Days Before and After Childbirth(120 Days for Multiple Births) - Presentation of a Childbirth Gift Kit • Spouse <ul style="list-style-type: none"> - Up to 10 Days of Paternity Leave for Spouse's Childbirth(Can Be Taken in Separate Segments)
<p>Parenting Support</p>	<ul style="list-style-type: none"> • Parenting <ul style="list-style-type: none"> - Work Hour Reduction of Up to 2 Hours for Childcare of Children Under Age 5 - 2 Days of Leave for School or Medical Appointments(3 Days for Two or More Children) - Support for Taking Parental Leave During Pregnancy
<p>family-care Support</p>	<ul style="list-style-type: none"> • Family Care <ul style="list-style-type: none"> - Leave Granted for Family Celebrations, Such as Birthdays and Wedding Anniversaries - Work Hour Reduction or Leave and Absence Support for Family Members in Need of Care



Employee Welfare Program

Welfare Benefit System

To encourage interaction among employees and foster a positive workplace culture, we continuously improve and expand our welfare programs to ensure that all employees and their families can participate without any gaps. We plan to enhance these programs and introduce new initiatives based on feedback collected from both internal and external sources.

Program	Description
ARKO Staff Autumn Outing	Operates an Intercommunication Program for Exploring Facilities Outside the Primary Workplace to Enhance Understanding of Different Roles
ARKO Employee Clubs	Support for Establishing and Running Employee Clubs Focused on Shared Interests and Hobbies
ARKO Community	Operation of a Platform on the Intranet for Remote Communication Among Employees
ARKO Culture Day	Operation and Support of Mental Wellness(Healing) Programs for Employees and Their Families
Workday End Notification Song	Broadcasting a Workday End Notification Song at Closing Time to Promote a Culture of Clock Out On Time
Happiness Delivery Program	Celebration Ceremonies for Special Occasions(Retirement, Birth of a Child, etc.)
ARKO Fitness 100+	Operation of a Fitness Improvement Program for Main Center(Naju) Employees
Support for Cultural Experience Training for Public Officials	Support for Domestic Cultural and Artistic Field Visits and Various Arts Experiences for Public Employees to Improve Working Conditions and Increase Staff Engagement with Arts and Culture
Operation of the Employee Assistance Program(EAP)	Employee Psychological Counseling Support Program(Including Family Members)



Employee Welfare Program

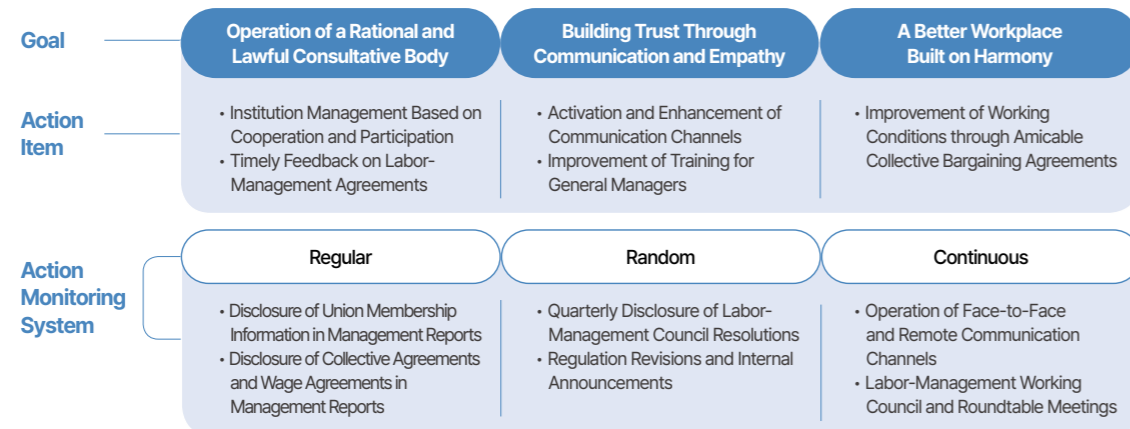
Organizational Culture

Labor-Management Relation

To protect the rights of workers and foster a better work environment through mutual understanding, Arts Council Korea allows the establishment of labor unions and practices collaborative management.

The labor union currently operates in an open shop format, with 84% of eligible members actively participating as union members. Additionally, we operate a reasonable and lawful consultative body through enhanced communication channels and are building a partnership-oriented relationship.

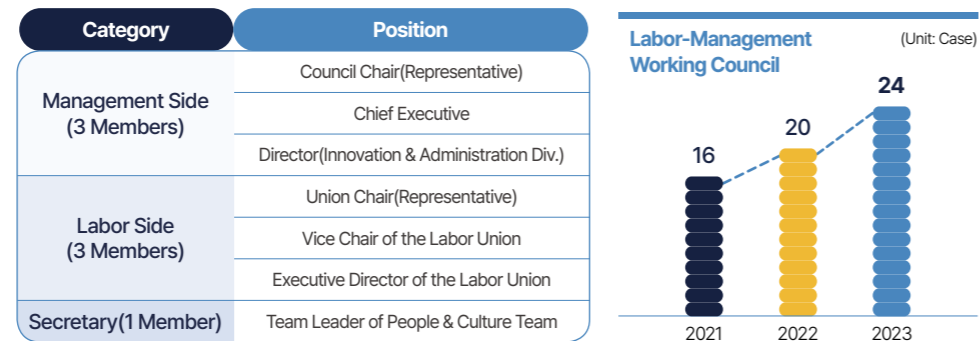
* A structure in which employees can freely decide whether to join



Labor-Management Working Council

The Labor-Management Practical Council is composed of seven members, with the chairperson representing each side and the head of the HR communication team serving as the secretary. Key issues and accomplishments of the Labor-Management Practical Council in 2023 include the opening of a workplace childcare center in collaboration with the Korea Creative Content Agency, the formal introduction of remote work once a week, and the restructuring of the job classification system.

Formation of the 2023 Labor-Management Working Council



2023 Labor-Management Working Council Agenda Items

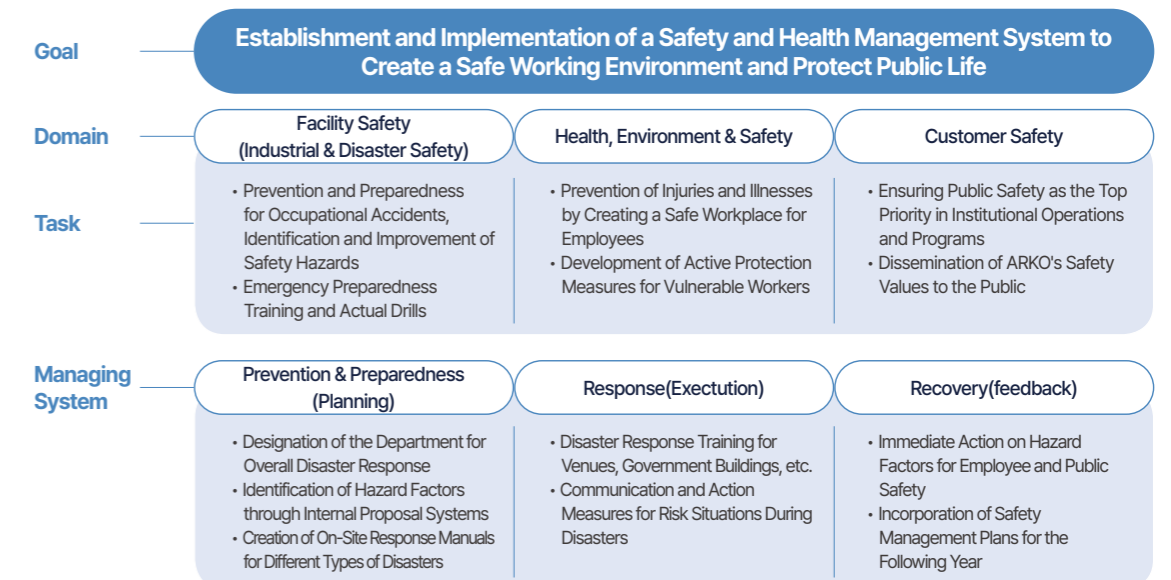
Category	Outcome of Operation
Organizational Culture Improvement	Discussion on Joint Operation of Organizational Culture Campaign, Implementation of Employee Morale-Boosting Programs
Personnel System Improvement	Discussion on the 2023 Individual Comprehensive Evaluation and Training Plan, and Matters Related to the Promotion System
Working Environment Improvement	Introduction of Once-a-Week Remote Work, Improvement of Working Conditions for Public Employees, etc.
Collective Bargaining	Conclusion of Collective Agreements, Wage Agreements, and Supplementary Agreements

Safety & Health Management

Arts Council Korea has set the creation of a safe working environment and the protection of citizens' lives as its top priority. We adhere to the principle of preventing safety incidents by establishing a response system and proactively identifying potential safety hazards to prevent them.

Safety & Health Implementation System

We divide our management areas into three categories: facility safety, health and environment, and customer safety, designating specific management system roles for each initiative. By monitoring the management system for prevention, preparedness, response, and recovery every year, we have been able to respond quickly to actual safety and health incidents, minimizing damage. As a result, in 2023, we achieved zero accidents and no incidents at our facilities.



Safety & Health Organization and Roles

Arts Council Korea has appointed the secretary general under the chairperson as the safety management officer responsible for overseeing safety and health management. To ensure specialized safety management in the headquarters and various artistic venues, we have assigned safety professionals. Additionally, we operate an industrial health and safety committee, which holds meetings four times a month to discuss safety inspections, conduct simulation training, and establish safety management responsibility plans.



Safety & Health Management

Facility Safety of ARKO

Safety Inspection of Naju Facilities

To create a safe and pleasant work environment for employees, we are continuously improving both internal and external facilities. We have conducted regular safety inspections of electrical equipment, mechanical installations, and communication facilities to assess safety. Maintenance work was carried out on 39 identified vulnerabilities to prevent safety incidents in the facilities. Additionally, in preparation for heavy rainfall disasters due to climate change, we repaired the drainage systems around the building to prevent flooding and conducted crack repairs to prevent leaks in areas such as the roof and ground-level restrooms.



Safety Inspection of Solar Power Generation Facilities at Naju Building



Safety Inspection of Electrical Facilities at Naju Building

Artist House Accident Prevention

Located in Hyeonwa-dong, Seoul, the Artist House serves as a collaborative space where artists and citizens can freely create and communicate. To prevent safety incidents related to facility use, we conduct regular safety inspections annually and have completed waterproof checks in preparation for heavy rain. Additionally, in collaboration with the Jongno Fire Station, we have provided training on evacuation procedures during a fire and the roles of participants, enhancing the effectiveness of fire drill simulation



Seoul Artist House – Fire Safety Training and Drills

On-Site Safety Enhancement Activities

8 Consecutive Years

ZERO

Stage Safety Accidents in Performance Venues



Improvement of Aging & Hazardous Facilities

To ensure a safe and comfortable environment for on-site workers and customers using the performance venues and theaters, we continuously improve aging facilities. We have carried out 51 construction projects and 168 maintenance tasks in the venues. Through thorough pre-safety improvements, we achieved zero safety incidents in 2023.

