

2024 OSSTEM IMPLANT Integrated Report



About this Report

This report provides a comprehensive overview of Osstem Implant's financial performance and Corporate Social Responsibility (CSR) activities during the reporting period. We have endeavored to provide a balanced perspective on our value creation activities, as well as our financial and non-financial performance, across all ESG (Environment, Social, and Governance) areas for our CSR stakeholders: customers, shareholders, local communities, partner companies, and employees.

Principles & Standards

This report has been prepared in accordance with the GRI (Global Reporting Initiative) Standards 2021. The financial information herein is based on the consolidated financial statements prepared in accordance with the Korean International Financial Reporting Standards (K-IFRS).

Scope of Report

This report covers the activities of Osstem Implant's core business sites in the Republic of Korea and its overseas subsidiaries.

The scope of environmental data reporting includes the production divisions in Busan and Ansan, as well as the central research center in Magok, Seoul.

Period of Report

The data reflects the fiscal year from January 1 to December 31, 2024. Key quantitative data includes figures from the previous two years to show increasing and decreasing trends. Select information from 2025 has been included to provide timely, up-to-date information.

Contact Information

For any inquiries or suggestions for improving this report, please contact us at the address below.

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- E-mail: esg@osstem.com
- Tel: 02-2016-7000

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Osstem Implant Co., Ltd.



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Part 1.

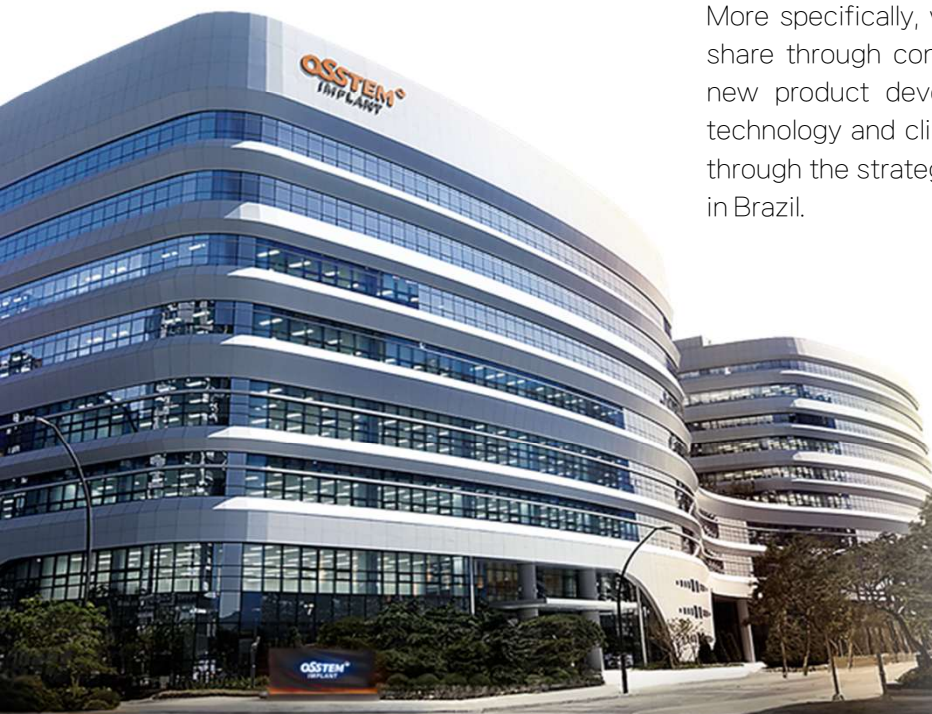
ABOUT OSSTEM IMPLANT

Message from the CEO
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Message from the CEO

Osstem Implant is committed to sustainable management, guided by our philosophy of contributing to human health by helping dentists provide better treatment.



Dear Esteemed Stakeholders,

I would like to express my sincere gratitude to all of you for your unwavering trust and support for Osstem Implant.

In 2024, despite an uncertain domestic and international business environment, Osstem Implant achieved approximately 9% growth, reaching KRW 1.3 trillion in sales and continuing its meaningful, sustainable growth.

More specifically, we are expanding our global market share through continuous product improvements and new product development based on our innovative technology and clinical education programs, as well as through the strategic acquisition of "Implacil de Bortoli" in Brazil.

As part of our ESG management efforts, we have also been recognized for our sustainable management performance in 2024, becoming the first company in Korea's dental industry to obtain both the Information Security Management System (ISMS) certification and ISO 37301 Compliance Management System certification.

In 2025, we plan to establish an ESG Committee within our Board of Directors to further strengthen our ESG management framework, while effectively advancing supply chain and environmental management.

This year, despite facing challenging business conditions such as the U.S.-China trade dispute and a global economic slowdown, as a leader in the dental industry, we are committed to systematically elevating our ESG management by formulating tailored strategies for each country and analyzing best practices.

We deeply appreciate your continued warm interest in and encouragement for Osstem Implant.

Osstem Implant Co., Ltd.
President & CEO

Kim Hae-sung

Company Profile

Osstem Implant

As the first Korean company to domestically produce implants, we have transformed Korea from a nation that studied implant technology to one that teaches it, making dental implants a standard procedure in modern dentistry.

As Korea's premier company manufacturing top-selling implants for both domestic and global markets, Osstem Implant has evolved into a comprehensive dental solutions provider, offering all the essential equipment and IT services for dental practices.

"Digital Dentistry," which enables the early detection of surgical risk factors and facilitates comprehensive, systematic surgical planning, is now a major paradigm in the dental field. With a spirit of innovation and a passion for technology, we will continue to innovate and provide integrated solutions to build a leading digital dentistry environment.

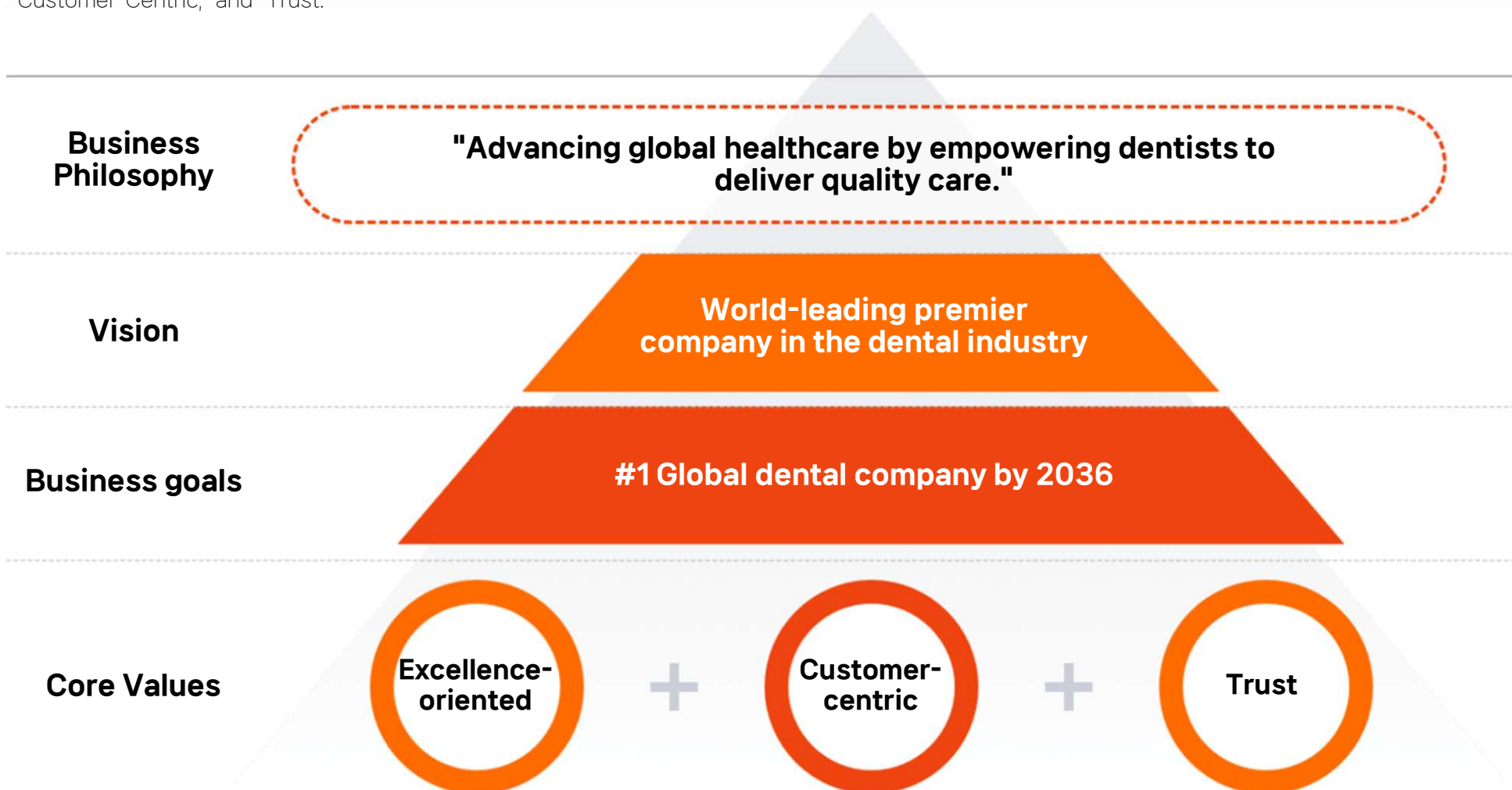


(As of 2024, Consolidated, KRW 100 million)

Company Name	(Korean) 오스템임플란트(주) (English) OSSTEM IMPLANT CO., LTD.	Total Assets	19,816
President & CEO	Kim Hae-sung	Sales	13,155
Headquarters Location	3, Magokjungang 12-ro, Gangseo-gu, Seoul	Gross Profit	7,974
Date of Foundation	January 8, 1997	Operating Income (Operating margin)	1,618 (12.3%)
Number of Employees (non-consolidated)	3,043 people	Net Income	536
Number of Subsidiaries	51 companies (non-listed)	Credit Rating (Korea Ratings & Data)	A- (Very Good)
Business Purpose	Manufacture and sales of medical devices, medical materials, etc.	R&D Investment (Non-consolidated)	805
Website:	https://www.osstem.com/		

A Business Philosophy Embodying ESG Management

Osstem Implant's vision, management goals, and core values, which form the bedrock of our corporate identity, are all founded on a management philosophy rooted in corporate social responsibility: "We contribute to the improvement of human health by helping dentists provide better treatment." Our vision is to be the "world-leading premier company in the dental industry," and our management goal is to achieve the position of "#1 Global dental company by 2036." To achieve this management goal, all Osstem Implant employees are dedicated to practicing our core values of "Excellence-oriented," "Customer-Centric," and "Trust."



Process of Our Growth and ESG Footprints

Since its establishment in 1997, Osstem Implant has built a robust global sales network supported by world-class research facilities, specialized personnel, and a modern infrastructure. By consistently increasing our overseas market share, we are advancing toward our goal of becoming the world's leading implant company, offering comprehensive solutions to the dental industry.

Key Message ①

World's No.1 dental implant provider

Key Message ②

Digital Leader OSSTEM IMPLANT



Business Areas

We see it as our mission to contribute to human health by helping dental professionals provide better treatments. We offer total dental solutions that enhance convenience for both doctors and patients.

Dental Implant Division

We offer a diverse range of implant systems, backed by continuous R&D investment and a commitment to quality innovation.



Dental Equipment and Pharmaceuticals Division

We provide equipment such as unit chairs and CT scanners, dental materials like bone grafts and impression materials, and dental pharmaceutical products.



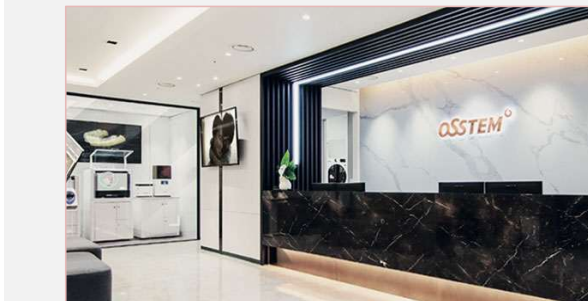
Dental IT Division

We develop and provide software to create a digital treatment environment.



Dental Clinic Interior Design Division

We design spaces that provide an optimal clinical environment for medical staff and offer patients a sense of comfort and trust.



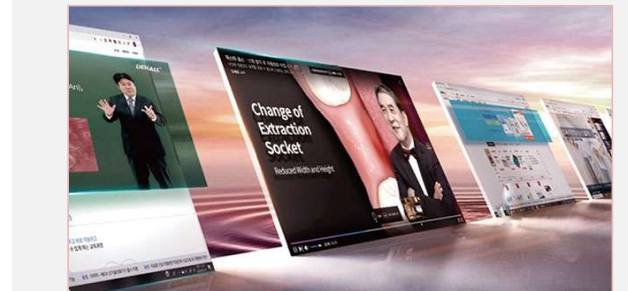
Education Division

We operate a specialized implant clinical training institution that has trained over 130,000 dental professionals from both Korea and abroad.