Improvement of Safety Accessibility for Vulnerable Populations

The ARKO and Daehakro Arts Theater have installed ramps, safety handrails, fire doors, and multipurpose restrooms equipped with emergency bells to ensure safe viewing experiences for vulnerable populations. The ARKO Art Center has improved accessibility for visitors with mobility challenges by installing wheelchair ramps and creating multipurpose restrooms. In recognition of these efforts, we were selected as an excellent universal tourism facility by the Seoul Tourism Foundation.



Daehakro Arts Theater – Flexible Wheelchair Spaces



ARKO Art Center Entrance Ramp

On-Site Safety Inspections & Risk Assessments

We are deploying a diverse range of on-site safety inspection personnel, including structural engineers, architects, and safety guides, while operating a precise safety inspection management system to focus on managing the risks associated with our facilities. A task force(TF) team, composed of external experts and internal staff, conducts risk assessments and identifies more than two areas for improvement each month through ongoing safety inspections and internal discussions.

Given that our venues are heavily utilized, we measure and manage indoor air quality in four performance spaces. The measurement results for each venue are posted in the lobby for public access, and we have achieved excellent indoor air quality safety certification for all performance venues for five consecutive years.

Safety & Health Management

On-Site Safety Enhancement Activities

4,642

No. of Individuals Completed Safety Training



Safety Management in Performance Venues

Enhancing Safety Awareness Among On-Site Workers

We are conducting various activities to enhance the safety awareness of on-site workers. To prevent accidents among stage staff and performers, as well as to ensure quick responses in case of incidents, we provide on-site safety training tailored to the characteristics of the theater's space and specific roles.

No. of Individuals Completed Safety Training

(Unit: Person)

Category	ARKO main hall	ARKO Small hall	Daehakro main hall	Daehakro small hall	Total
Stage Staff / Performers	1,087	632	995	705	3,419
Lighting	185	180	253	175	793
Sound	82	93	121	134	430
					4,642

Emergency Response Training

To enhance the responsiveness to emergency situations at each site, we conducted simulation training for fire, power outages, and medical emergencies. The training involved internal personnel and relevant agencies, assigning specific roles to participants and reviewing initial response actions, evacuation procedures, and operational manual guidelines for emergencies.

We are also systematizing our response capabilities by addressing vulnerabilities and issues identified during regular annual emergency response training, ensuring that prompt actions can be taken when needed.

Promotion of Safe Cultural and Artistic Practices

Arts Council Korea actively shares information on establishing safe workplaces with various cultural and arts institutions to promote the dissemination of safe art theaters. We enhance the safety of cultural and arts organizations by providing consulting on safety and service manuals for performance management and audience guides, offering guest lectures by house managers, and conducting meetings to share current issues related to theater operations.

Employee Health Management Program

ARKO Fitness 100+

We operate various programs to enhance the physical and emotional health of our employees. In 2023, we collaborated with the Naju Fitness Certification Center to run a "Fitness Improvement Class" for employees at our Naju headquarters. This class consisted of eight sessions, each lasting one hour, held twice a week. To address the needs of participating employees, we included yoga as part of the ARKO Fitness 100+ program, helping to promote their overall health.



ARKO Fitness 100+ Strength Enhancement Classes

Employee Assistance Program

88 cases

No. of EAP use



To ensure the psychological stability of employees, we operate a psychological support program for workers. The Employee Assistance Program(EAP) is conducted according to a schedule designated by the organization and individual schedules. In 2023, a total of 23 employees utilized 88 counseling sessions.

Based on the high satisfaction and demand for EAP counseling, we implemented programs to help employees manage stress and take time for self-care. Through the Mind Health Care Project, we conducted stress management activities using essential oils and created personalized vulnerability-targeting fragrances. Additionally, we distributed monthly lunch letters, healing stories, and expert columns to employees, providing information on effective stress management.

Employee EAP Satisfaction Survey

Question	Satisfaction(Points)
1. Were you generally satisfied with the consultation?	96.0
2. Did the consultation help you resolve your concerns?	95.0
3. If an issue arises that requires consultation, would you be willing to use the EAP service again?	96.0
4. Was the counselor professional?	96.0
Average	95.7

All-Day Healing Program

Very satisfied

100 points

Results of the All-Day Healing Program Satisfaction Survey



In 2023, we established an All-Day Healing Program for employees. This program allows participants to enjoy a full day at healing spots near their workplace, fostering a friendly organizational culture and alleviating job-related stress. Following the program, we received a satisfaction score of 100 points(very satisfied) regarding positive organizational culture, atmosphere, and stress relief.

Mutual Growth with Partner Organizations

Partner

85 Shared Growth



KEY PERFORMANCE

NO. of Selected Projects for Funding Support
2,708 projects

* Including Literary and Artistic Funds and Entrusted Projects
* Excluding Multi-Year Support Projects (e.g., selected in 2022 and supported until 2023)

No. of Art Data Open Access Information Provided
2,115

Expansion of Advance Payment Cap
70% → 80%

Participants in the ARKO Arts and Culture Expert Course
17,981

BACKGROUND

A healthy business value chain is a crucial element for the sustainable development of industries. Collaboration between the public and private sectors, as well as businesses, enhances job creation and social trust while accelerating innovation and creativity. Therefore, it is essential to promote cooperation with various partner organizations.

OUR APPROACH

Arts Council Korea, as a partner in the arts field that shares the joy of creativity, is establishing cooperative purchasing KPIs to build a fair economic order and a virtuous cycle in the cultural and arts ecosystem. We are also expanding collaboration with external partner organizations. Additionally, we are implementing various support programs for artists as partners in the field.

Shared Growth

Arts Council Korea defines artists, public cultural institutions, private social enterprises, and supporting companies that activate the art ecosystem as collaborative partners. We support various methods to build partnerships between businesses and arts organizations, enhancing the competitiveness of private arts organizations. Additionally, we are working to establish a fair economic order through initiatives such as financial support for small and medium-sized enterprises and cooperative purchasing from social economy enterprises.

Mutual Growth Cooperative Purchasing

To revitalize the local economy and support the sustainable growth of social enterprises, we set and manage annual goals based on government-recommended policies and indicators for cooperative growth. In 2023, we achieved 9 out of 13 targets and will strive to enhance participation rates and commitment to the remaining targets to establish ourselves as a leading organization in cooperative growth.

Category	Goal	Performance
Amount Spent on Purchasing SME Products	60.0%	Exceeding target 89.7%
Amount Spent on Purchasing Technology Development Products	15.0%	Exceeding target 20.6%
Amount Spent on Purchasing Startup Products	8.0%	Exceeding target 10.9%
Social Enterprises	4.0%	Below Target 2.5%
Social Cooperative	0.2%	Reached target 0.2%
Priority Purchase of Local Goods from Previous Institutions	4.0%	Exceeding target 9.0%
Priority Purchase from Local SMEs	4.0%	Below Target 3.8%
Onnuri Gift Certificates for Traditional Markets	Record high 1.5%	Exceeding target 1.276%

Fair Contract Practices for Mutual Growth

To establish a fair economic order and promote the economic independence of partner organizations, we have adjusted the advance payment terms from a maximum of 70% within 14 days to 80% within 5 days, thereby increasing the advance payment rate and reducing the payment timeframe.

Support for Social Economy Enterprises

We have initiated children's drawing workshops and art projects in collaboration with museums and social enterprises. Additionally, we included support for social enterprises in our art creation projects, resulting in successful outcomes such as children's art play projects aimed at solving social issues and support for aspiring local artists.

Shared Growth

Shared Growth with Partners

Arts Council Korea serves as a central platform that connects various fields and markets in the arts, supporting the establishment of a virtuous cycle in the ecosystem of collaborative growth and the capital market.

Positive Distribution Cycle in the Art Market

A representative council was established, consisting of the National Museum of Modern and Contemporary Art, the Seoul Museum of Art, the Korea Private Art Museum Association, the Korea Galleries Association, and the Arts Management Support Center, to strengthen publicity and collaboration within the domestic cultural industry.

During the Kiaf & Frieze Art Fair, various talks, introductions, and exhibition programs were organized to promote the diverse ecosystem of contemporary art and artists in Korea, facilitating the connection between artwork creation and distribution.

To foster discourse on the contemporary art scene and the art space ecosystem, we held concerts featuring space planners, operators, and artists. Additionally, we created and distributed a map of major nonprofit emerging spaces in Seoul to promote diverse experiences for the public.

Virtuous Cycle of Art Data Open Access and Startup Support

2,115 cases
Art Data Information Support



Arts Council Korea operates an arts support system that provides information on support projects in the cultural and arts sector to private arts organizations. In 2023, we achieved the provision of 2,115 pieces of information and welcomed 450,000 visitors.

Additionally, we are opening our arts-related data through competitions to support entrepreneurship and service implementation. In 2023, five startups and three services were launched, resulting in approximately 1 billion KRW in sales and the creation of 20 jobs.

450K
No. of Art Support System Visitors



4th Art Data Changing the World Ideathon

Shared Growth between Private & the Arts through Cultural and Arts Patronage



2023 Cultural and Arts Patronage Intermediary and Excellence Organization Certification Ceremony

Under the Cultural Arts Patronage Activation Act established and enacted in 2014, we certify exemplary cultural arts patronage intermediaries and outstanding organizations that create exemplary patronage activities and outstanding patronage results, enabling the arts and businesses to thrive together. We are also expanding patronage programs for the arts ecosystem through public-private partnerships.

Support Program for Revitalizing Private Performance Venues

Arts Council Korea operates a private venue support program to reduce regional disparities by providing concentrated support to performance venues outside the capital region. Additionally, we have introduced a support program that offers discounts on rental fees to alleviate the financial burden on performing arts groups utilizing these venues. We are also engaged in various activities to enhance the characteristics of these performance spaces by supporting the production of planned performances tailored to their specific attributes.

Operation of Local Cultural Cooperation Body System

To establish the roles of central and regional institutions in grassroots arts and to comprehensively manage national arts support data, Arts Council Korea has formed a regional cultural council with relevant departments and regional cultural foundations. After identifying specialized items for regional cooperation within the council, we utilize internal resources to implement these initiatives, contributing to the revitalization of local culture.



Shared Growth

Support for Strengthening Artistic Workforce Capabilities

To strengthen the capabilities of artists, we are operating training programs for artistic skill enhancement and continuously improving effective training methods.