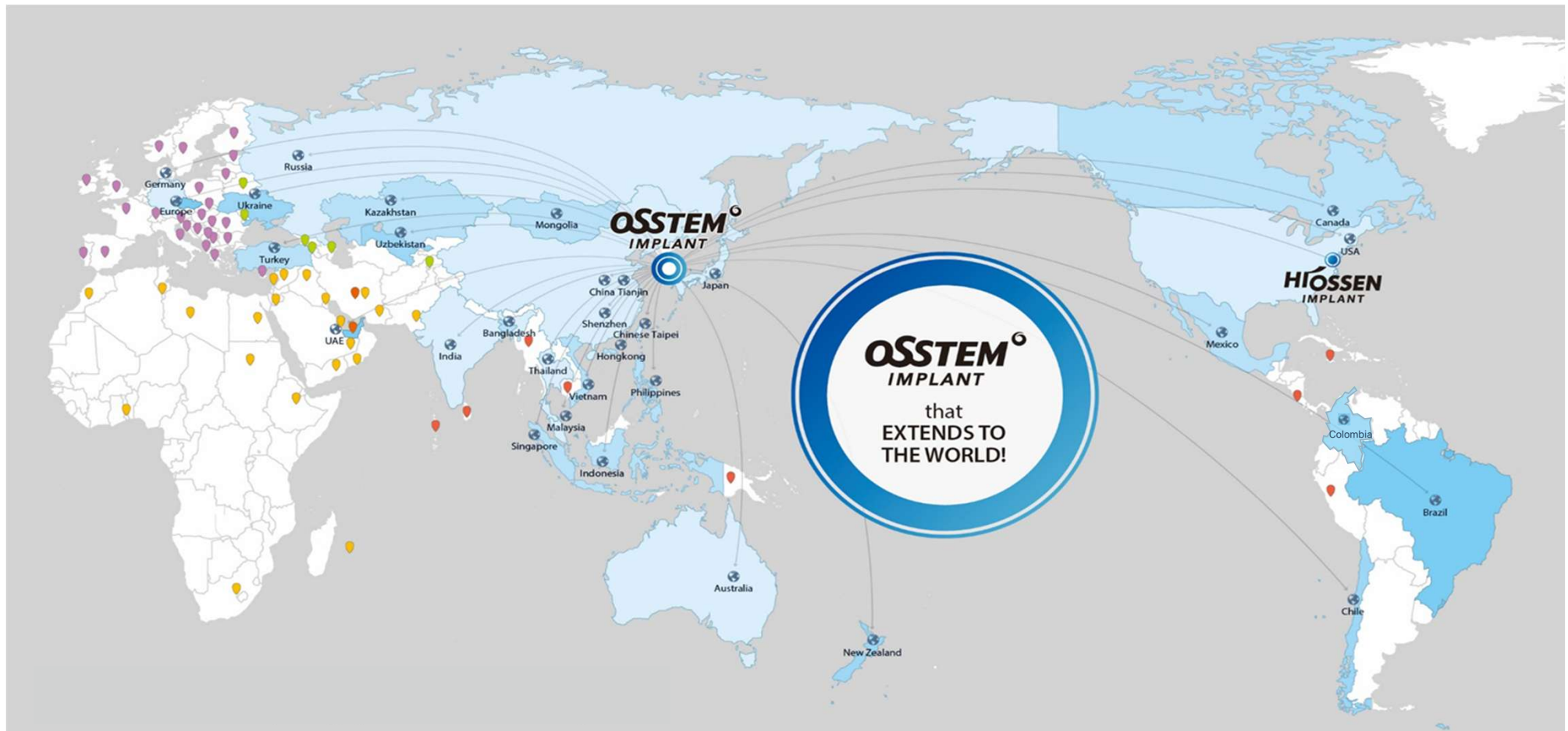
Broadcasting and Portals Division

DENALL is a professional portal for the dental industry that offers TV, shopping, education, job searching, software, and more.



Global Network

Osstem Implant began its full-scale global expansion in 2005 with the establishment of its first overseas subsidiaries in 12 countries. Since then, we have expanded our sales network to 139 channels across 95 countries, including production sites in Korea, the U.S., and China. In 2023, we established three new subsidiaries in Italy, Portugal, and the Netherlands. In 2024, we added three more for Georgia, Colombia, and the Middle Eastern regional markets. As of the end of 2024, we operate 41 overseas subsidiaries in 34 countries. We are on a journey to become the "world's number one dental company" by establishing a solid global sales network with the goal of securing 50 overseas subsidiaries in 46 countries by 2026, thereby increasing our proportion of overseas sales.



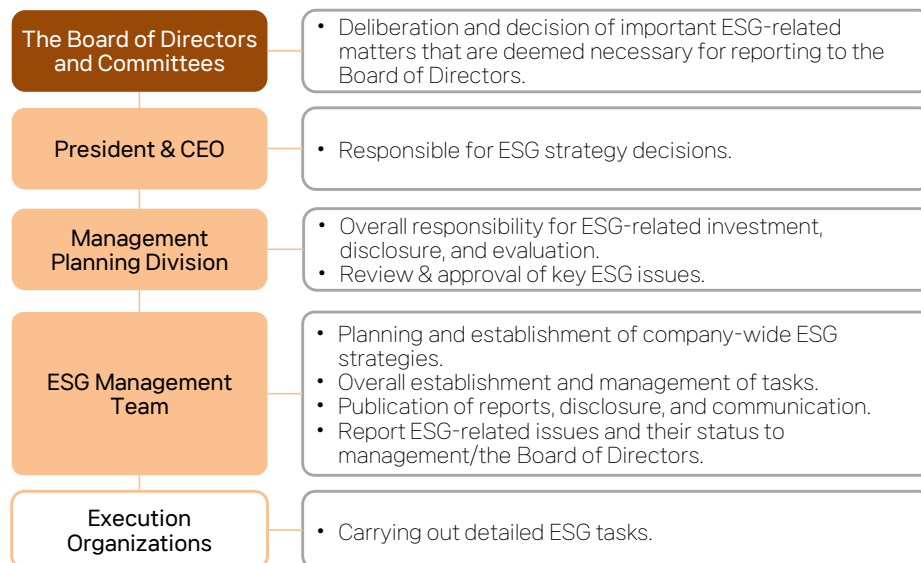
Sustainable Management

Promotional Organizations

Osstem Implant has earnestly established a decision-making framework based on sustainable management to adapt to the evolving market environment and consumer values. Centered around the ESG Management Team, managers from each department engage in close communication to discuss ESG issues and strategic initiatives, and in this process, we develop roadmaps and detailed action plans. We monitor our ESG performance against our strategies and goals and present key agendas and directions at management meetings and board meetings, thus operating a system that drives our sustainable management strategy toward common objectives.

Osstem Implant has established ESG-related KPIs for each of its organizations and is committed to achieving ESG performance and creating value.

[Promotional Organizations for Sustainable Management]



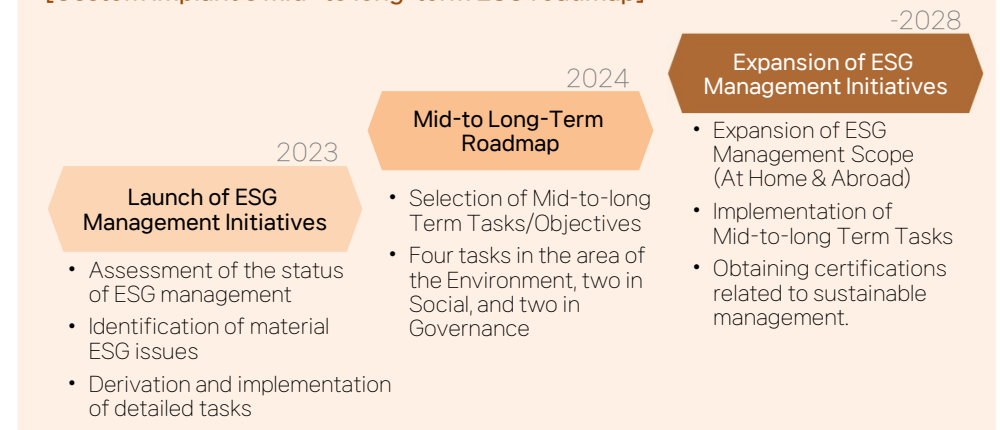
Mid-to Long-Term Roadmap

Osstem Implant has established a more responsible decision-making framework and made efforts to enhance stakeholder value by introducing ESG management in 2023. Subsequently, we established a mid- to long-term ESG roadmap by analyzing ESG trends, assessing our status, and identifying material issues.

Now, Osstem Implant has designated 2024 as the foundational year for expanding our ESG management frameworks and will implement key objectives aligned with global business trends. In addition, we will manage supply chain risks with our key partners and solidify an advanced sustainable management system befitting our global brand. Simultaneously, we aim to fulfill our social responsibilities by contributing to the achievement of the UN Sustainable Development Goals (SDGs).

This comprehensive effort will serve as a foundation for Osstem Implant's continuous growth in brand value and business capabilities.

[Osstem Implant's mid- to long-term ESG roadmap]

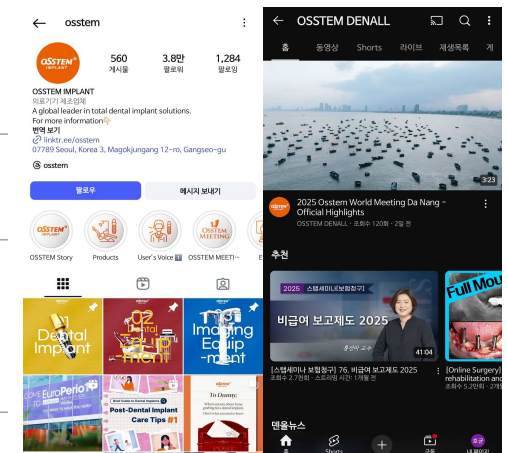


Sustainable Management

Stakeholder Engagement

Osstem Implant defines its key stakeholder groups as customers, employees, partner companies, local communities, shareholders, and investors, and actively engages with them through various communication channels. The company ensures transparency by disclosing its business strategies, core initiatives, key achievements, and future plans to its stakeholders. Through the company website, social media, and other communication channels, stakeholders can easily access information on Osstem Implant's operations without time or location constraints.

Stakeholder Group	Relevant Issues	Communication & Engagement Channels	
		Individual	Common (All Stakeholders)
Customers	Product safety, customer data protection, customer education, new product launches	- Product satisfaction surveys - Lunch seminars - Exhibitions, academic conferences, in-house symposia - DenALL platform	- Osstem Implant website - Osstem Implant's social media channels (e.g., Instagram, Facebook, YouTube)
Employees	Health & safety, talent development, performance & rewards, benefits, ethics	- Internal portal - Grievance and consultation channels - Company-wide workshops - Occupational Health and Safety Committee - Junior Board (planned)	- Annual and integrated reports - Ethics reporting channel
Partner Companies	Compliance with procurement ethics, fair partner selection, and environmental and social risk management	- Procurement portal (SRM, planned) - Grievance and consultation channels	
Local Communities	Fulfillment of corporate social responsibility and support for underserved groups	- Scholarship award ceremonies - Participation in associations and organizations - Social contribution partnerships	
Shareholders & Investors	Transparency in business performance and corporate governance	- General shareholders' meetings - Corporate disclosures - Investor relations (IR) meetings	



- [Instagram.com/Osstem](https://www.instagram.com/Osstem)
- www.youtube.com/@OsstemDenAllKorea

Sustainable Management

Materiality Assessment

Osstem Implant conducts an annual materiality assessment in accordance with the principles of the Global Reporting Initiative (GRI), a leading global sustainability reporting framework. The assessment incorporates the concept of double materiality to identify and prioritize key ESG topics.

Double materiality is a dual-perspective approach that considers both the outward impact of a company's business activities on stakeholders, society, and the environment (Impact Materiality), and the inward financial risks and opportunities stemming from external sustainability issues (Financial Materiality).

Our 2024 materiality assessment resulted in the selection of five core ESG topics: enhancing patient health and safety, ensuring ethical management compliance, expanding access to dental services, strengthening customer engagement, and promoting innovation, along with 18 additional general topics.

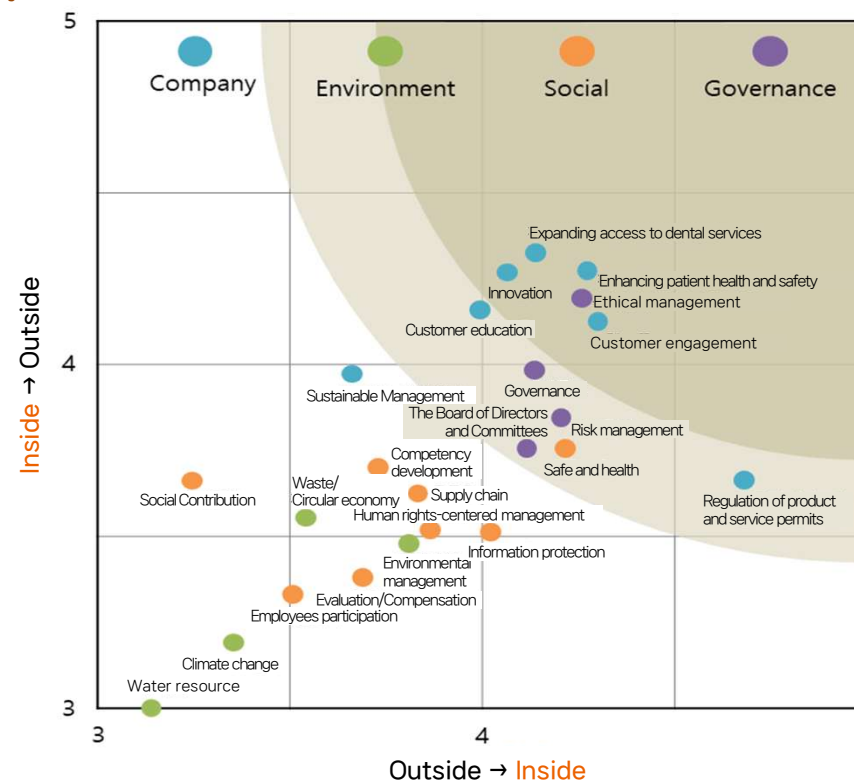
Among the five core topics, "expanding access to dental services" was newly introduced in 2024, while the remaining four were carried over from 2023.