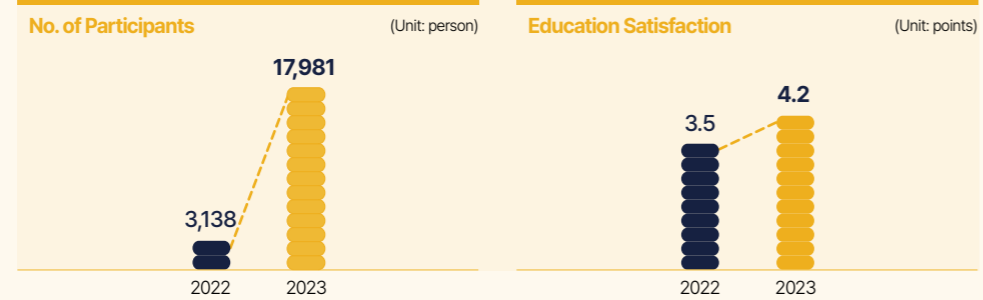
50

No. of Online Courses for Artistic Expertise



ARKO Specialized Professional Education Opportunities

The ARKO Cultural Arts Professional Course is a program designed and operated by Arts Council Korea, consisting of 50 online training courses focused on developing artistic expertise. Each year, we evaluate the training courses and gather feedback from participants to revise the curriculum accordingly. In 2024, we plan to enhance the certification system, improve the online classroom environment, update the content, and develop indicators for assessing educational effectiveness to implement a systematic training program.



Collaborative Platform for Shared Growth of Art & Tech

APECAMP is an extension program of the ARKO Stage Arts Academy, designed to foster the convergence of art and technology. It brings together 100 artists, producers, and technology experts to realize creative collaborative ideas through pitching, matching, and coaching processes. Every year, a diverse group of young artists and technical specialists participate, expanding the scope of cross-disciplinary networking. APECAMP is emerging as a key platform for the coexistence of future art and technology, contributing to the development of sustainable art-technology integrated creations and opening up new possibilities by discovering new avenues for collaboration.



2023 2nd APECAMP



2023 the first ARKO Convergence of Art & Tech International Conference

Gradual Employment Stabilization for Artists

Precarious temporary workers can deteriorate both the quantity and quality of employment, leading to career interruptions for artists and potential talent shortages in the performing arts industry. In response, Arts Council Korea has implemented an extension contract system to improve employment practices. This system aims to prevent career interruptions for artists, alleviate the shortage of professional personnel in the performing arts sector, and enhance mutual trust and image between performing arts groups and theaters.

Job Provision Program

Given the nature of the cultural and arts industry, there is a lack of adequate preparation for youth employment and career transitions for retiring artists. Arts Council Korea is running various programs to provide quality job opportunities for young people and to offer retiring artists a second career. In particular, the council supports initiatives such as the Arts Institution Trainee Program and the Stage Technology Internship Program to help many artists grow into key professionals in the cultural and artistic field.

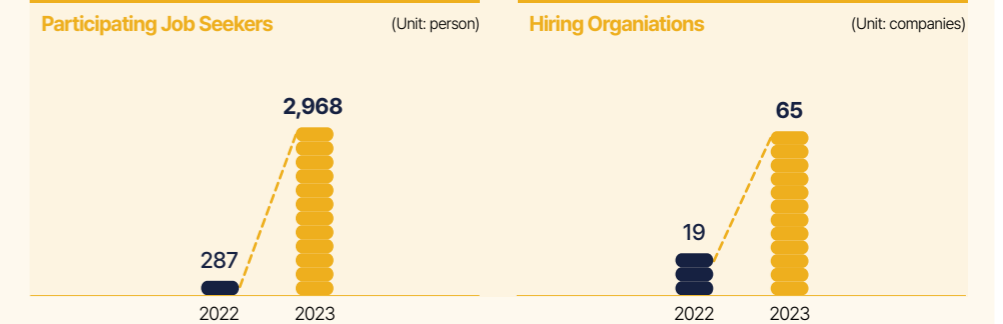
ARKO Job Market

26^명

No. of People Employed through ARKO Job Market



ARKO Job Market is an arts workforce support program organized by Arts Council Korea for job seekers in the cultural and arts sector. It provides over 400 job listings and includes programs such as the Job Roundtable and Career Consulting. In 2023, 26 artists successfully found employment through the ARKO Job Market.



A World We Create Together

Community

91 Regional Co-Prosperity

94 Social Contribution



KEY PERFORMANCE

Art Truck Events held **5** times

Culture Nuri Cards issued in 2023 approx **255** Million people

Cumulative No. of Participants in the Great Arts in Your Front Yard **10,346,128**

Literature Sharing and Children's Book Donated **13,000** books

BACKGROUND

Due to factors such as population aging and differences in the diversity of cultural experiences, local communities are facing the risk of decline. Public institutions must build cooperative frameworks to prevent regional decline in accordance with their core missions and social responsibilities.

OUR APPROACH

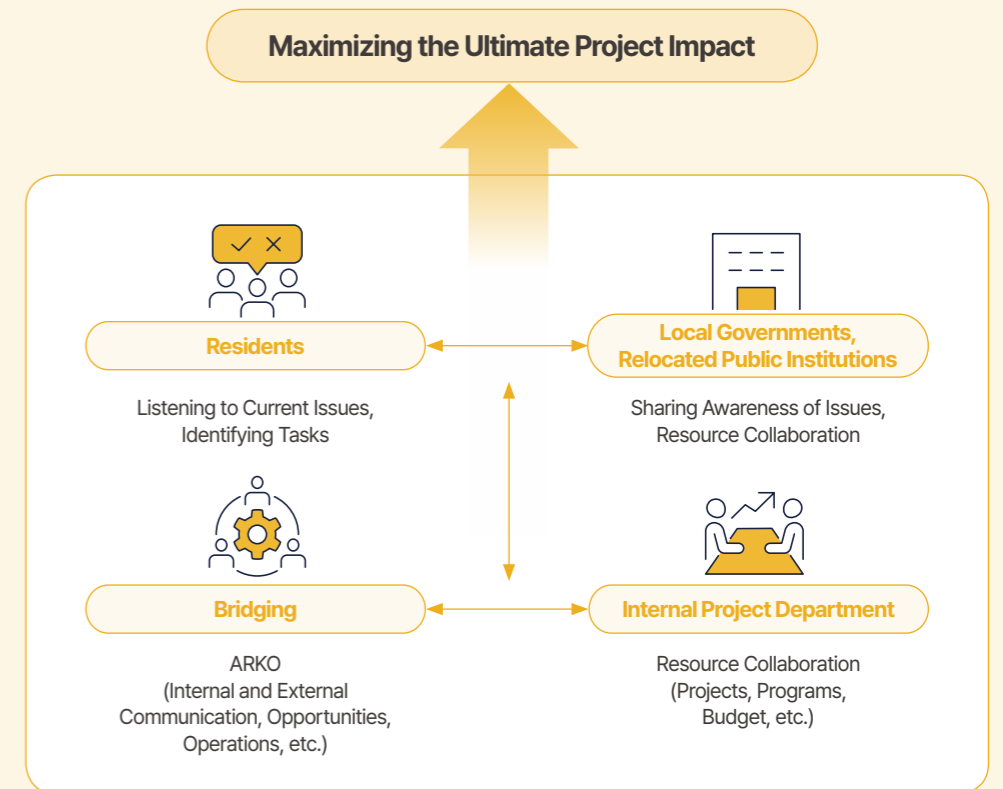
Arts Council Korea is committed to creating value for local communities through its cultural and artistic activities. By establishing a regional coexistence partnership framework, the council incorporates local residents' input into its projects and promotes community-based cultural and artistic activities, thereby contributing to the economic and cultural vitality of the region.

Regional Co-Prosperity

Due to declining birth rates and population decreases, cultural activities for marginalized communities outside the metropolitan area are becoming increasingly limited, contributing to regional decline. Arts Council Korea is working to address the reduction of cultural and artistic activities in these regions by planning and developing initiatives that actively collaborate with local governments, including regional festivals, artist residencies, and other community-engagement projects.

Regional Co-prosperity Partnership System

Arts Council Korea plays a mediating role between local communities and artists to support the enjoyment of arts and culture within the community. The council is building a partnership framework for regional coexistence to ensure that its cultural arts initiatives have a meaningful and positive impact on local communities.



Advancement of Regional Collaboration System

To expand opportunities for local residents to enjoy arts and culture in their daily lives and improve inadequate cultural and artistic educational conditions, Arts Council Korea is building and enhancing a regional coexistence cooperation system. In Naju Innovation City, the council operates a platform to address local cultural and arts issues in collaboration with stakeholders such as local governments, public institutions, educational offices, and civic organizations. Meetings with resident representatives are held to gather input from parents and community members on arts and culture education, leading to the development of specialized arts and culture education programs tailored to the needs of the innovation city.

As a leading institution in arts and culture, Arts Council Korea plans to collaborate with local governments to explore and implement initiatives that can help non-metropolitan regions overcome challenges, such as population decline, through the power of arts and culture.

Regional Co-Prosperity

Local Community Activities

Art Truck

Arts Council Korea's "Traveling Art Truck" is a mobile arts program that brings cultural and artistic performances to underserved areas, providing local residents with access to cultural experiences. The program also includes the sale of items related to the featured performances, enhancing cultural engagement. In 2023, a total of five Art Truck events were held across different regions of Korea, including Gangwon, Jeolla, Gyeongsang, and Chungcheong.



Tongyeong Donam District Electric Violinist Semi-Performance



Seoul Beon-dong 3 Complex Harpist Hawa Harp Performance



2023 Art Truck Poster

Great Arts in Your Front Yard

4,000
No. of Major Transportation Facility Performance Attendees

Transportation facilities, being convenient and accessible locations for many people, are ideal places for community engagement. Arts Council Korea utilizes these transportation hubs to allow people to enjoy arts and culture without being restricted by location through the "Great Arts in Your Front Yard" initiative. To enhance cultural experiences for local residents, musical and traditional performances were held at major transport facilities such as Incheon Airport, Daejeon Station in Chungcheong, Yeosu EXPO Station in Jeolla, and Gimcheon Gumi Station in Gyeongsang, with approximately 4,000 audience members participating.



2023 Great Arts in Your Front Yard

Art Trail Picnic

The Arts Council Korea's "Art Trail Picnic" is an initiative aimed at promoting arts appreciation among the general public and realizing artistic value within local communities, supported by a collaborative system across the organization. The program offers a wide variety of activities, including performances, exhibitions, art experiences, street theater, puppet shows, and museum visits. In the spring and fall, a total of 11 children's festivals were held at Daehakro and Naju, featuring these diverse programs.



2023 Art Trail Picnic-Daehakro

School Reading Project

3,000 books
Children's Book Donated



To address the challenges of inadequate cultural arts education and infrastructure in local communities, Arts Council Korea donated 3,000 children's books to a local elementary school to establish a small library on campus. In addition, the council developed literature programs linked to the school curriculum and selected authors from the donated books to participate in these programs. By running programs integrated with the curriculum, Arts Council Korea established a collaborative education system between cultural arts and local educational institutions.

Book Donation and Collaboration Program

10,000 books
KENTECH's Literature Sharing Book Donation

To enrich cultural and artistic experiences and foster literary sensibilities among local university students, Arts Council Korea collaborated with Korea Institute of Energy Technology(KENTECH) to host the Talk, Talk Literary Energy Station. This event provided a platform for university students, local residents, and artists to discuss pre-shared literary works and engage directly with each other. Additionally, Arts Council Korea donated 10,000 Literature Sharing books to KENTECH, offering students the gift of indirect experiences through literature.



2023 Reading School Project Joong-Seok Kim Writer's Book Talk Site



Talk, Talk Literary Energy Station in Cooperation with Korea Institute of Energy Technology

Social Contribution

Arts Council Korea has adopted the vision of "A Beautiful World through Art, A Warm Society through Sharing" as its social contribution goal, aiming to create a compassionate society through art and service. As a leading public institution in the field of culture and arts, the council strategically engages in regional coexistence and social contribution activities based on its core competencies, fulfilling its social responsibilities in line with its role in the arts and culture sector.

Social Contribution Strategy

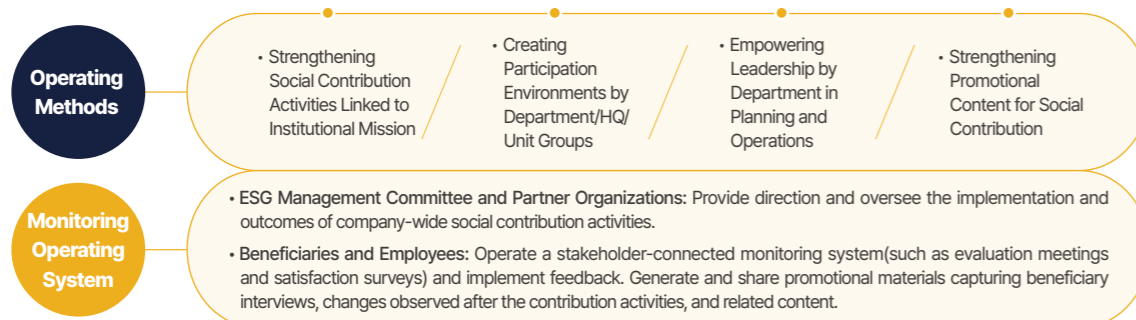
Arts Council Korea operates social contribution programs based on its social contribution strategy, utilizing the institution's strengths. Through these efforts, the council strives to ensure that no economically or culturally marginalized groups are left behind in local communities.



Revising the Operating Methods for Social Contribution

To enhance the effectiveness of social contribution efforts, Arts Council Korea shifted its focus from an employee-centered operational model to a social contribution model that emphasizes the spread of social value through art.

The ESG Management Committee, partner organizations, beneficiaries, and employees have established a role-specific system for promoting and monitoring social contribution activities, ensuring a structured and coordinated approach to these initiatives.



ARKO Volunteer Service Group

Arts Council Korea runs its social contribution activities through a volunteer group, Sharing Volunteer Corps, which encourages participation from all employees.

Together in Daehakro

Together with Daehakro is an initiative by Arts Council Korea aimed at realizing social value by supporting safety inspections, consulting, and improvements in the performance environment for small theaters around Daehakro. In collaboration with the Korea Small Theater Association, the program provides guidelines for creating a safe performance venue and shares essential know-how on systems such as stage management, sound, and lighting with small theaters. In 2024, Together with Daehakro was expanded into the Stage Technology 119 Support Center, allowing more small theaters across various regions to benefit from the initiative.



2023 Community Contribution Activities in Daehakro to Together



Inspection of Equipment and Replacement of Parts in Small Theaters Near Daehakro

Book Donation

313 books
Public Book Donation

Arts Council Korea, in collaboration with the Local Community Issues Platform and seven relocated public institutions, organized a joint book donation drive for vulnerable groups in the local community. A total of 98 employees participated, donating 313 books, which were distributed to local community children's centers and welfare facilities.

Love Blood Donation Campaign

33 people
Group Blood Donation Campaign

To help overcome the blood supply shortage, Arts Council Korea has collaborated with the Korean Red Cross, the Korea Creative Content Agency, the Korea Institute of Planning and Evaluation for Technology in Food, Agriculture, and Forestry, and other public institutions based in Naju to organize a group blood donation campaign. In 2023, 33 employees from Arts Council Korea participated in the campaign.

Transparent Operation

Governance

- 97 Transparent Management
- 100 Ethical & Compliance Management
- 104 Risk Management



Meeting Between the Ministry of Culture, Sports and Tourism and the Arts Council Korea Members

KEY PERFORMANCE

Female Member Ratio **58%**

First Meeting Held Between Former and Current Council Members

Establishing Fair Arts and Culture Through Improvements in the Support Evaluation System

Establishment of the ARKO Ethics and Human Rights Index

BACKGROUND

A sound and transparent governance structure is essential for the sustainability of an institution. With the growing emphasis on ESG (Environmental, Social, and Governance) management, the responsibility of institutional governance has become more prominent, and building trust with stakeholders has become increasingly important. To solidify its position as an institution trusted by the public, proper board operations and ethical, compliant management are crucial.

OUR APPROACH

Arts Council Korea has established strategies to effectively operate both the main council and subcommittees, ensuring continuity in decision-making. Additionally, the council is committed to promoting a transparent and fair culture of ethics and compliance throughout the institution and across the broader arts and culture sector, based on ethical standards.

Transparent Management

Arts Council Korea, in accordance with Article 30(Duties of the Council) and Article 32 (Subcommittees) of the Culture and Arts Promotion Act, has established the council(board of directors) as a decision-making body with expertise and independence. To facilitate focused discussions on key issues, subcommittees are also operated within this framework.

Council Members

The Arts Council Korea serves the role of overseeing and making decisions on key management issues from a long-term perspective. The 8th Council is composed of 12 members, each with expertise from various sectors of society, including academia, the arts, media, and business.

Category	Name	Career	Term
1	Byoung-Gug Choung	Current) Chairperson of the Arts Council Korea	2023.01.10.~2026.01.09.
2	Mi-Ra Kim	Current) CEO of IAN P&K	2023.01.10.~2026.01.09.
3	Jin-Gak Kim	Current) Professor of Cultural Arts Management at Sungshin Women's University	2023.01.10.~2026.01.09.
4	Eun-Joo Bae	Current) Executive Director of the Korean Federation of Disability Culture and Arts Organizations	2023.01.10.~2026.01.09.
5	Seung-Mi Suh	Current) Professor of Music Education at Kyongin National University of Education	2023.01.10.~2026.01.09.
6	Hun-Kyoung Lee	Current) Representative of the Jeja Baekga Theater Company	2023.01.10.~2026.01.09.
7	Mi-Jin Chang	Current) Writer	2023.01.10.~2026.01.09.
8	In-Joo Chang	Current) Dance Critic	2021.02.21.~2024.07.31.
9	Jin-Suk Choung	Current) Director of the Korean Institute for Cultural Planning and Evaluation	2021.02.21.~2024.07.31.
10	Kap-Young Choung	Current) President of the National Museum Complex Integrated Operations Support Center	2023.01.10.~2026.01.09.
11	Jong-Yeol Choung	Current) Professor at Yonsei University College of Music	2021.02.21.~2024.07.31.
12	Sung-Tai Hong	Current) Emeritus Professor at Hanyang University College of Business	2023.01.10.~2026.01.09.

Independence, Expertise, and Diversity of Council

Due to the nature of the institution, Arts Council Korea maintains a simultaneous structure in which private sector experts participate in decision-making within the public sphere of arts and culture, while the public sector also engages with the private sphere. The council includes members from diverse sectors of society, such as academia, the arts, media, and business, ensuring a balanced representation across different fields. Additionally, a gender-balanced composition is maintained. Efforts to enhance the autonomy and independence of the council include the introduction of a chairperson election system, which was implemented through amendments to the Culture and Arts Promotion Act.

Transparent Management

Council Operations

In accordance with Article 30 of the Culture and Arts Promotion Act, the Arts Council Korea serves as the highest decision-making body, responsible for deliberating and deciding on matters concerning the overall operation of the council, the management and operation of the Culture and Arts Promotion Fund, and various projects and activities that support the promotion of culture and arts. The council operates based on communication and cooperation.

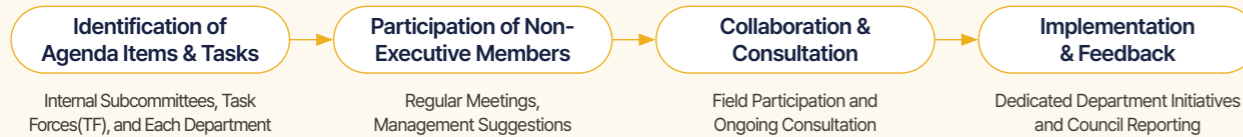
Arts Council Korea has aimed to enhance the transparency and credibility of its operations through partnerships and open communication with a wide range of stakeholders. By leveraging the expertise and leadership of its members, the council has expanded the hosting of public hearings with the arts community. Notably, for the first time since the establishment of the council, a joint meeting between former and current members was held to discuss the operational direction of the council, ensuring continuity in its governance.

Status and Activities of the 8th Council Held in August 2023



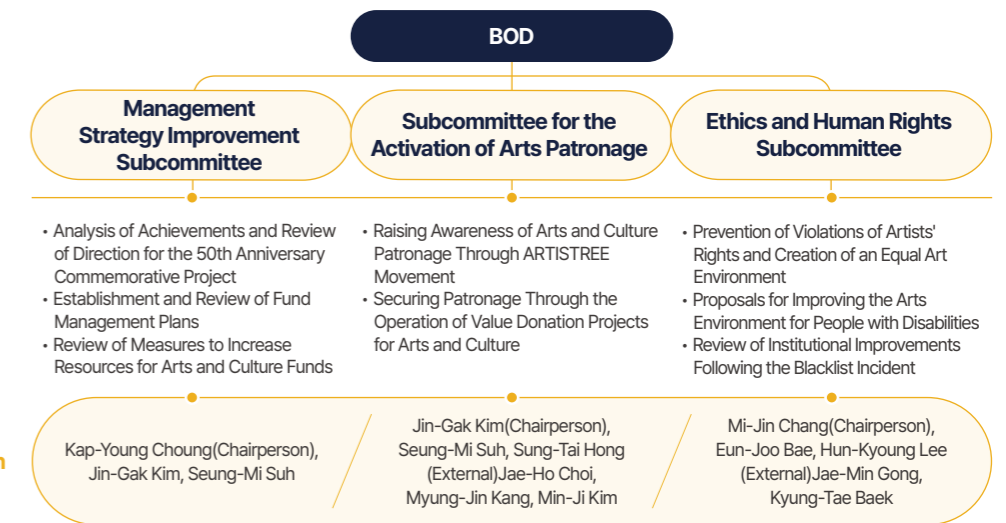
Management Strategy

Arts Council Korea pursued three key objectives to revitalize the operations of the council. These objectives include diversifying communication methods between the council and the secretariat, expanding the involvement of council members in management by utilizing their expertise, and increasing field-based discussions through subcommittees and task forces on specific agendas. To achieve these goals, the council actively gathers diverse opinions and quickly adapts to changes in the management environment.