Based on these findings, this report outlines Osstem Implant's key achievements for 2024, and each responsible department is currently developing and implementing detailed ESG initiatives for 2025.

[Double Materiality Assessment Process]

Review	Identify	Assess		Disclose
Environmental Analysis	Topic Pool Development	Stakeholder Survey	Core Topic Selection	Integrated Report Disclosure
Company profile and ESG trends	- ESG disclosure and assessment criteria - Benchmarking of industry peers and leading companies - Material issues identified in the previous year	- Internal stakeholders and investors - Assessed for likelihood and potential impact	- Analysis of survey results - Review by internal experts and executive leadership	- Report on 23 material topics 5 core topics, 18 general topics

[Double Materiality Assessment Results]



2024 Material Topics

Improving Patient Health and Safety

At Osstem Implant, safety management is at the core of public health and safety, marking the first step in our commitment to sustainable management. As a dental company centered on R&D, we are leading the advancement of Korea's dental industry across the entire product lifecycle—from product development and clinical research to production and distribution. In line with our management philosophy of "improving human health," Osstem Implant operates an advanced quality management system to consistently supply the market with high-quality dental products that are guaranteed to meet exceptional standards.

Quality Management System

To supply the market with products that guarantee performance, safety, and quality, Osstem Implant has established and maintains a quality management system that satisfies the GMP requirements, laws, regulatory bodies, and ISO standards throughout the entire manufacturing process.

We operate a quality management system to systematically manage and coordinate our quality management and assurance activities, from the development stage to manufacturing, distribution, and finally, to the patient.

Through this system, we minimize the risks that may arise during the development, manufacturing, and distribution of our products to ensure patient safety and product quality. We comply with medical device-related laws and regulations, and improve our products and processes through the continuous collection and analysis of quality data. Even after distribution, we earnestly and thoroughly manage the entire lifecycle of our products by continuously monitoring their safety and efficacy.

[Quality Management System Scope]

Planning, Design, R&D

- Quality Objectives, Product Requirements
- Verification & Validation of Development
- Transfer & Configuration Management

Manufacturing Preparation

- Raw Material Warehousing
- Raw Material Inspection
- Preparation of production system and procedures

Manufacturing

- Production, packaging, labeling
- In-process quality management and monitoring
- Implants - cleaning and contamination control, traceability
- Equipment/Software - installation, service

Quality Assurance/Management

- Product Testing
- Quality Confirmation & Shipping Approval
- Quality Monitoring

Storing, Distributing, Sales

- Prevention of Alteration, Contamination, and Damage
- PMS

2024 Material Topics

Improving Patient Health and Safety

Status of Quality Certification

Osstem Implant provides a diverse range of dental products, classified as medical devices, custom-made devices, and non-medical devices. These products consist of dental implant systems, transparent aligners and accessories, biocompatible materials, chairs, CTs, and dental practice management software.

For these diverse products, Osstem Implant adheres to the regulations and guidelines of domestic and international medical device agencies such as the Korean Ministry of Food and Drug Safety, the U.S. FDA, the European CE, and the Japanese MHLW, to produce and provide safe, high-quality products and services. We also undergo regular audits from both domestic and foreign regulatory bodies.

In addition, we implement effective quality-related training programs to enhance the capabilities of our employees in quality management.

Item	Major Quality Certification Status
Dental Implants Surgery Kits Dental Materials, etc.	Korean GMP, Chinese GMP, U.S. FDA, European MDR/ISO 13485, Canadian CMDR, Japanese MHLW, Australian TGR, Brazilian ANVISA/MDSAP, Russian GMP, UK MDR, Ukrainian GMP
Imaging Equipment Chairs Minor Equipment, etc.	Korean GMP, U.S. FDA, European MDR/ISO 13485, Canadian CMDR, Japanese MHLW, Australian TGR, Brazilian ANVISA/MDSAP, Chinese GMP, Russian GMP
Software	Korean GMP/ISO 13485, European MDR

Regulation of product and service permits

Osstem Implant secures country-specific sales permits for each product beyond standard quality certifications. The domestic approval process encompasses requirement assessment, test specification, testing execution, technical documentation, application submission with revisions, and permit acquisition. International processes are similar but adapted to each country's unique requirements.

Permits are valid for 5-10 years and renewed through scheduled assessments to maintain continuous product availability.

In 2024, we renewed and obtained permits in 25 countries, including Korea, the United States, Europe, and China, with timing varying by product.

[Implant Quality Inspection]



2024 Material Topics

Improving Patient Health and Safety

Clinical Trials

Osstem Implant conducts clinical trials to assess and verify the safety, efficacy, and effectiveness of our dental implant products and solutions. Our clinical studies are carried out by professionals across relevant disciplines. We strictly adhere to the Declaration of Helsinki, as well as the legal and ethical regulations, guidelines of national regulatory authorities, and data protection standards for all preclinical and clinical trials conducted throughout our product development process, which are tailored to the specific characteristics of each product. When selecting trial participants, we provide training to our partner Contract Research Organizations (CROs) and clinical investigators to ensure that all procedures are conducted in accordance with the clinical trial protocol. The investigators also verify the eligibility of each participant during the screening and enrollment process.

Leveraging over 20 years of product development experience, we have established a strategic clinical operations process. We conduct up to five pre-market trials, including preclinical trials, and up to five post-market trials, including Post-Market Clinical Follow-up (PMCF), to make every effort to ensure patient health and safety.

Furthermore, we continuously enhance the clinical capabilities of our internal teams through customized, product-specific training and regular updates on evolving regulatory guidelines.

[Clinical Trials]



2024 Material Topics

Customer Communication

Osstem Implant makes every effort to communicate with its customers through experts in sales, marketing, and service. Osstem Implant aligns all of its activities with its strategic goals by placing customers at the center of everything it does and reflecting their perspectives in both digital and offline interactions. Listening carefully to customer opinions and accurately understanding their needs is essential for identifying needs, managing expectations, and deriving crucial insights for continuous improvement. This approach plays a significant role in enhancing the customer experience.

To achieve this goal, Osstem Implant is committed to communicating with its customers through various methods, including product satisfaction surveys, on-site services (Before Service), lunch seminars, exhibitions, Osstem Meetings/World Meetings, the DENALL portal, and social media.

Product Satisfaction Survey

A product satisfaction survey is conducted annually for selected products that have been on the market for over three months. Following the process outlined below, the survey results are used to derive insights for marketing strategies and to help improve existing products and develop new ones.

[Product Satisfaction Survey Process]



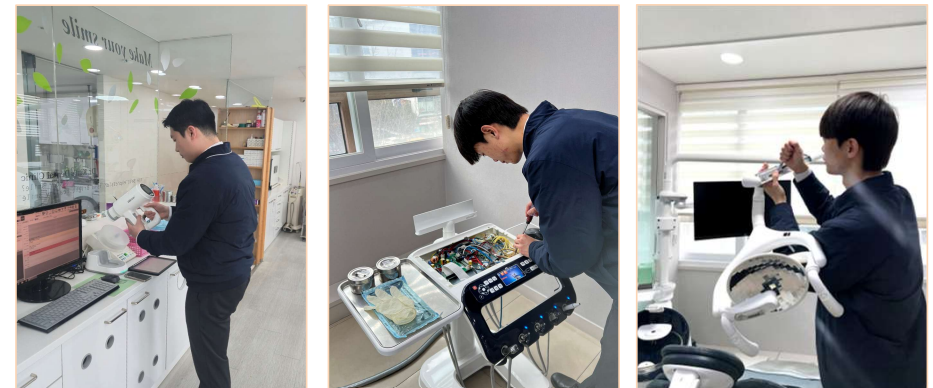
As part of efforts to improve communication with customers, a product satisfaction survey covering 15 products was conducted in 2024, and plans are underway to substantially expand the scope of the survey to 35 products in 2025.

On-site Service (Before Service)

Osstem Implant is continuously striving to provide differentiated services. Currently, we operate dedicated service teams in each region of the country, providing on-site service within 24 hours of a problem being reported.

More specifically, we established a dedicated "Before Service (BS)" team in 2024 to enhance customer trust and meet their needs through proactive measures such as advance inspections and incident prevention. These measures aim to prompt the diagnosis and resolution of any issues with our products and goods.

[On-site Service: Before Service (BS) Activities]



2024 Material Topics

Customer Communication

Lunch Seminars

As an initiative to enhance offline communication with our customers, we have been hosting a communication program called "Lunch Seminars" since 2022. These seminars are held during the lunch hour when clinics are less busy, allowing us to provide complimentary meals and beverages while discussing product understanding and application methods. The primary objective is to establish a direct channel of communication through our customer-facing departments, thereby building strong relationships and fostering a sustainable professional network.

By the end of 2024, we had conducted over 27,000 lunch seminars, which have been instrumental in deepening customer understanding of our products and increasing customer satisfaction through this proactive customer outreach-focused service.

[Lunch Seminar Activities]



Exhibitions

Osstem Implant also enhances communication with customers by taking part in domestic and international exhibitions.

In Korea, our policy is to take part in all regional exhibitions organized by the dental associations of each region, including Seoul, Busan, Daegu, Daejeon, and Gwangju.

Globally, we raised our brand value and standing by participating as the sole Asian Diamond Sponsor at EAO 2024, Europe's largest implantology conference.

[Exhibition Participation Activities]



2024 Material Topics

Customer Communication

Osstem World Meeting

Osstem Implant regularly organizes in-house academic conferences: the Osstem Meeting and the Osstem World Meeting. The Osstem Meeting, launched in 2004, operates as a country-based academic event through domestic and overseas subsidiaries, with Korea hosting biannual conferences during the first and second halves of each year.

The Osstem World Meeting is a global academic conference for dentists worldwide, broadcasting both offline and online via channels like DENALL TV and YouTube. First held in Seoul in 2008 with 14 participating countries, the 2024 meeting in Seoul featured the theme "Magic of Leading Digital Dentistry," facilitating communication through diverse formats such as lectures, hands-on sessions, and live surgery. The conference enhanced its quality by inviting world-renowned experts in implantology and digital dentistry from countries including the United States, New Zealand, Japan, Türkiye, Poland, and Switzerland. With dentists from 56 countries participating and over 1,500 international visitors, the conference reinforced its position as a leading global dental conference.

[Osstem World Meeting]



2024 Material Topics

Customer Communication

DENALL

To enhance online communication with its customers, Osstem Implant operates the dental portal site DENALL (<https://www.denall.com>) in addition to its official corporate website. DENALL provides a comprehensive range of services, including TV broadcasting, shopping malls, education, recruitment, software products, interior design, and academic events. DENALL TV features live broadcast programs with real-time chat with customers, such as "Wednesday Seminar," "Case Discussion," "Staff Seminar," "Ask Anything," "Successful Management," and "Doctor's Tips," along with Video on Demand (VOD) programs like "Online Surgery," "Journal Inside," and "Cheat Key" (a guide to interior design trends in the dental field), delivering clinical education programs accessible to dentists anytime.

In 2024, 273 live broadcasts and 77 VODs were produced, attracting about 190,000 cumulative viewers who watched 1.7 million times.

[Main DENALL Content]



Case Discussion

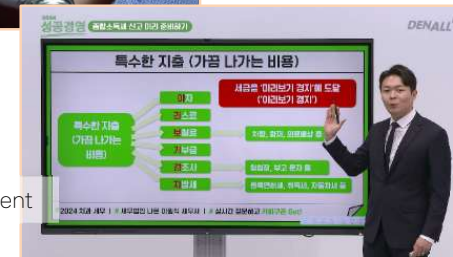
Staff Seminar (Hands-on)



Online Surgery



Successful Management



[Wednesday Seminar Real-Time Chat]

다음 영상

재생 목록

채팅 다시보기

happyAll 임플란트교합 시, 상교합은 바이트 약하게 물릴 정도로 교합을 맞추는데 간혹 심형현상때문에 바이트가 낮아지는 환자분들이 계시더라고요. 추구하는 교합이 있을까요??

할수있다 보통 임시치아를 얼마를 써야 적응이 가능할까요? 틀니를 오래 쓴 분을 임플란트 보철로 바꿔주니 발음이 잘 안된다는데 얼마만큼 적응 기간을 주시나요??