Operation of Subcommittees & TFT Under the BOD

In accordance with Article 32 of the Culture and Arts Promotion Act, Arts Council Korea has established subcommittees as advisory bodies to the organization. These subcommittees consist of members with expertise in relevant operational issues, engaging in in-depth discussions. An effective feedback system has been developed to connect the outcomes of these discussions with the institution's departmental work. The council has organized three subcommittees focused on long-term objectives and three task force(TF) teams addressing short-term goals. These TF teams include the Evaluation System Operations Improvement TF, New Seoul CC Operations Improvement TF, and Art and Technology Convergence Foundation TF.



Status of Subcommittee Operations

In 2023, the subcommittees and TF teams held a total of 44 regular meetings. They analyzed key issues affecting both the arts community and the institution, identified major tasks, and provided advisory support across related projects and initiatives.

Category	Key Agenda Item	Regular Meetings	Non-Regular Meetings
Management Strategy Improvement Subcommittee	<ul style="list-style-type: none"> Discussion on the 2024 Fund Management Plan Review of the ARKO 50th Anniversary Commemorative Project and Policy Research Improvement of the ARKO Vision 2030 Long-term Management Strategy System 	6	1 (Policy Symposium)
Subcommittee for the Activation of Arts Patronage	<ul style="list-style-type: none"> Promotion and Review of the National Donation Culture Expansion Campaign: <Art Forest Festival> Exploration of Patronage Incentives to Increase ARTISTREE Movement Partrons Discussion on Introducing Tax Benefits for Arts and Culture 	9	2 (Roundtable, Festival)
Ethics and Human Rights Subcommittee	<ul style="list-style-type: none"> Assessment of Technical Support Personnel and Improvement of Treatment Measures for Institutional Improvement Following the Blacklist Incident Understanding the Status of Artists with Disabilities and Proposals for Improving the Creative Environment 	6	1 (National Assembly Discussion Forum)
Task Force for Improving the Operation of the Deliberation System	<ul style="list-style-type: none"> Evaluation of the Status of the Deliberation System and the Operation of the Deliberation Committee Candidate Pool Improvements in the Operation of the Deliberation Committee Candidate Pool Enhancements in the Support and Evaluation of Arts and Culture Fund Grant Projects 	10	9 (Discussion Forum, etc.)
Task Force for Improving the Operation of New Seoul Country Club	<ul style="list-style-type: none"> Assessment of the Operating Environment of New Seoul Country Club Management Diagnosis and Consulting for New Seoul Country Club 	5	6 (Meetings and Gatherings, etc.)
Task Force for Establishing a Foundation for the Integration of Arts and Technology	<ul style="list-style-type: none"> Plans for Creating Specialized Spaces for Convergence Arts(Danginri Cultural Space, Daehakro Arts Theater) Proposals for Improving Related Projects(Arts and Technology Integration, APE Camp, etc.) 	8	2 (Conferences, etc.)

Ethical & Compliance Management

Arts Council Korea is establishing an ethical management system to ensure that it becomes a fair and transparent institution. The council is promoting its own ethics and compliance management activities, ensuring that all employees adhere to ethical standards and make sound decisions while performing their duties.

Code of Ethics

Arts Council Korea, as a public institution, has established an Ethics Charter to fulfill its social responsibilities and demonstrate its commitment to ethical management. By sharing this Ethics Charter with all employees, the council strives to build consensus on the importance of ethical management and works to foster a culture of fairness and integrity within the organization.

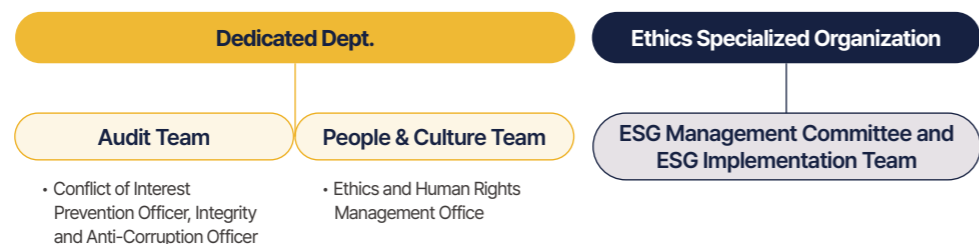
Ethics Charter

Arts Council Korea is a public institution committed to promoting arts and culture, driven by the belief that great art has the power to transform our lives. By supporting projects and activities that advance the arts, we strive to ensure that everyone can share in the joy of creativity and enjoy a life of value. With pride and confidence in our mission, we aim to earn the love and trust of the public through ethical and compliant management. To achieve this, we approach our work with creative thinking and a spirit of challenge, upholding high ethical standards. We handle our duties with honesty and fairness, and we are dedicated to preventing corruption and fostering a clean public service environment.

- We** are committed to providing the best services to the public, fulfilling this commitment through customer satisfaction and value creation in our management practices.
- We** adhere to and respect both domestic laws and international regulations, fostering a collaborative and community-based relationship with all stakeholders to pursue shared prosperity.
- We** respect the individuality of each employee, ensuring no discrimination and providing equal opportunities and fair evaluations. We also strive to improve the health and quality of life of our employees.
- Believing** in the truth that art changes the world and transforms lives, we are convinced that this truth is the thread of our lives and that this belief is the strength of our world. With this conviction, we actively participate in advancing arts and culture, continually creating new value to contribute to the development of our nation and society.
- We** value life and take the lead in activities that protect nature and the environment, doing our utmost to preserve a clean natural environment for future generations.

Ethics Management Organization

To promote the spread of ethical and compliant management and facilitate efficient collaboration, we have established the ESG Management Committee. This committee discusses and makes decisions on key tasks related to ethical and compliant management.



ARKO Ethics & Human Rights Index

Arts Council Korea has introduced the Ethics and Human Rights Index, a new system for investigating and managing ethics and human rights issues. This index focuses on analyzing the institution's vulnerable areas, with particular emphasis on job integrity and workplace harassment culture. The survey system has been unified at the department level, and a total of 123 individuals participated in the survey, resulting in a score of 80 points. Through the Ethics and Human Rights Index, the council was able to identify gaps in overall ethical management and develop response strategies. Moving forward, the council plans to implement the established improvement measures and enhance the institution's policies.

Ethics Enhancement Activities

Ethics Management Campaign

The ARKO Integrity Week was held, featuring a total of six programs designed to engage employees in practical and enjoyable activities focused on eliminating abusive practices. These programs included a quiz on workplace harassment prevention and educational sessions for executives aimed at eradicating such behaviors.

Ethics Management Training

97.6%

Training Completion Rate



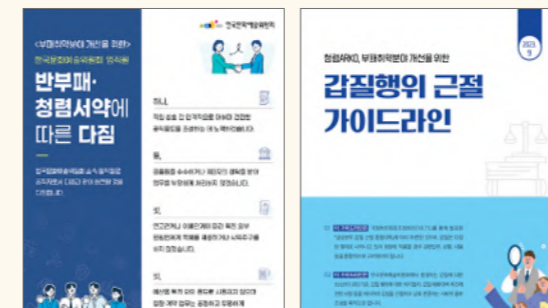
We conducted mandatory ethics and integrity courses for all employees. Additionally, three ethical management training programs were offered, achieving a completion rate of 96.7%.

Signature of the Executive Integrity Pledge

Employees and non-executive members strengthened their commitment to maintaining a clean and transparent public institution by signing a Public Ethics and Integrity Pledge. This initiative also contributed to fostering an anti-corruption and integrity-driven culture.

Promotional Materials for Enhancing Ethical Awareness

To help employees prevent corruption and eliminate abusive practices during their work, promotional materials were created and distributed to staff, focusing on the selected high-risk areas, particularly the "eradication of unfair work orders and abusive practices" and the "protection of whistleblowers." These materials were designed to raise awareness and promote action against corruption and workplace misconduct.



2023 Arts Council Korea Ethical Awareness Promotional Materials



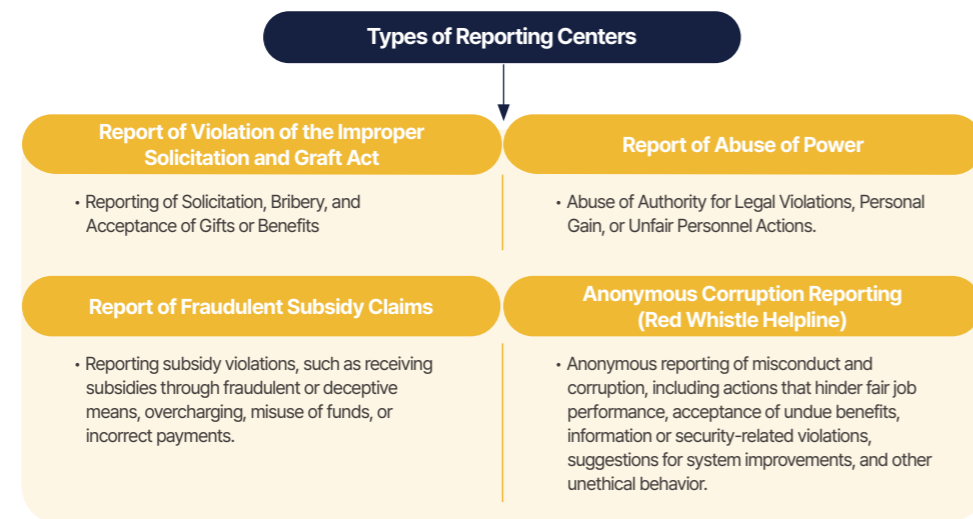
2023 Arts Council Korea Executive Anti-Corruption Integrity Pledge Ceremony

Ethical & Compliance Management

Operation of Anti-Corruption Reporting Center

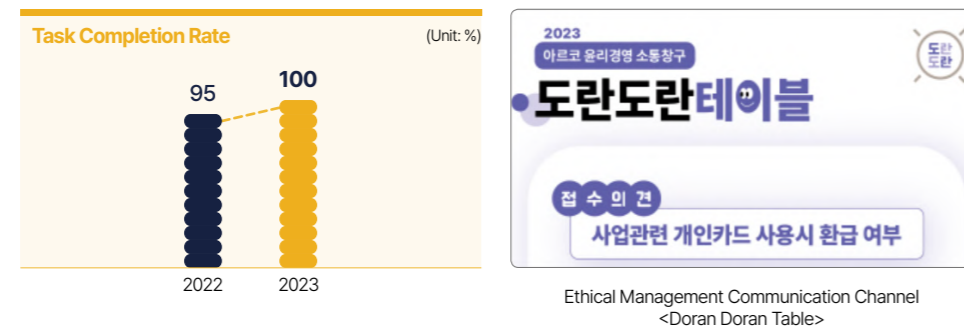
Arts Council Korea operates four corruption reporting centers to address specific issues such as violations of the Anti-Graft Act and abusive behavior. These centers allow individuals to report violations such as solicitation, bribery, and other conduct that could interfere with the fair performance of public duties, breaches of the Code of Conduct involving improper instructions, or violations of laws such as the Subsidy Management Act. Whistleblowers are thoroughly protected under the Public Interest Whistleblower Protection and Processing Guidelines, as well as personal data protection procedures. If the reported individual is found to have committed misconduct, the whistleblower may be eligible for a reward according to the established procedures.

To further promote the reporting centers, Arts Council Korea has introduced and publicized a corruption reporting reward system(Mileage Program). Efforts to encourage public interest reporting resulted in an increase in the number of reports received by the Clean Reporting Center, from 15 cases in 2022 to 23 cases in 2023, reflecting the growing interest of employees in the organization's ethical and compliance management.



Identification of Ethical and Integrity Practices and Operation of Communication Channels

Arts Council Korea operates the "Doran Doran Table", a platform to receive suggestions for improvements to the institution's integrity, ethics, and human rights systems. By proposing solutions, the council aims to eliminate corruption blind spots. Additionally, each department identified and implemented 21 ethical practice tasks tailored to their work and stakeholder characteristics. The task implementation rate increased from 95.2% in 2022 to 100% in 2023.



Investigation & Self-Assessment of Abuse of Power Incidents

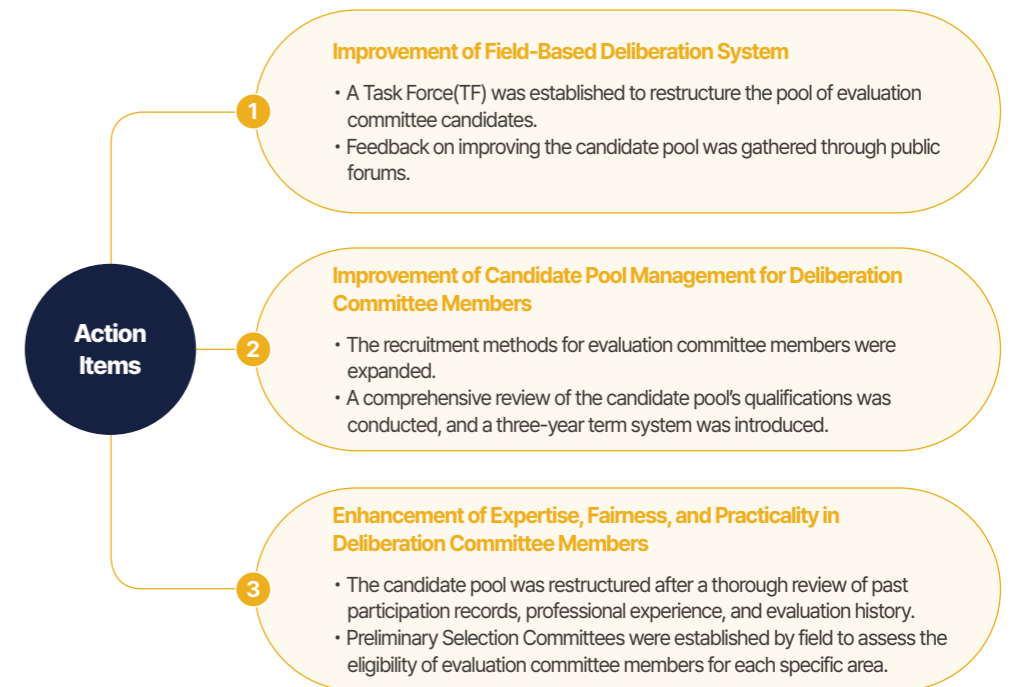
Arts Council Korea conducted a survey and self-assessment on power abuse(갑질) to address key issues such as improper work orders, personnel unfairness, misuse of business expenses, respect for work autonomy, and conflict resolution among members. The results, including department scores, were made publicly available within the organization, and improvement plans will be implemented for areas identified as needing attention.

Creating a Fair Arts and Culture Environment

Arts Council Korea ensures transparency when conducting project calls for the arts community by providing applicants with clear project information through reporting sessions and on-site public hearings, ensuring that no applicant is disadvantaged. At the results announcement stage, a new customer service manual has been introduced to provide standardized guidance on the evaluation results. Additionally, to help applicants better understand the outcomes, department heads and evaluation committee members directly offer consulting sessions to those whose applications were unsuccessful.

Ensuring Fairness in Deliberation Procedures

Arts Council Korea has implemented three key action items aimed at improving the support evaluation system to ensure fairness in project calls. Through these efforts, the council has established a more robust support system for arts and culture and enhanced accountability in its operations.



Risk Management

As the business environment rapidly changes, it is becoming increasingly important to identify and prepare for potential risks. The Korea Arts & Culture Commission, through its risk management system, proactively identifies both financial and non-financial risks that may arise during the implementation of projects and establishes response strategies in advance.

Risk Management Department

Arts Council Korea is establishing a risk management organization within each department to proactively assess risks that could impact its operations. Given its role in promoting and supporting arts and culture projects, the Commission places significant importance on transparent asset management. In line with the guidelines for managing risks related to the Arts and Culture Promotion Fund, responsibilities are assigned to designated departments. For asset management, the roles are divided between the Asset Management Team(Planning and Coordination Team) and the Risk Management Team(General Affairs Team), ensuring a system of mutual oversight through quarterly reports to the Asset Management Committee and the Risk Management Committee.

Additionally, key departments are assigned to manage specific risk areas: the General Affairs Team(project and records-related risks), the Theater Operations Team, Stage Arts Team, and General Affairs Team(safety risks related to facilities), and the HR and Communications Team(organizational risks).

Risk Management System

Dedicated Risk Management Department				Asset Management Risk Oversight Department		
Planning & Coordination Team	Business Support Team	Theater Operations Team, Stage Arts Team, Business Support Team	People & Culture Team	Asset Management Committee	Risk Management Committee	Audit Office
• Dedicated Asset Management	• Dedicated Risk Management	• Space and Facility Safety Risk Management	• Organizational Risk Management	• Mutual Supervision and Checks Related to Asset Management		• Routine Audit

Risk Management Items

Category	Responsible Org.	Risk Overview	Response
Asset Management Risk	Planning & Coordination Team	• Liquidity Risks due to Prolonged High Inflation, High Interest Rates, and Potential Economic Slowdown	• Establishing Asset Management Strategy Focused on Short-term Assets and Stability • For Short-term Assets: Prioritize liquidity above all else. • For Mid-to-long-term Assets: Ensure liquidity by planning for redemption options.
Risks Related to Business & Records	Business Support Team	• Risks to Preservation and Security Due to Increased Digital Data • Risk of Data Loss in Case of Power Outage	• Establishment of Backup System and Installation of Uninterruptible Power Supply(UPS)
Space & Facility Safety Risks	Theater Operations Team, Stage Arts Team, Business Support Team	• Risks Due to Facility Malfunctions, Leaks, and Other Failures	• Maintenance of Zero-Accident Status Through Continuous Inspection and Response System Operation
Organizational Risks	People & Culture Team	• Human Resource Risks Due to Long-term Absence of Employees on Leave	• New Hiring of Replacement Staff and Support from Other Departments



Lobby of the main building of Arts Council Korea



Conference Room of Arts Council Korea



Main building of Arts Council Korea

Arts Council Korea
Sustainable Management Report 2024

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Arts Council Korea, Naju Main Building

ESG Performance Data

Environmental

Category	Index	Unit	2021	2022	2023	
Energy	Energy Consumption ¹⁾	Non-renewable energy	26.1	26.4	27.2	
		Renewable energy	-	-	-	
		Total	26.1	26.4	27.2	
	Energy Intensity	Energy Consumption per Total No of Employees	TJ/person	0.09	0.10	0.10
Water	Water Consumption	Non-renewable water	5,446	2,837	2,969	
		Renewable water	-	-	-	
		Total	5,446	2,837	2,969	
	Water Source	Third-Party Supply (Potable Water, Industrial Water, etc.)	ton	5,446	2,837	2,969
GHG	GHG emissions	Scope1(Direct emission)	259.9	259.8	200.5	
		Scope2(Indirect emission)	1,063.1	1,024.6	1,062.9	
		S1+S2 Total	1,323	1,284	1,263	
	GHG emission intensity	GHG Emissions per Total Number of Employees	tCO ₂ -eq/person	4.76	4.64	4.64
Waste	Waste generated	General wastes	5.63	5.63	-	
		Designated wastes	0	0	6.51 ²⁾	
		Total	5.63	5.63	6.51	
	Waste treated	Incinerated	-	-	-	
landfilled		-	-	-		
Recycled		-	-	6.51		
Eco-Friendly Investment	Amount of Green Product Purchases	KRW million	161	93	90	
Environmental Compliance	Violations of Environmental Laws and Regulations	Monetary Penalty	cases	0	0	0
		Non-monetary	0	0	0	
		Fines	KRW	0	0	0

1) Energy consumption is calculated based only on the Naju main center
 2) Management of Designated Waste by the Institution from 2023

Social(Employees)

Category	Index	Unit	2021	2022	2023		
	By Employment ty *Disclosure standards for Business Report	Regular worker	persons	267	260	255	
		Non-regular worker	11	17	17		
		Total	278	277	272		
	By Gender *Regular workers only	Male	persons	120	113	110	
		Female	147	147	145		
		Total	267	260	255		
Member Status	By Position *Regular workers only	Executive level(male)	persons	2	2	2	
		Executive level(female)	0	0	0		
		Manager level(male)	17	19	17		
		Manager level(female)	9	9	10		
		Non-manger level(male)	101	92	98		
		Non-manger level(female)	138	138	129		
		Total	267	260	256		
	% of Female Managers Compared to Total Manager	%	32	30	34		
Diversity		The disabled	persons	6	5	8	
		Foreigners	0	0	0		
		Veterans	7	5	6		
		Non-regular workers (contracted included)	11	17	17		
		Local Youth	1	3	0		
		Others	0	0	0		
Job Creation	Employment Creation and Fluctuation Status	New hires	persons	10	11	7	
		Voluntary turnover	8	12	7		
		Recommended turnover	0	0	1		
		Turnover rate	%	3	5	3	
Welfare & Benefits	Total Employee Benefits Expenses ¹⁾		KRW million	319,681	320,886	304,486	
		Average Employee Benefits Expenses per Employee	KRW tens of thousand	115	116	112	
		Status of Parental Leave Usage and Return	Employees who used parental leave	persons	9	8	3
			Employees returning to work after parental leave	1	7	11	
			Employees working for at least 12 months after returning to work	%	0	100	100

1) Including Executives, Regular Employees(General, Permanent), and Non-Regular Employees
 * Includes Non-Monetary and Monetary Benefits Expenses

ESG Performance Data

Social(Employee)