교수 @Dentalfair deep bite인데, 하악 전치부 supraeruption이 됐다면, 현재 상,하악 전치간에 정지점이 없는 듯 하는데, 제 주축이 맞다면, 상,하악 전치간에 정지점을 만드는 것이 우선입니다^^

스물리 임플란트도 시간이 지남에 따라 교합이 변화할텐데, 시간이 지남에 따라 계속적인 교합조정을 해 주시나요? 만약 하신다면 어느 정도의 주기를 가지고 교합조정을 해주시는지요?

Light 예전의 교합 컨셉은 자연치에 있는 치주인대로 인해서 교합을 약하게 달도록 임플란트 교합을 설정 했었는데, 현재는 어느 기준점으로 교합 높이나 교합력을 잡아야하나요? 인접치와 유사하게 하면 되는지요?

할수있다 반복되는 나사돌림을 보이는 임플란트 보철의 경우, 무엇을 수정해야 할까요??? 핵사파절 등 보이는 경우에도 어떤 부분을 신경써야 할까요??

고운정사 제압안에 임플란트가 임플란트 심어 놓고 레진치아 그리고 지르코니아 보철을 장착해 보았는데 지르코니아는 확실히 느낌이 안 좋더군요. 톱 톱 튀는 느낌이 들어요

교수 @happyAll 후반부에 나오겠지만, 상교합의 경우에도 측방력을 줄이는 방향으로 정상교합을 만드는 경우가 대부분입니다. 말씀하신 것처럼 여러 경우에 따라 변형이 필요할 것 같습니다.

연지시 하악구치 임플란트 수복에 있어서 꼭 tripodism을 가이어 형성해 주어야 할까요? 아니면 치아당 1~2 point(1point)만 형성해 주어도 임상적으로 허용이 될까요?

교수 @protho_mi 원래 환자가 open bite를 가지고 있는 환자라면 발생하지 않을 가능성이 크구요(왜냐하면, 근신경계가 그렇게 작용하고 있음), 원래 환자가 open bite가 없는데, open bite를 보철로 뒀다면... 대합치 정렬이 발생할 수 있습니다.

JNUPH 교수님 전치부의 교합질문 감사합니다. OJ이 적은 자연치의 하악 전치 전방 가이드형성 시, 임시 보철에서 상악 자연치의 TFO가 나타날 경우 하악 가이드를 제거해도 되나요? 그렇게 되면 전방가이드 시 견치가 시드가 떨어지는데, 그러면 정상화될까요?

2024 Material Topics

Customer Communication

DENALL

Osstem Implant also utilizes social media channels as another means of online communication. Through pages on Instagram (launched in 2020) and Facebook (launched in 2019), we create and provide content on our products, dental industry events and education, the DENALL portal, oral health information, and company news and culture. We also expand communication with our customers by monitoring and responding to their direct messages.

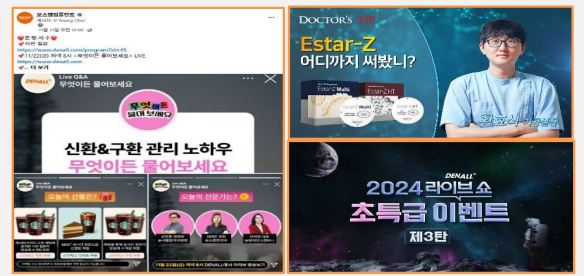
In 2024, we produced over 1,500 social media content posts and responded to over 400 direct messages.

[Main Social Media Content]

[Products]



[DENALL Portal Information]



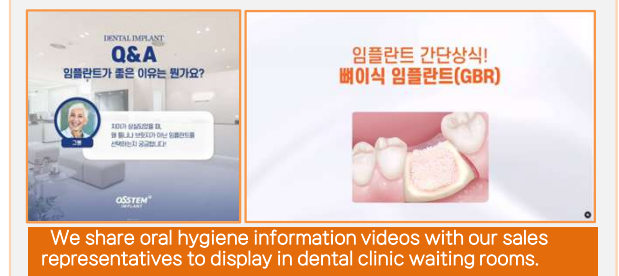
[Company News, Culture]



[Dental Events/Education]



[Oral Health, Implant Facts]



We share oral hygiene information videos with our sales representatives to display in dental clinic waiting rooms.

[Participation/Communication]



2024 Material Topics

Customer Communication

Information and Labeling Requirements for Products and Services

Osstem Implant accurately labels product packages with information such as product name, license number, company name, and address, in accordance with relevant regulations such as Article 20 of the Medical Device Act and Article 42 of its Enforcement Rules. Within our in-house PLM system, we manage and display all information consistently and in accordance with legal and internal standards for each product type.

For advertisements including videos and promotional materials, we not only obtain prior approval from the Ministry of Food and Drug Safety in accordance with relevant laws such as Article 24 of the Medical Device Act and Regulations for Prior Review of Medical Device Advertisement, but also establish internal inspection processes to prevent false and exaggerated advertising, safeguarding against deception and consumer fraud.

[List of Labeling Requirements]

Category	Labeling Requirements
Containers etc.	1. Name and address of the manufacturer or importer 2. In the case of imported goods, the manufacturer's name (country of manufacture and name of manufacturer) 3. Permit (certification or declaration) number, name (product name, item name, model name) 4. Manufacturing number and manufacturing date 5. Weight or packaging unit 6. "Medical device" labeling 7. For single-use products, the labeling "single-use" and "do not reuse" 8. The internet address where the accompanying documents with the standard medical device code, designated by the Minister of Food and Drug Safety in consultation with the Minister of Health and Welfare, are provided in electronic format, and the fact that they are provided in electronic format.
Accompanying document(s)	1. Instructions and precautions for use 2. Matters concerning maintenance and inspection if such measures are deemed necessary 3. Matters that the Minister of Food and Drug Safety has designated for inclusion in accordance with Article 19 4. Other matters stipulated by the Prime Minister's Enforcement Decree ※ The accompanying document(s) can be provided in one of the following forms: electronic media such as USB/CD, paper/booklet guides, or an internet website address.

[Product Package Sample]



2024 Material Topics

Innovation

Preparing for a Second Leap, Continuously Strengthening Capabilities as a Total Dental Provider (Expanding Digital Dentistry Business – Reinforcing the Software Business Division)

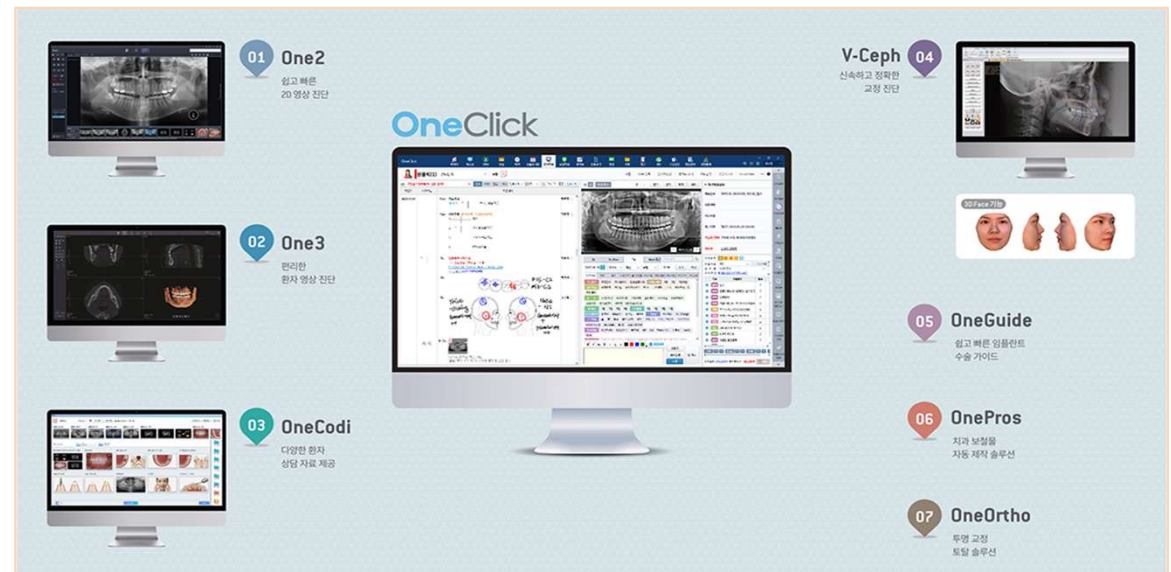
Osstem Implant's management philosophy of "contributing to human health by helping dentists provide better treatment" reflects a strong commitment to innovation as the driving force behind the advancement of human health. This dedication to innovation defines our company's identity and drives our collaboration with customers. Innovation plays a vital role in transforming lives and ensuring brighter smiles, making it not just a simple goal but the very essence of our management philosophy.

Osstem Implant's innovation is not limited to its products; it extends to efforts such as expanding its global reach and enhancing its digital business models. These endeavors play a crucial role in leading digital innovation within the dental industry. Osstem Implant has decided to further strengthen its software business division to help realize the "digital dental clinic." The importance of software is being increasingly emphasized as we help accelerate the establishment of a "Digital Dentistry" business foundation to achieve our vision of becoming a "Total Provider" in the dental field.

Osstem Implant is concentrating its efforts on developing and distributing hardware such as oral scanners, CTs, milling devices, and 3D printers, as well as software that not only digitalizes dental diagnosis and treatment but also enhances the operational efficiency of dental clinics. This commitment stems from our pursuit of realizing "digital dentistry," which signifies the complete digitalization of dental care.

With more than half of its 900-plus researchers currently dedicated to developing software, Osstem Implant is focused on advancing the capabilities of its software programs. We aim to build a system that can provide customized consultation materials for each patient based on vast sets of treatment data and automatically generate treatment plans. This system will also allow for the clear organization and storage of communication and treatment histories with patients—including calls, messages, consultations, treatments, and payments—so that they can be easily accessed whenever needed.

[Digital Dentistry - OneClick]



2024 Material Topics

Innovation

Acquisition of Implacil de Bortoli

To accelerate expansion in the fast-growing Latin American market, Osstem Implant has acquired Brazil's third-largest dental implant company, Implacil de Bortoli (14% market share). This acquisition is part of our bolt-on strategy to expand market dominance and create synergies through the acquisition of a company in the same industry.

We anticipate that we will be able to cross-sell the products of both companies and leverage Osstem Implant's leading R&D and innovation capabilities to enhance the quality of Implacil de Bortoli's products, thereby expanding our market share in Brazil. In addition, we expect this move to significantly strengthen Osstem Implant's competitiveness in our core market, the United States, with an expanded product portfolio from our premium Hiossen brand to more cost-effective products.

Founded in 1982, Implacil de Bortoli manufactures and sells over 1,300 dental solutions, including dental implants, dental prosthetics, implant surgery kits, and biomaterials. With an annual production capacity of 9.1 million units at its two manufacturing facilities in the Tamboré and Cambuci regions of Brazil, the company supplies its products to over 13,000 customers throughout Brazil via five logistics centers.

As of September 2023, Implacil de Bortoli's revenue for the preceding 12 months was KRW 36 billion, with an EBITDA of KRW 11 billion. The company has shown robust growth, with a remarkable 50.8% compound annual growth rate over the 10 years leading up to 2023. In São Paulo, Brazil's largest city and the world's fourth-largest city by population, the company holds the number one market share in the industry at 26.8%.

[Implacil de Bortoli's Product Lineup]



2024 Material Topics

Customer Education and Access to Quality Dental Services

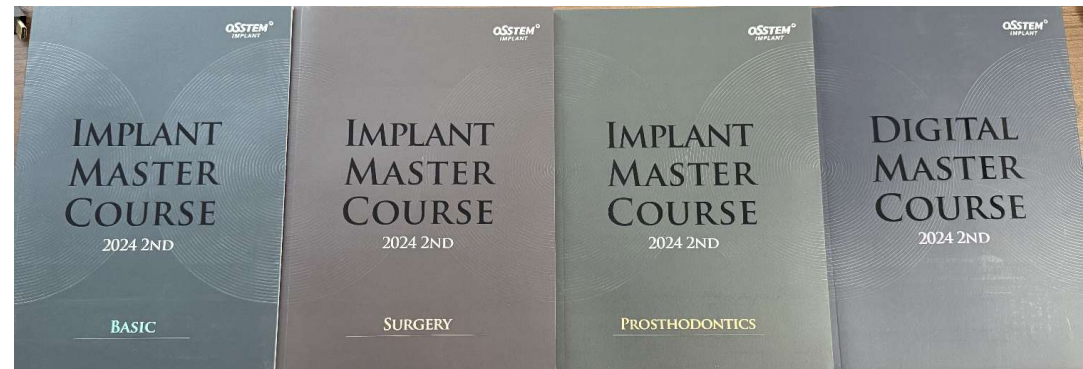
Quality dental care accessibility continues to present substantial challenges, especially in low- and middle-income countries experiencing shortages of skilled dentists. Educational advancement and innovative product solutions play a crucial role in improving these circumstances. Osstem Implant contributes to broadening patient access to quality dental care by educating more dentists and providing solutions worldwide.