Category	Index	Unit	2021	2022	2023	
Overall Training Status(Including Mandatory Training)	Total Training Hours	hour	18,766	16,481	15,097	
	Training Hours per Employee	hour	67.5	59.5	55.6	
	Total No of Trainees(Excluding Duplicates)	persons	254	240	243	
	Employee Training Participation Rate	%	91	87	89	
	Total Employee Training Expenses	KRW million	200	244	251	
	Training Cost per Employee	KRW thousand	718	882	923	
	Sexual Harassment Prevention Training	Training hour	hour	4	4	4
		No. of Participants	persons	288	318	306
	Workplace Harassment Prevention Training	Training hour	hour	1	1	1
		No. of Participants	persons	290	303	307
Human Rights Education	Training hour	hour	4	5	1	
	No. of Participants	persons	293	305	307	
Disability Awareness Training	Training hour	hour	1	3	3	
	No. of Participants	persons	292	301	307	
ESG/Sustainable management related training	Training hour	hour	0	0	0	
	No. of Participants	persons	0	0	0	
Social Dialogue	Employees Subject to Collective Bargaining Agreement	persons	278	277	272	
	Percentage of Employees Covered by Collective Bargaining Agreement	%	104	107	107	
	Employees Eligible for Union Membership	persons	246	282	239	
	Employees Who Joined the Labor Union	%	212	204	194	
	Labor Union Membership Rate	%	86	72	81	
	Holding of Labor-Management Council Meetings	times	4	4	4	
	Complaints Received	cases	0	0	2	
	Complaints Resolved	cases	0	0	2	
	Average Response Time	days	0	0	7	

Safety

Category	Index	Unit	2021	2022	2023	
Safety Management	Accident rate	%	0	0	0	
	No. of Accidents	No. of the injured	cases	0	0	0
		No. of fatalities	cases	0	0	0
	LTIFR	1,000,000 Accident per hour	0	0	0	
Safety training	Total training hour ¹⁾	hour	442	2,767	2,836	
	Total employees trained	persons	92	290	293	
	Training hour per employee	hour/persons	4.8	9.5	9.7	

1) Based on 4 hours per person for 2021, and 9 hours per person for 2022-2023

Social(General)

Category	Index	Unit	2021	2022	2023
Social Contribution	Cash donation	KRW million	7	0	0
	Local Community Investment	KRW million	0	2	14
	In-kind donation ¹⁾	ea	184	13,646	2,098
	No. of Participants in Volunteer Work and Pro Bono Activities ¹⁾	persons	373	641	553
	Purchases from Socially Responsible Enterprises(e.g., Women-Owned Businesses, Disabled-Owned Businesses, etc.)	KRW million	0	0	0
Customer Satisfaction	No. of Customer Complaints Received	cases	83	88	34
	Number of Customer Complaints Resolved ²⁾	cases	44	40	4
	Resolution rate	%	53.0	45.5	11.8
Information Protection	Those subject to Information Security and Personal Data Breach Prevention Awareness Training	persons	333	316	310
	Employees who completed Information Security and Personal Data Breach Prevention Awareness Training	persons	297	301	307
Ethical training	Ethical training hours	Hour	4	5	1
	No. of Participants	persons	293	305	307

1) There are overlaps in material donations and talent donations(such as blood donation certificates donated through participation in blood donation campaigns and sanitary napkin donations through participation in sanitary napkin donation campaigns).
 2) For the number of appeals, only cases that have been processed through actual responses and submissions, excluding transfers to other departments, dismissals, closures, and cases that cannot be accepted, are recorded

Governance

Category	Index	Unit	2021	2022	2023
BOD Performance	No. of Meetings convened	Ordinary	12	12	12
		Extraordinary	17	13	7
	No. of Resolutions	cases	71	62	52
	No. of Reports	cases	113	77	76
	Female Directors	%	50	50	58
	Average Attendance Rate	%	96	96	96
BOD Status persons	Executive directors	persons	1	1	1
	Independent directors	persons	11	11	11
	Auditors	persons	1	1	1
	Others	persons	0	0	0

Distribution of Economic Performance

Category	Index	Unit	2021	2022	2023
Local communities	Social contributions ¹⁾	KRW million	7	20	6
Partners	Purchase costs	KRW million	25,486	37,129	46,786
Employees	Labor costs	KRW million	12,124	12,332	12,542

1) Includes only program operating expenses(excluding other meeting expenses and bonuses).
 *(2022) Includes exhibition support costs for Naju Persons Hama Village.

ESG Performance Data

Financial Data

Fund Account

Summary Statement of Financial Position

Category	Index	Unit	2021	2022	2023
Assets	Current assets		87,027	80,883	202,356
	Investments assets		151,048	120,475	65,581
	General tangible assets		451,745	451,368	560,717
	Social Infrastructure		0	0	0
	Intangible assets		1,379	1,674	1,449
	Other non-current assets		1,303	1,303	1,203
	Total Assets		692,502	655,703	831,306
	Liabilities	Current liabilities	KRW million	10,451	16,833
Long-term Borrowings			0	0	0
Long-term Provisions			5,198	6,678	6,914
Other Non-current Liabilities			53,481	53,481	53,481
Total Liabilities			69,130	76,992	113,365
Net Assets	Basic Net Assets		115,545	93,043	62,801
	Reserves and Surplus		160,815	153,802	458,635
	Adjustment of Net Assets		347,013	331,864	717,939
	Total Net Assets		623,373	578,709	15.79

ARKO Unique Business

Summary Statement of Financial Position(K-IFRS)

Category	Index	Unit	2021	2022	2023
Asset	Current assets		907	738	1,564
	Non-current asset		566	462	376
	Total Asset		1,473	1,200	1,940
Liabilities	Current liabilities		1,472	1,198	1,938
	Non-current liabilities		-	-	-
	Total Liabilities	KRW million	1,472	1,198	1,938
Capital	Capital amount		2	2	2
	Others		-	-	-
	Non-controlling interest		-	-	-
	Total Capital		2	2	2
Liabilities			73,600.00	59,900.00	96,900.00

Summary Statement of Comprehensive Income(K-IFRS)

Category	Index	Unit	2021	2022	2023
ARKO Unique Business	Revenue(Sales)		65,675	50,607	29,375
	Net Sales		65,675	50,607	29,375
	Cost of Sales		65,515	50,434	29,151
	SG & A		160	173	224
	Operating Profit		0	0	0
	Other revenues		-	-	-
	Other expense		-	-	-
	Other profit		-	-	-
	Financial profit	KRW million	-	-	-
	Finance cost		-	-	-
	Profit of associates accounted for using the equity method		-	-	-
	Income before income tax		0	0	0
	Net Income		-	-	-
	Other Comprehensive Income		-	-	-
	Total Comprehensive Income		0	0	0
	Net Profit Margin		0	0	0
	Equity Turnover Ratio		3,283,750	2,530,350	1,468,750

GRI Contents Index

Arts Council Korea is publishing the 2024 Arts Council Korea Sustainable Management Report, which includes information on its 2023 ESG activities and achievements, in accordance with the GRI Standards 2021 framework.

Universal Standards(General Disclosures)		
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	2-2 Entities included in the organization's sustainability reporting	4
	2-3 Reporting period, frequency and contact point	4
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	2-16 Communication of critical concerns	97-99
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	2-18 Evaluation of the performance of the highest governance body	Not applicable
	2-19 Remuneration policies	Not applicable
	2-20 Process to determine remuneration	Not applicable
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	GRI 2: Strategy, Policies, Practices	2-22 Statement on sustainable development strategy
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Topic-specificStandards(Economic Performance, GRI 200)		
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GRI 205: Anti-corruption	205-1 Operations assessed for risks related to corruption	103
	205-2 Communication and training about anti-corruption policies and procedures	101
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Topic-specific Standards(Environment Performance, GRI 300)		
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	403-2	Hazard identification, risk assessment, and incident investigation	81
	403-3	Occupational health services	83
	403-4	Worker participation, consultation, and communication on occupational health and safety	79
	403-5	Worker training on occupational health and safety	82, 110
	403-6	Promotion of worker health	83
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	80-83
	403-8	Workers covered by an occupational health and safety management system	110
	403-9	Work-related injuries	110
	403-10	Work-related ill health	110
GRI 404: Training and education	404-1	Average hours of training per year per employee	110
	404-2	Programs for upgrading employee skills and transition assistance programs	72
GRI 405: Diversity and equal opportunity	405-1	Diversity of governance bodies and employees	97, 111
GRI 406: Nondiscrimination	406-1	Incidents of discrimination and corrective actions taken	102
GRI 407: Freedom of association and collective Bargaining	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Not applicable
GRI 408: Child labor	408-1	Operations and suppliers at significant risk for incidents of child labor	Not applicable
GRI 409: Forced or compulsory labor	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Not applicable
GRI 410: Security Practices	410-1	Security personnel trained in human rights policies or procedures	55-56
GRI 411: Rights of Indigenous Peoples	411-1	Incidents of violations involving rights of indigenous peoples	Not applicable
GRI 413: Local Communities	413-1	Operations with local community engagement, impact assessments, and development programs	91-95
GRI 413: Local Communities	413-2	Operations with significant actual and potential negative impacts on local communities	Not applicable
GRI 418: Customer Privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Not applicable

UN SDGs

Arts Council Korea is striving to achieve the UN Sustainable Development Goals(UN SDGs) in order to create sustainable value across all of its management activities.

Goal	Description	Linked Activities	Page
 1 NO POVERTY	End Poverty End poverty in all its forms everywhere.	- Barrier-Free, Art Sharing for All	56-57
 3 GOOD HEALTH AND WELL-BEING	Health & Well-being Ensure healthy lives and promote well-being for all at all ages.	- Work-Life Balance and Welfare Benefits System - Efforts for Institutional Facility Safety and On-Site Safety Enhancement Activities	76-77, 79-83
 4 QUALITY EDUCATION	Quality Education Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.	- Support for Strengthening Artistic Workforce Capabilities - School Reading Project, Excellent Book Donation and Collaboration Program	72-73, 88-89, 93
 5 GENDER EQUALITY	Gender Equality Achieve gender equality and empower all women and girls	- Procedures for Handling Complaints of Sexual Harassment and Sexual Violence - Implementation of Work-Family Balance System	54, 70
 7 AFFORDABLE AND CLEAN ENERGY	Sustainable Energy Ensure access to affordable, reliable, sustainable and modern energy for all.	- Energy saving activities	47
 8 DECENT WORK AND ECONOMIC GROWTH	Decent work and economic growth Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	- Socially Equitable Recruitment - Mutual Growth with External Partner Organizations - Gradual Employment Stabilization for Artists	69-70, 86-87, 89
 10 REDUCED INEQUALITIES	Reduced inequalities Reduce inequality within and among countries	- Human Rights Remedy Procedures and Human Rights Education - Establishment of a Collaboration System for Education and Employment Support for Artists with Disabilities	53-57
 11 SUSTAINABLE CITIES AND COMMUNITIES	Sustainable cities and communities Make cities and human settlements inclusive, safe, resilient and sustainable	- Community Plogging activities	46
 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Responsible consumption and production Ensure sustainable consumption and production patterns	- Resource Recycling Activities and Expansion of Green Product Purchases - Eco-Friendly Practices in Culture and Arts	46-51
 13 CLIMATE ACTION	Climate Action Take urgent action to combat climate change and its impacts	- Carbon Emission Reduction and Hangarae(tossing) Challenge - Raising Environmental Awareness through Climate Exhibitions	46-47, 49
 16 PEACE, JUSTICE AND STRONG INSTITUTIONS	Peace, Justice and Strong Institution Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.	- Transparent Management - Ethical and Compliance Management - Establishment of ARKO Ethics and Human Rights Index	97-103

Third-Party Assurance Statement

To: The Stakeholders of Arts Council Korea

Introduction

The Korea Value Integration Association(hereinafter referred to as the "Verifier") has been requested to conduct a third-party verification of the Arts Council Korea 2024 Sustainability Management Report(hereinafter referred to as the "Report"). The Verifier is responsible for providing an independent verification opinion on the Report, while all responsibility for the information and claims included in the Report rests with Arts Council Korea, the issuing organization.