With business expansion, educational significance becomes increasingly pronounced. As patients acquire enhanced online access to information, they are increasingly taking an active role in treatment decisions. In response to this growing demand for knowledge and participation, Osstem Implant endeavors to reinforce its industry leadership by providing comprehensive education and support to both dentists and patients.

Osstem Implant operates the OIC Education Center (Osstem Implant Training Center), established in 2001, which develops and conducts educational programs for dentists, internal staff training, and dental staff courses. Among these, the OIC's courses for dentists are structured as "Master Courses" and "Specialized Seminars."

The "Master Course" curriculum features five intensive one-year programs, including three courses on implants alongside digital and clear aligner orthodontics. The "Specialized Seminars" cover other related areas of dental treatment. Contracted specialists across various dental disciplines lead our courses for dentists, taking full responsibility for program supervision, educational delivery, and hands-on practice.

[Master Course Materials]



[Master Course]



2024 Material Topics

Customer Education and Access to Quality Dental Services

Osstem Implant's educational programs are conducted through the OIC Education Center in Korea and local subsidiaries internationally. In 2024, 636 Master Course seminars were held in Korea and abroad, with 9,637 dentists participating. As a result, since 2001, a cumulative total of over 130,000 dentists has completed the program. Including short-term seminars of 1-2 days, 1,889 sessions were held in 2024 alone with 46,413 participants, contributing to making quality dental care more accessible to patients.

Notably, approximately 60% of the 619 Master's course seminars conducted overseas by Osstem Implant were held in low- and middle-income countries such as India, Kazakhstan, Uzbekistan, and Vietnam. This initiative has enabled over 6,000 dentists in these countries to participate, expanding opportunities for patients who were previously underserved due to shortages of skilled personnel or infrastructure to access quality dental care.



[India Master Course]



[Senegal Master Course]



[Mexico group attending a training session at our Seoul headquarters]



Part 2.

ESG FUNDAMENTAL

Environment

Environmental Management
Eco-friendly Management



Environmental Management

ESG Management Strategy

In line with the national policy for carbon neutrality by 2050, Osstem Implant has established a dedicated environmental management team and is working towards building an increasingly sophisticated system.

As an initial step, the company is developing a comprehensive emissions inventory to track performance across its business sites. This includes detailed data on greenhouse gas emissions, energy consumption, and the discharge of waste, water, and air pollutants.

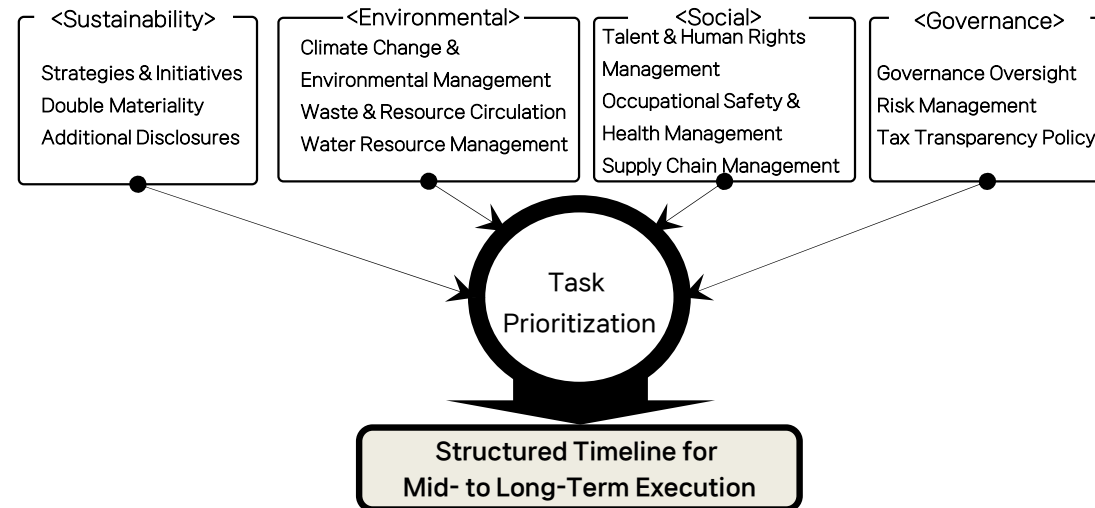
Building on this foundation, Osstem Implant is identifying and implementing key low-carbon initiatives, including establishing mid- to long-term strategies to enhance energy efficiency, adopting measures to reduce physical consumption, and actively integrating renewable energy into new building projects.

Developing the ESG Mid- to Long-term Roadmap

Recognizing the impact of its products on human health and the environment, Osstem Implant prioritizes raw material management and is working to establish systems that ensure safety throughout the entire production process.

To implement this commitment, the company is drafting a roadmap that enables full life-cycle evaluation of environmentally friendly product development and manufacturing. Specifically, Osstem Implant is preparing to actively address climate change, a core disclosure requirement under global ESG reporting standards.

Aiming to unveil its ESG roadmap in the first half of 2025, the company is conducting comprehensive reviews of EU and US disclosure frameworks. By systematically classifying mandatory and extended requirements, Osstem Implant plans to identify and prioritize ESG initiatives best suited to its operations.

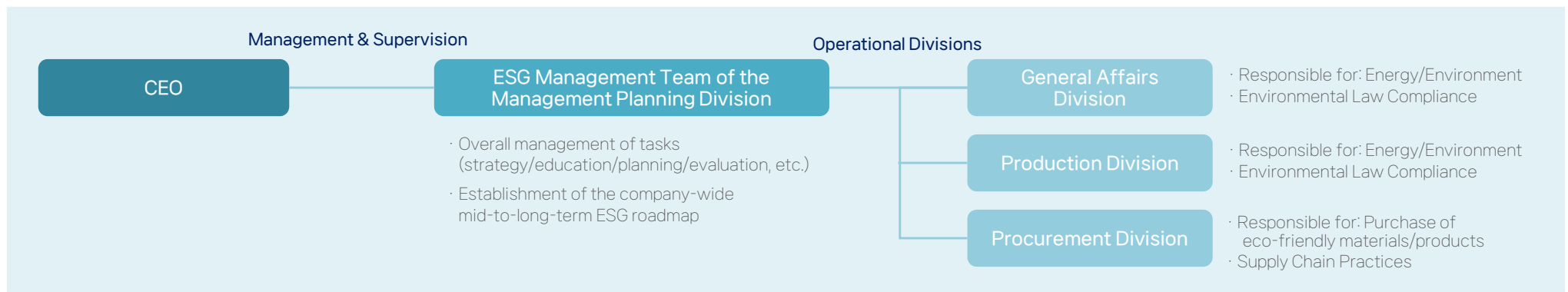


Environmental Management

Promotional Organizations

Osstem Implant has established a dedicated organization since 2023 to systematically address the diverse environmental management challenges that may arise from its business growth.

The organization focuses on energy, waste, water resources, and air quality management, placing specialized personnel at each site to ensure thorough management in compliance with all relevant laws.



Roles of the Environmental Management Organization

Executive Management

In pursuit of the company's sustainable growth, the CEO carries out their responsibilities by monitoring the impact of operations, evaluating performance against mid- and long-term objectives, and directly adjusting operations as necessary.

ESG Management Team

Based on the CEO's management, we are collecting, reviewing, and reporting relevant data to facilitate decision-making, and making every effort to ensure that it leads to realistic improvements between the implementation departments and management.

Operational Divisions

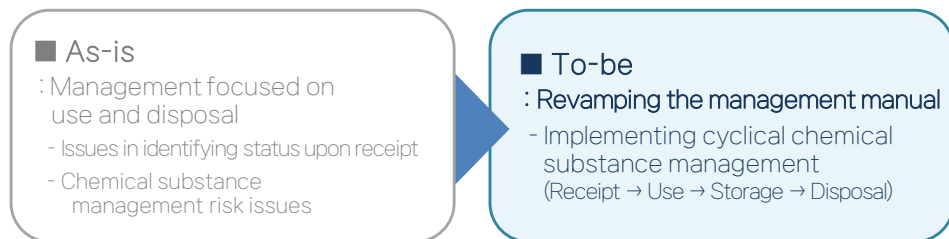
To strive for improvements and results at the forefront of the field, we are establishing and operating annual plans, prioritizing and identifying emerging risks, structuring solutions according to their rank, and thoroughly implementing activities for improvement.

Environmental Management

Hazardous Chemical Management

Process

Osstem Implant identified the issues with the existing chemical substance management and conducted a review of the management methods. Based on the discussions with relevant departments such as purchasing, IT infrastructure, and management support, the chemical substance management manual was revamped and distributed.

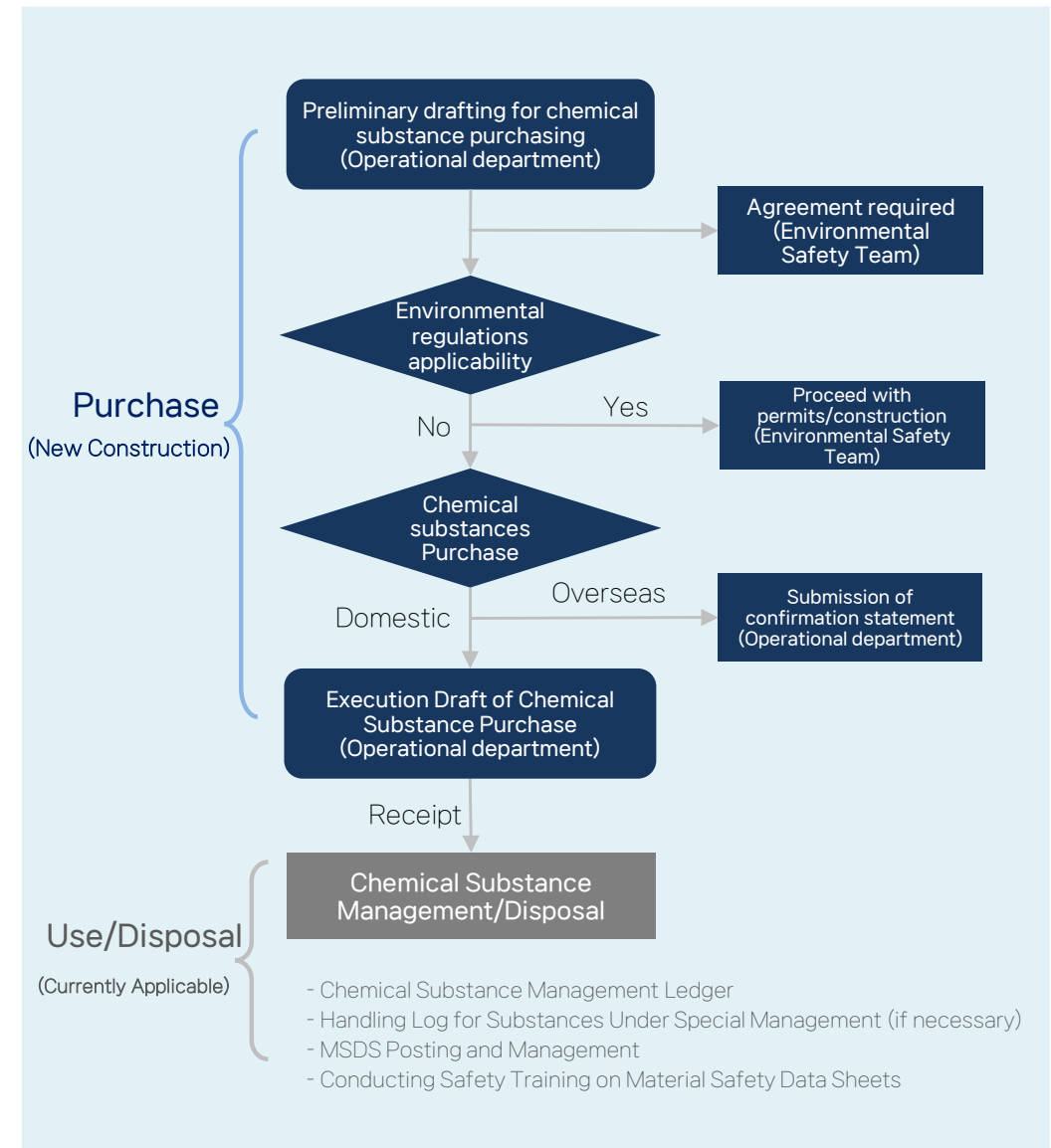


Reduction and Response Measures

Osstem Implant strictly complies with regulations such as the "Chemical Substances Control Act" and continuously improves its practices. We are enhancing our chemical management systems to proactively prevent accidents throughout the product lifecycle. Shifting from a use-based approach, we have established a system that manages substances from the time of receipt.

Key advancements include relocating all relevant production equipment to fully licensed and compliant facilities after a thorough review and developing a new laser technology that eliminates the use of coloring electrolytes in the implant surface blasting process.

Reconstruction of a chemical substance management system



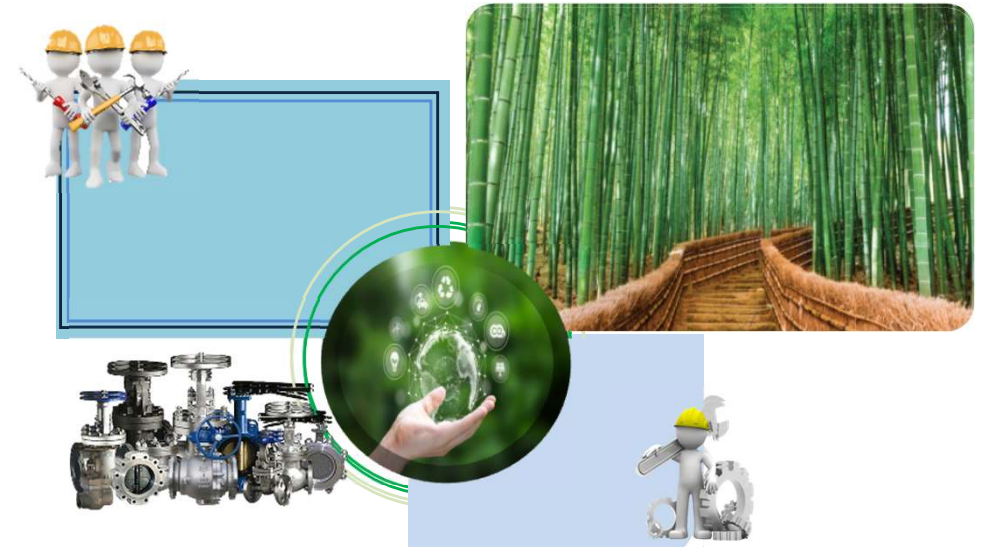
Eco-friendly Management

Equipment Investment Management

Osstem Implant has established goals for sustainable management and is actively pursuing initiatives to reduce our carbon footprint.

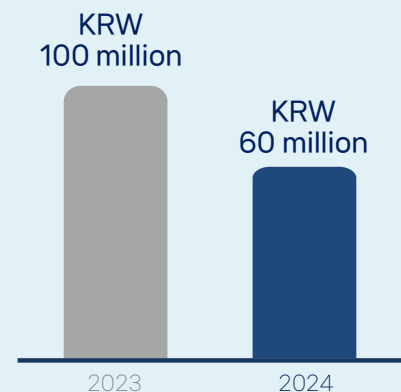
To ensure direct carbon emission reductions, we have spent two years reviewing the adoption of eco-friendly renewable energy and produced a feasibility and investment report on company-wide solar facilities. Currently, as more data is needed regarding feasibility, research on improved efficiency and introduction methods remains ongoing.

Additionally, we continuously analyze equipment efficiency and gather feedback on improvements through annual meetings with relevant departments. Key initiatives, when necessary, are incorporated into the annual "ESG Departmental Tasks," with performance reported bimonthly to management.



Status of Equipment Investment

Classification	2024 Investment Costs	Remarks
Heating and Cooling System (Animal Laboratory)	KRW 34 million	Headquarters (Magok)
EHP Central Control System	KRW 17 million	Headquarters (Magok)
Air Conditioning Central Control System	KRW 9 million	Sihwa Plant
Total	KRW 60 million	



Osstem Implant's headquarters, completed in 2020, is a modern facility less than five years old that reflects our commitment to innovation and growth. Over the past two years, the company has actively invested KRW 160 million in energy-saving initiatives, underscoring its dedication to energy efficiency.



Eco-friendly Management

Certification Management

Status of Green Building Certification

The Osstem Implant Central Research Institute has been designed and constructed to meet the building permit conditions of the Magok District, and is certified as an energy-efficient building pursuant to Article 17 of the Green Buildings Construction Support Act and Article 9, Paragraph 1 of the Regulation on Certification of Building Energy Efficiency Ratings and Zero Energy Buildings.

In this way, our company faithfully implements and operates based on standards that comply with environmental and permitting laws, and for the buildings being constructed by Osstem Implant, we are continuously expanding our review of energy efficiency grade certification and green building certification, even if not required by legal standards.

In preparation for the construction of new factories after 2026, we are forming a task force to publicly review and reflect ESG elements.

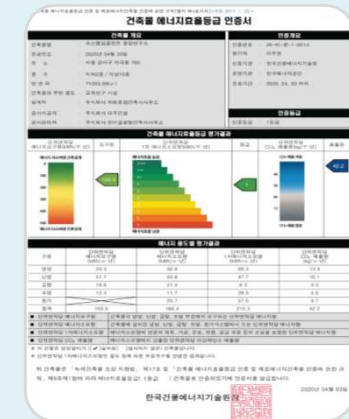
Status of Building Energy Efficiency Grade Certification

Osstem Implant is seeking a model that complies with laws and land development permit standards related to the above green building certification process, measuring energy evaluations for cooling, heating, hot water, lighting, and ventilation facilities based on criteria such as energy demand per unit area, energy consumption, primary energy consumption, and CO₂ emissions, and with low emission of 42.2 (kg/m²·year) and an energy building design of 103.0 (kWh/m²·year), we obtained the final certification: Grade 1.

Based on the comparison of the evaluation grade, we are striving to achieve good results by internalizing the concept of energy efficiency from the architectural design stage so that we can be evaluated at higher grade standards when conducting energy evaluations for buildings that will be continuously constructed in the future.

Building Overview

· Building Name	Osstem Implant Central Research Institute
· Completion Date	April 30, 2020
· Address	765 Magok-dong, Gangseo-gu, Seoul
· Floors	2 basement / 10 above ground
· Total Floor Area	71,003.99 (m ²)
· Green Building Certification	Outstanding (Green Level 3)
· CO ₂ Emissions	42.2 kg/m ² /year
· Energy Efficiency Grade	Grade 1



Eco-friendly Management

Low Carbon Transition Policy



Osstem Implant is analyzing various aspects in advance to identify issues related to rapid carbon transition policies.

For new buildings, we are continuously expanding the introduction of low-carbon energy facilities in connection with eco-friendly energy and renewable energy policies, and for existing factories, we are actively researching site-specific energy sources and working to implement the most viable solutions.

We are launching a committee under our Board of Directors to integrate these efforts with our mid- to long-term ESG roadmap, thereby fostering a more systematic and organized response. To establish and execute precise goals, we are seeking out effective methodologies, reviewing and adopting new initiatives, and securing the necessary investment. Our objective is to have all initiatives fully implemented by the end of 2025.

Status of low-carbon energy transition facilities

Headquarters (Magok) – Establishment of solar/geothermal power generation facilities

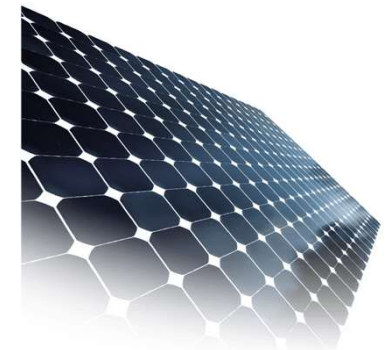
At the time of construction of the Osstem Implant headquarters, plans for the introduction of energy for efficient management and eco-friendliness have been in operation since 2020, including solar and geothermal power generation.

Our solar power generation facilities operate at 380 volts with a capacity of 261 kW, used for lighting, heating, and air conditioning within the building, while the geothermal power generation facilities operate at a capacity of 367 kW, utilizing underground heat exchangers as a geothermal power source for heating and cooling in the headquarters lobby.

Busan Plant (Haeundae-gu) – Establishment of ESS facilities

Osstem Implant has established a system to maintain the stability of the power network by storing excess electricity during off-peak hours and using it during peak consumption times to realize eco-friendly power supply and improve the stability and efficiency of the power grid.

Our ESS (Energy Storage System) has a capacity of 250 kW and efficiently distributes energy for lighting, water supply, and air conditioning within the factory, considering power peak times, and plans to gradually expand it as an eco-friendly element in the factory area, considering current productivity.



Eco-friendly Management

Eco-friendly policies

To implement eco-friendly policies for each product group manufactured by Osstem Implant, each division plans and establishes ESG tasks annually, and the company has built a monitoring process to check and encourage these tasks, reporting the results of inspections once every two months.

Currently, operations are limited to voluntary participation, but we also seek to explore the next direction to establish a performance system linked to KPIs. Matters related to performance linkage are planned for after 2026, and we will carefully review and prepare methodologies such as strengthening internal inspections to avoid falling into the risk of greenwashing.

Promotion of Paperless Office



Osstem Implant has implemented the promotion of Paperless Office through electronic document management and activation of electronic reporting to reduce paper documents generated in logistics distribution by 62%.

In the future, we will expand the applicable departments and develop items to ensure practical implementation with interest and effort.



To reduce paper usage and expand electronic documents through Electronic IFU, we have completed the application for products sold and exported to South Korea, Brazil, Vietnam, Ukraine, Thailand, Australia, and Japan.

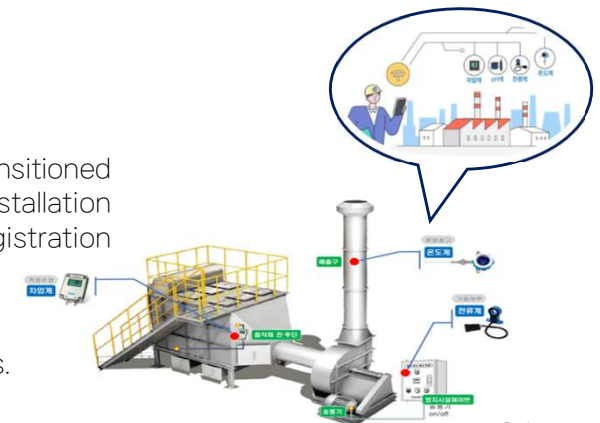
By checking the licensing issues in each country, we are sequentially expanding the application to Kazakhstan, Canada, India, etc.

IoT and operation of air pollution prevention facilities

Osstem Implant strictly adheres to environmental regulations.

In compliance with Article 32 of the Clean Air Conservation Act (Installation of Measuring Devices), the company has transitioned from on-site manual inspections conducted twice daily by personnel to automated IoT systems for mandatory installation requirements. Real-time emission monitoring is now enabled through installed measuring devices with completed registration at relevant government offices, demonstrating proactive compliance with Ministry of Environment directives.

Air pollution control IoT systems are currently operational at five locations across plants within the Ansan, Sihwa, and Busan areas, with headquarters and office spaces excluded due to the absence of separate air emission facilities.



Eco-friendly Management

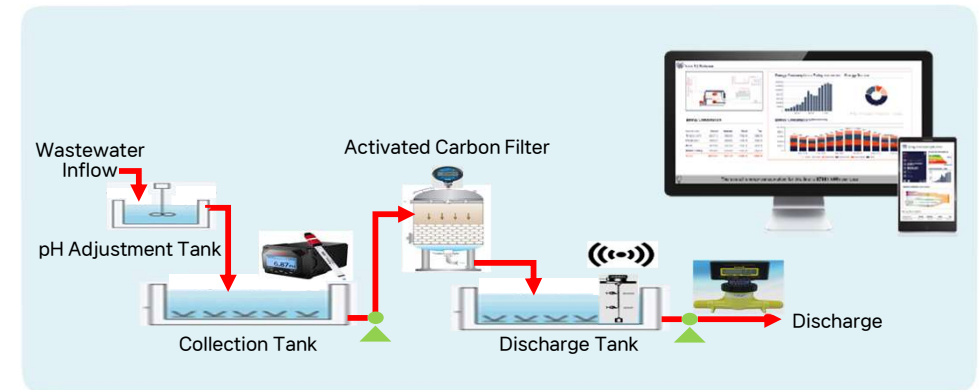
Eco-friendly policies

Wastewater Treatment Plant Monitoring System Installation and Operation

Osstem Implant has appointed qualified professionals, such as certified water quality environmental engineers, to prevent environmental pollution from wastewater generated at its manufacturing and production facilities. We are committed to thoroughly complying with legal discharge standards.

This investment has been focused on establishing a real-time monitoring and alarm/remote control system to enable pre-emptive measures before an environmental incident occurs. We have also emphasized preventive management of activated carbon replacement schedules and proactive management of chemical additives to maintain legal standards, thereby ensuring the continuous normal operation of our wastewater treatment facilities.

We look forward to safer plant operations through the continued development of automated facilities and will continue to invest actively in relevant legal compliance and facility upgrades.



Resource Efficiency Plan (End Bar Expansion)

Previously, in our implant production process, a significant amount of scrap material referred to as "end bars" was generated from the raw titanium when processed by the dedicated bar feeder. We have been actively exploring ways to reduce this waste. By building dedicated equipment to recycle the shorter lengths of end bars, we have been able to increase yields, which not only benefits the company financially but also serves as a good example of reducing the use of natural mineral resources.

Based on our positive assessment of this initiative, we have expanded our dedicated end bar recycling facilities from the initial four units to a total of six, by adding two new ones. Through this, we aim to become a company that contributes to even greater efficiency and resource conservation.



Eco-friendly Management

Energy Efficiency Policy

Osstem Implant has formulated a roadmap in line with the 2050 National Carbon Neutrality Plan and is currently exploring various implementation methods.

As a key implementation method, we are examining policies for energy transition and efficiency, and are working to establish a strategy to minimize the negative impacts arising from the energy transition. This plan is being implemented through short-term perspectives, where relevant departments directly establish and operate implementation tasks on an annual basis; medium-term perspectives, through which five-year plans for energy facility transition are established and implemented; and finally, long-term roadmaps planned at the corporate level.