Assurance Standards and Levels

The verification was conducted in accordance with the international verification standard AA1000AS v3, published by Accountability. The verification focused on compliance with the four key principles: Inclusivity, Materiality, Responsiveness, and Impact, as well as the information collection process. A "Type 1" evaluation was applied, focusing on adherence to these principles, based on limited evidence collection with a "Moderate Level" of assurance. Additionally, the verification ensured compliance with the Global Reporting Initiative(GRI) Standards 2021, and the scope of verification includes the following:

- Application of the four key AA1000AS v3 principles: Inclusivity, Materiality, Responsiveness, and Impact.
- Compliance with the requirements of the report, written with reference to GRI Standards 2021.
- Adequacy of processes and management systems for information collection and analysis.
- Accuracy and reliability of data and information provided.

Scope of Assurance

As an independent verification body, the Verifier adhered to the verification standards, procedures, and guidelines. The following methods were used to review the reliability of the report's content, related procedures, systems, controls, and performance data:

- Review of supporting documents and evidence
- Examination of data and information collection, storage, analysis, and review systems
- On-site visits and interviews with relevant personnel

Imitation

The validity of the performance data presented in the report is subject to inherent limitations, depending on the methods used to confirm, calculate, and estimate the characteristics and figures of the data. The Verifier conducted a comparative review of the provided information and evidence but did not perform a reliability check of the original data itself. Additionally, the greenhouse gas emissions data reported in this document were not included within the scope of this verification.

Assurance Opinion

The verification opinion derived from the above-described methods and activities is as follows. Arts Council Korea has established an appropriate system for collecting, storing, analyzing, and reviewing data and information. We find that the information and data included in the report are accurate and reliable, with no significant errors or biases. The report adequately reflects the principles of Inclusivity, Materiality, Responsiveness, and Impact as outlined in AA1000AS v3. The detailed findings are as follows:

• Inclusivity

We examined whether there are procedures and activities in place to gather and ensure the participation of stakeholders who influence the organization. Arts Council Korea has identified its stakeholders, including employees, labor unions, partner organizations, cultural and arts institutions, artists, the public, the government, and local communities. The organization operates programs to meet the core needs of these stakeholders.

• Materiality

We reviewed the material issue determination process used for selecting reporting issues and examined its appropriateness. Arts Council Korea identified key issues through a double materiality assessment, considering both financial status and the impact on environmental and social factors. Specific to the cultural arts sector, the organization highlighted the establishment of fair practices in the arts and the enhancement of public cultural and artistic experiences as key issues.

• Responsiveness

We examined whether the company's response to key issues was well-documented in the report. Arts Council Korea has reflected these key issues in its strategic tasks and activities, and is appropriately responding to the demands of its stakeholders.

• Impact

We reviewed whether procedures are in place to identify and assess the impact of key topics on the organization and its stakeholders, and whether these impacts are disclosed in the report. Arts Council Korea has effectively identified and evaluated the impact of key issues on both the organization and its stakeholders, and the determined impacts for each key issue are transparently disclosed in the report.

Recommendation for Sustainability

Within the scope that does not affect the verification results, the following recommendations are provided:

- We recommend establishing a long-term roadmap for the publication of sustainability reports or disclosure of information to promote continuous ESG management activities and communication, rather than one-time efforts.
- It is also recommended to regularly disclose plans, goals, initiatives, and changes resulting from activities aimed at strengthening ESG initiatives within cultural and arts institutions, through reports or the organization's website.

Independence and Qualifications

The verification team conducted the verification independently. The Verifier has no business relationship with Arts Council Korea and no conflict of interest. The team is composed of members with extensive experience in sustainability, CSR, and ESG fields, and they possess an excellent understanding of verification standard methodologies.

Sept. 2024 Seoul, Republic of Korea
Korea Value Convergence Association

Certification & Awards

Certification

Category	Certified Date(Duration)	Description	Note
Web Accessibility Quality Certification (Public Art Portal)	Aug. 2023.~Aug. 2024. Aug. 2022.~Aug. 2023. Aug. 2021.~Aug. 2022.	This is a national quality certification system that recognizes exemplary websites that comply with web accessibility standards, ensuring that individuals with disabilities and the elderly can use them without inconvenience.	
Web Accessibility Certification Mark	Sept. 2023.~Sept. 2024	This awards a Quality Certification Mark to websites with excellent web accessibility to ensure ease of use for people with disabilities, the elderly, and others, in accordance with Articles 47 and 48 of the Intelligent Informatization Act.	Munhak Plaza website has obtained the Web Accessibility Quality Certification.
Web Accessibility Quality Certification	Jun. 2024.~Jun. 2025. Feb. 2024.~Feb. 2025. July. 2023.~July. 2024.	This certifies and awards a mark to high-quality websites that comply with web accessibility standards to ensure accessibility for people with disabilities and the elderly, in accordance with the "Act on the Prohibition of Discrimination Against Persons with Disabilities."	
Excellent Indoor Air Quality Management Facility	May. 2023.~May. 2025.	Recognized as Indoor Air Quality Excellence Facility by Jongno-gu Office Certification Program Evaluation(Excellence Facility Certification)	Among 391 locations within the jurisdiction, 10 have been re-certified, including 4 performance venues.
Web Accessibility Quality Certification (Online Media)	Jun. 2024.~Jun. 2024.	A national quality certification system for outstanding websites that comply with web accessibility standards to ensure ease of use for people with disabilities and the elderly.	
Excellent Universal Tourism Facility	Dec.2023.	Selected as an Excellent Universal Tourism Facility by the Seoul Tourism Foundation as part of efforts to create a tourism environment in Seoul that is accessible and convenient for tourists with disabilities, the elderly, and infants.	

Certification & Awards

Awards

Date	Award	Organizer
Feb.2024.	2024 Dance Vision Awards / Stage Arts Award Winner	Contemporary Dance Promotion of Korea
Dec.2023.	2023GOODDESIGNWEBAWARD BRONZE PRIZE Winner in Culture/Arts/Design Category	GDWEB
Dec.2023.	2023 Web Award Korea Grand Prize Winner in the Cultural Webzine Category	Korea Internet Professional Association
Sept.2023.	Winner of the "Excellence Award" in the 2023 Best Practices Contest for Social Welfare Information Sharing and Utilization	Social Security Intelligence Service
Sept.2023.	2022LACPVISIONAWARDS Grand Prize in Public Sector(Platinum)	League of American Communications Professionals(LACP)
April.2023.	Winner of the 2023 11th Korea Digital Customer Satisfaction Survey(HTHI) for Excellence in SNS	Korea Marketing Association
Dec.2022.	Commendation (2022 Excellence in Public Institution Integrity Audit Case Competition)	Ministry of Culture, Sports and Tourism
Oct.2022.	2022 12th Korea SNS Awards, Public Sector Excellence Award	Korea Association for Social Contents' Development
Mar.2022.	2022 10th Korea Digital Customer Satisfaction Survey(HTHI) SNS Excellence Award	Korea Marketing Association
Jan.2022.	Stage Arts Award Winner	Korea Dance Association

Association & Membership

Association	Description	Year
Stage Arts Professionals Association	This organization is a gathering of professionals specializing in stage, sound, and lighting in the field of performing arts.	Before 2022
Korea Stage Managers Association	This organization is dedicated to the systematic development and qualitative improvement of performing arts by providing education for stage managers and fostering a professional network among them.	Before 2022
Stage Sound Designer & Engineer Association	This organization is a gathering of professionals in the field of sound for performing arts.	Before 2022
Korea Lighting Designers Association	This organization is a gathering of professionals in the field of lighting for performing arts.	Before 2022
Bitgaram Audit Council	This organization is a forum for discussing key audit-related issues and sharing audit information among the internal audit bodies of public institutions relocated to Gwangju-Jeonnam Innovation City. It aims to promote regional co-prosperity and development by establishing a collaborative framework among local public institutions.	2018
Bitgaram Integrity Network	This organization is a group that fosters horizontal and autonomous cooperation among institutions in the Gwangju and Jeonnam regions, based on communication and trust. It aims to contribute to creating a transparent and integrity-driven society.	2017
International Council of Museums(ICOM) Korea Committee	Founded in 1976, this non-governmental, non-profit international organization is actively involved in the preservation of cultural heritage in Asia, including Korea. It promotes the public role of museums and conducts scholarly research on cultural heritage, as well as supports initiatives to strengthen museum functions both domestically and internationally.	2016-Present
Institute of Internal Auditors	This organization is dedicated to enhancing the qualifications of auditors and promoting management efficiency through activities such as special lectures on audit leadership, core and advanced auditor training courses, professional internal audit education, online courses, domestic and international seminars, and study tours. It also publishes audit-related materials, including the [Audit Journal], offers CIA(Certified Internal Auditor) exams and training programs, and collaborates with related institutions.	2012
IFACCA, International Federation of Arts Councils and Culture Agencies	This organization is an international union of arts councils and cultural institutions, facilitating the sharing of knowledge and information on cultural policies and programs through a network of arts institutions. It also organizes the World Summit on Arts and Culture every 2-3 years.	2006
APIA Korea	This organization aims to implement and practice the government's national philosophy and governance direction, while broadening the understanding and awareness of public institution audits and facilitating information exchange.	2006
KoCACA Korean Cultural & Arts Centers Association(KoCACA)	This organization was established in 1996 to promote the advancement of culture and the arts through balanced development, mutual cooperation among cultural and arts centers, the distribution of the arts, and supporting cultural activities for the public, including marginalized groups.	1996
Korean Library Association	¹ In accordance with Article 18 of the Library Act, this organization is a non-profit corporation(corporation aggregate) and a public-interest corporation that represents over 22,000 libraries and 100,000 library professionals nationwide.	1988



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