This will serve as a cornerstone of our company's carbon neutrality efforts and a crucial preparatory measure for managing transition risks and ensuring sustainable operations. We are committed to managing this thoroughly, from the short-term to the long-term, with both relevant departments and management recognizing its importance and ensuring no area is neglected.



Major Examples of Policy Implementation

Implementation Strategy	Implementation Methods	Remarks
Improving the efficiency of heating and cooling systems	Installation of individual/central heating and cooling systems to differentiate operating temperatures/times for offices, laboratories, etc. → Annual savings: Approximately KRW 39 million	Headquarters (Magok)
EHP Central Control System	Establishment of a central control system for each plant to prevent equipment idling/extreme temperature settings based on the time of day → Annual savings: Approximately KRW 8 million	Sihwa Plant
Automatic compressor switching	Pressure survey by equipment → Pressure setting/air volume verification → 1st phase results → Measurement/analysis → Final results → Annual savings: Approximately KRW 45 million	Busan Plant 2
Improving the air conditioning system	Energy consumption reduction and cost savings through freezer cooling water temperature control/air conditioner dehumidification operation control → Annual savings: Approximately KRW 98 million	



Part 2.

ESG FUNDAMENTAL

Social

Health and Safety Management
Human Resources Management
Information Protection
Shared Growth (Supply Chain)
Social Contribution



Health and Safety Management

To keep pace with Osstem Implant's continued growth, we are establishing and managing a system with strict standards to ensure that both our employees and those of our partner companies can work in a healthy environment. Each year, we identify core tasks to uncover risk factors and provide ongoing training to all individuals associated with Osstem Implant, both internally and externally, to improve their understanding of the increasingly stringent legal regulations and the consequences of major accidents.

In the future, Osstem Implant plans to lead cooperative efforts, such as introducing an internationally recognized health and safety certification system and further enhancing the capabilities of related personnel, in order to achieve sustainable, shared growth with its partners and upgrade its existing health and safety management systems.

Health and Safety Policy

Osstem Implant prioritizes the safety of its employees throughout the production process to create a safe and healthy environment. We actively respond to legal regulations and health and safety management risks, and continuously strive to establish a specialized health and safety management system to prevent serious industrial accidents.



Health and Safety Organization

To ensure the health and safety of our workplace, Osstem Implant has appointed the Head of the General Affairs Division as the Chief Safety Officer (CSO) and has established four dedicated teams under the CSO's leadership.

Each business site convenes a quarterly Occupational Health and Safety Committee meeting to discuss key safety measures, accident prevention strategies, training plans in response to strengthened laws and regulations, and other relevant agendas. The Board of Directors approves the annual health and safety plan and budget, reviews action plans, and addresses any related issues.

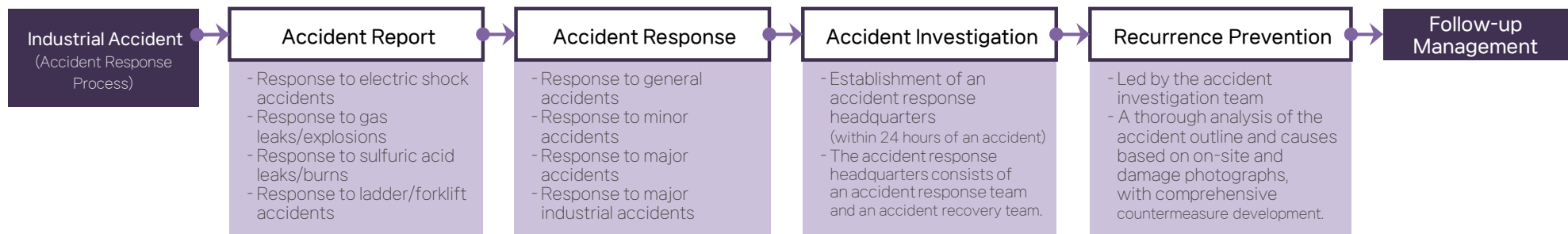


Health and Safety Management

Industrial Accident Response Procedure

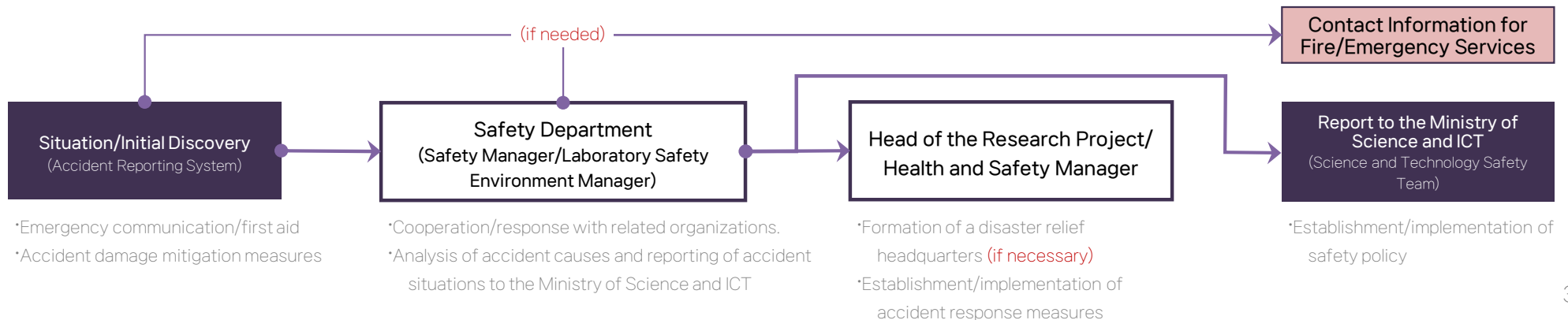
Osstem Implant has established and implemented a detailed response plan to minimize the loss of life and property in the event of an industrial accident, ensuring a swift response.

Industrial accidents are classified by severity into general accidents, minor accidents, major accidents, and major industrial accidents. A response level is defined for each situation, along with corresponding responsibilities and authorities. We have established an accident response system tailored to each situation by appointing a health and safety manager for each division, with the chief health and safety officer at the center of the command chain. We are committed to responding promptly to emergencies and industrial accidents, and to implementing measures to prevent any recurrence of such incidents.



Laboratory Accident Response Process

To minimize damage to life and property from a range of laboratory accidents, Osstem Implant has established a rapid and systematic response protocol that is as rigorous as our industrial accident response system. We are committed to establishing the most effective countermeasures for any incident, regardless of its severity, and thus maintain constant vigilance against all potential dangers.

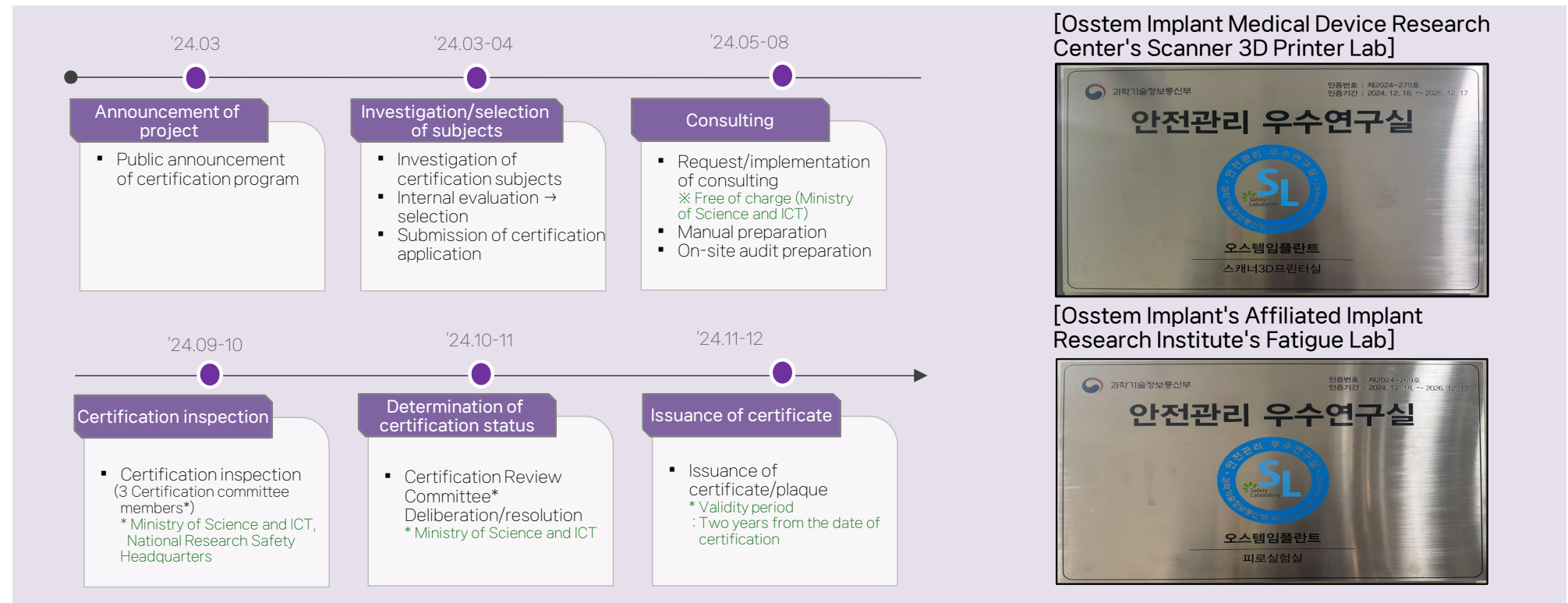


Health and Safety Management

Laboratory Accident Response Process

Outstanding Laboratory Safety Management Certification

As of 2024, Osstem Implant's Scanner 3D Printer Lab and Fatigue Testing Lab have been certified as "Outstanding Laboratories in Safety Management." This certification, awarded by experts, recognizes laboratories with outstanding safety management levels and activities to enhance autonomous safety capabilities and to discover and promote standard safety management models. The National Research Safety Headquarters, an affiliate of the Ministry of Science and ICT, conducts certification audits and delivers related decisions annually from February to October, issuing the certificates around November to December.



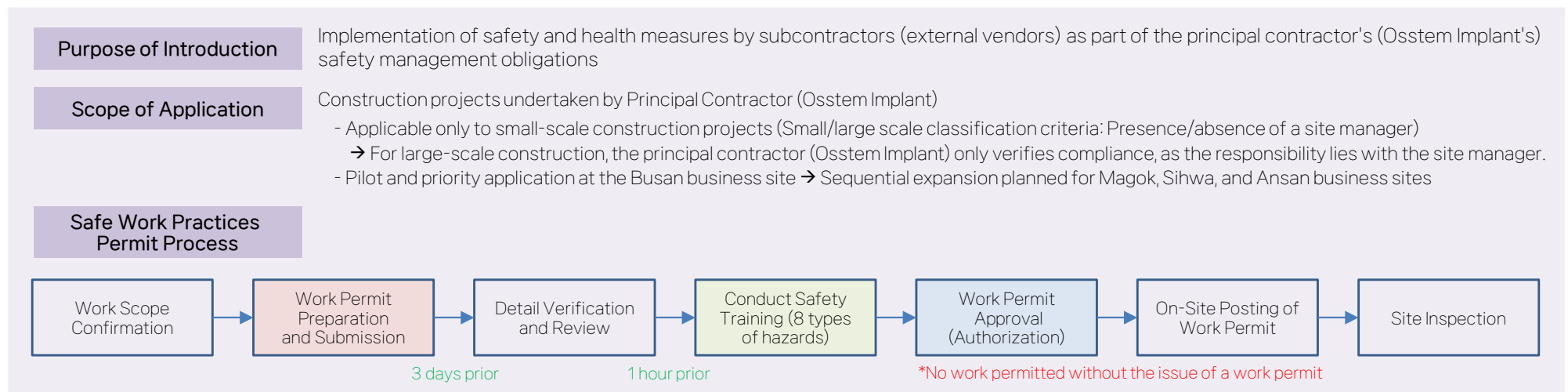
Health and Safety Management

Safety Incidents Prevention Program

Osstem Implant has established and operates customized prevention programs for each business area to identify and prevent hazardous factors throughout all work-related processes, including production and construction. We also conduct continuous research to manage our programs and documents in a systematic and advanced way.

 TBM (Tool Box Meeting)	 Operation of a Subcontractor Council	 Safety and Health Inspections	 Occupational Health and Safety Training	 Hazardous/ Chemical Substance Management
- For supervisors/workers - Conducted weekly (documented) - Safety inspections held before lab work (Worker health status, safety rules, etc.)	- Composed of all personnel from contractors and subcontractors - Conducted monthly (documented) - Regular meetings on hazardous factors (Risk assessment, emergency contact system, etc.)	- Comprises 2-4 individuals, including subcontractors/contractors - (Ongoing) Bi-daily / (Regular) Quarterly - Preparation of workplace patrol checklists (Ensuring safe passages, identifying hazards, etc.)	- For all employees - Upon hiring (8 hours) / When work scope changes (2 hours) - In accordance with Article 29 of the Occupational Safety and Health Act for worker safety and health education	- Led by the Hazardous Chemicals Manager - Ongoing task - Preventive measures, work environment measurement and improvement for hazardous locations

Introduction of the Safe Work Practices Permit System



Health and Safety Management

Safety Incidents Prevention Program

Operation of the Safe Work Practices Permit System

Osstem Implant completed briefing sessions for key companies and work permit training on December 23, 2024, to operate the work permit system.

21 out of 26 key companies (81% attendance) participated. Osstem Implant also completed the additional purchase of supplies (safety helmets, A-frame signs) for work permit management.

3 days before work
(1 day before for urgent cases)

- 1) Prepared and approved by the responsible personnel of the Management Department
→ Submitted to the Safety Department
- 2) Prepared by the Safety Department and feedback provided

1 hour before work
(Construction manager, workers)

- 1) Confirmed and additionally completed by the Construction Company Manager
 - Inspection of protective equipment/tools used, request for replacement if safety standards are not met
 - Concentration measurement during confined space & gas work
- 2) Confirmed and prepared by the Safety Manager
- 3) Completion of safety training & preparation of a training log
- 4) Issuance of safe work practices permits and display on the status board

Ongoing verification during work

- 1) Measure concentration before, during, and after confined space & gas work
- 2) Check for spark dispersion and take action during hot work
- 3) Continuously verify the wearing of safety protective equipment

Safe Work Practices Permit System Training

[Safe Work Practices System Training]



[Safe Work Practices Permit]

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[Safe Work Practices Status Board (Large)]



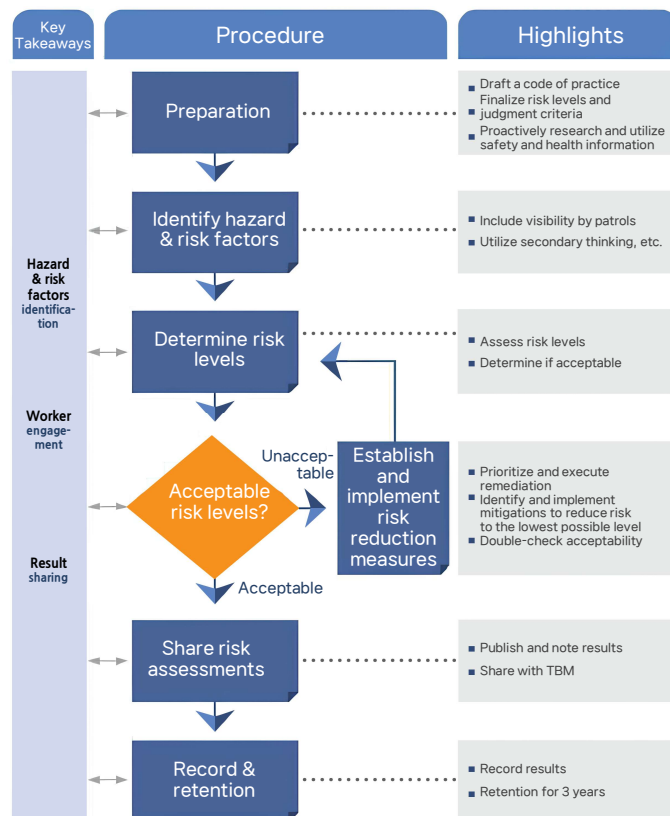
Health and Safety Management

Workplace Risk Assessment

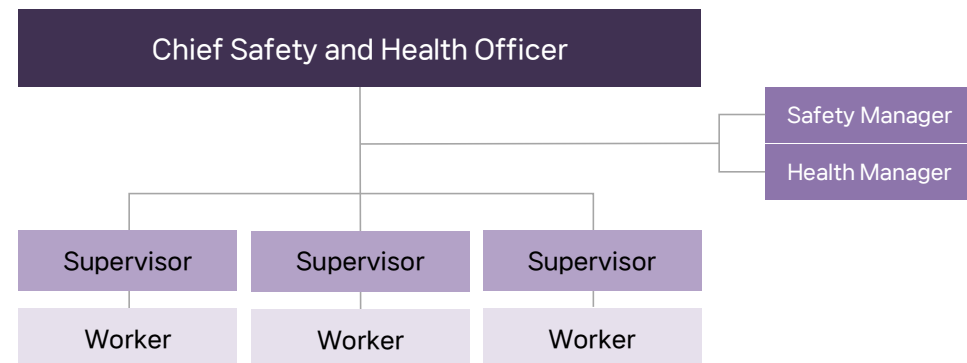
Osstem Implant is committed to minimizing the occurrence of hazardous situations and doing its utmost to create a safe working environment at all its business sites to respond promptly and eliminate risks to the company and our stakeholders.

(Risk assessment is not a one-time process, the evaluation steps are repeated until the risk reaches an acceptable level)

[Risk Assessment Process]



[Risk Assessment Organizational Chart]



[Risk Assessment Training]



Health and Safety Management

Health Management System

Osstem Implant uses various methods to manage the health and accident prevention initiatives systematically targeted at its employees.

First, we share knowledge on safety and health by conducting statutory training for managers and supervisors. This is equally applied to both our employees and those of our partner companies to enhance safety awareness for all who use our services.

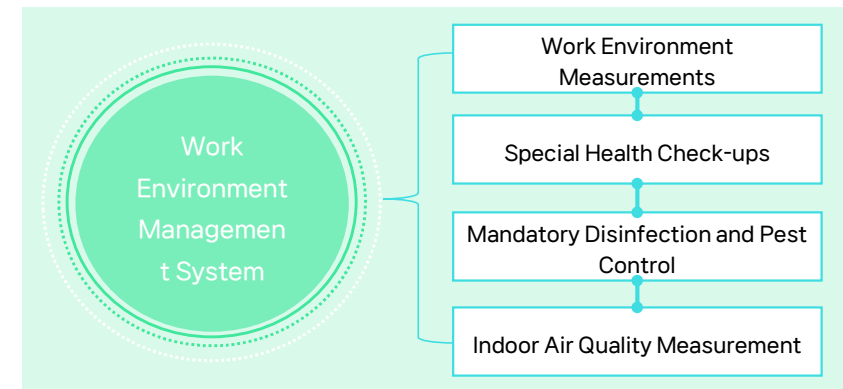
In addition, we conduct hands-on training for CPR and AED use and response methods to ensure appropriate emergency handling.

Finally, to enhance on-site medical services, we have appointed two health managers, including one medical professional (a nurse), to ensure immediate response in case of emergencies. In November 2020, we opened an in-house "Twitch Dental Clinic," staffed by a professional medical team, to continuously expand our investment in on-site medical support for our employees. The "Twitch Dental Clinic" is open from Monday to Saturday (closed on Sundays and public holidays) and offers treatment in a range of specialties, including oral medicine, preventive dentistry, conservative dentistry, prosthodontics, and periodontics. It is also outfitted with some of Osstem Implant's leading products, such as the K3 and K5 unit chairs and our cone-beam CT.



Work Environment Management

To ensure that our employees can concentrate on their work in a safe environment, we conduct work environment measurements every six months to monitor the exposure levels of employees who handle chemical substances. We then review and improve the work environment.



Health Promotion Activities

Osstem Implant places the highest priority on the health of its employees and is committed to managing their health by improving the quality of industrial hygiene and operating health promotion programs.



Human Resources Management

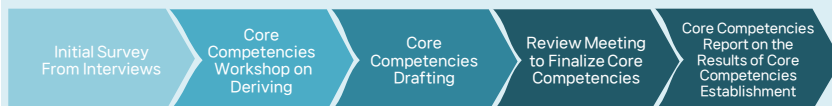
Talent Management

From the perspective of "nurturing Osstem talent who can grow together with the company," Osstem Implant is making significant efforts to foster talent based on three core values: secure world-class competitive talent, achieve sustainable growth, and foster talent who responds flexibly to change and innovation.

■ Need to re-establish core values/core competencies

- I. Lack of alignment with core values
- II. Lack of shared understanding among employees
- III. Lack of utilization of the company's Core Competencies

■ Establishment Process



● Content for review

Interviews to derive the Core Competencies

- ↳ Executives
- ↳ HR managers
- ↳ Practitioners

Leadership workshop to derive a draft of the company's core competencies

Drafting of the talent philosophy based on our findings from foundational research and workshops

Basic draft review of Osstem Implant's Core Competencies, correction, and supplementation review meeting

Final report/submission based on the matters decided through the review meeting

● Detailed methods

Foundational research results

Workshop analysis results

Draft of Core Competencies

Revised draft of Core Competencies

Core Competencies report

Core Competencies Redefined

People Who Pursue Personal and Corporate Growth Together



Osstem Implant is comprised of over 5,000 employees from 45 overseas subsidiaries in 34 countries, all of whom are striving to be the best. Accordingly, our company provides opportunities for talent from all over the world to demonstrate their diverse abilities on the global stage, and we are continuously seeking ways to grow together with our employees.

People who Continuously Undertake New Challenges to Create New Value



Osstem Implant has expanded its business into all areas of dentistry, including implants, clear aligners, unit chairs, imaging equipment, and oral care products. With the motto of being a leading total dental solutions company, we are perpetually challenging ourselves in the global market and are committed to continuously discovering and nurturing talent with this DNA.

People Who Are Faithful to the Basics and Value Principles



In our global business, we have made promises regarding the quality of our products and services to our customers, promises to take the lead in social contribution, and promises to establish a transparent management system in the areas of finance and accounting, including internal controls that cover the entire management system. We are continuously nurturing talent to uphold our promises of transparency, fairness, and social contribution in our corporate management.

Human Resources Management

Recruitment Management

Osstem Implant is expanding its business into all areas related to dentistry and is continuously expanding its business scope. Accordingly, we have designated talent acquisition as a top priority for global management and are making substantial efforts to secure and place outstanding talent in the right positions.

Personnel Management

Through constant communication with the individual hiring departments about their recruitment needs, Osstem Implant gives the utmost respect to their opinions and operates by appropriately deploying personnel based on domestic and international staffing plans, operational status, and sales performance.

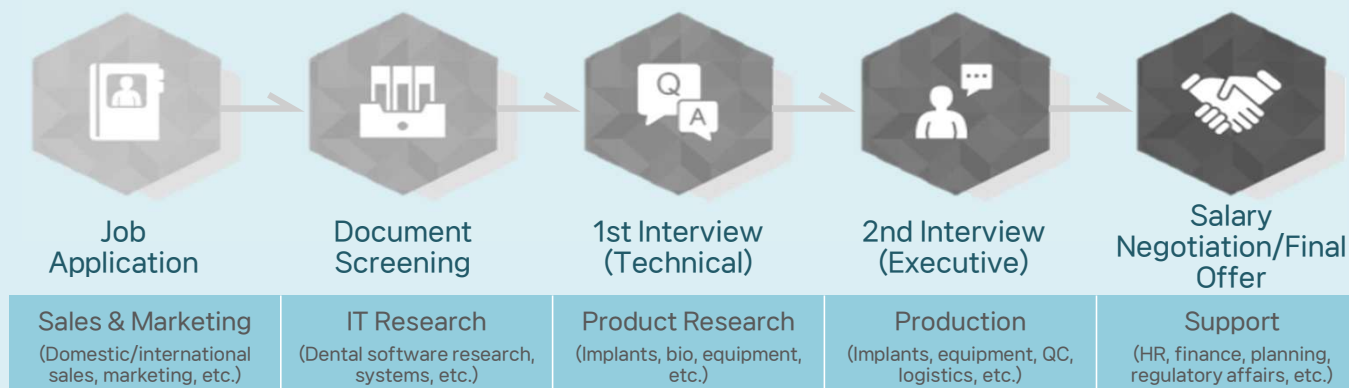
Despite recent challenges such as the COVID-19 pandemic, we have been continuously recruiting new personnel due to rising sales and global business expansion.

Recruitment

Our recruitment process does not distinguish between new and experienced hires. As previously stated, we recruit and manage appropriate personnel in five main categories—Sales & Marketing, IT Research, Product Research, Production, and Support—upon the request of the hiring departments.

Our hiring process varies by job function, with technical interviews tailored to each role. For positions that require deployment to our overseas subsidiaries, interviews may include a foreign language component. A key advantage of our process is that both new and experienced candidates have the opportunity for salary negotiations.

■ Recruitment Process (New/Experienced Hires)



Human Resources Management

Education System

Talent Development & Competency Enhancement

Osstem Implant provides employment opportunities to a wide range of individuals across all sectors, including sales, marketing, service, and administration, based on a continuous recruitment model. A crucial aspect of our hiring process is to prioritize skills and focus on discovering exceptional talent with the potential for future competitiveness to strengthen the company.

In addition, as a company aiming to become the global leader in our industry, we go beyond recruitment by operating various and specialized educational programs to foster global talent. We actively invest in enhancing our employees' capabilities to develop talented individuals with expertise internally.

Internal Education

Osstem Implant places great importance on its educational programs for new employees. Regardless of whether they are new graduates or experienced hires, we support their quick adaptation to the organization by helping them understand the company's direction through a mandatory training program within the first three months of their employment.

We also design and operate diverse educational curricula for promotions, overseas assignments, leadership, and job-specific training to enhance the capabilities of our employees. In addition to their work, we strive to provide them with various opportunities to gain insights through liberal arts programs.

External Education

To contribute to the clinical development of dentists worldwide, Osstem Implant conducts clinical education programs for global dental professionals. We strive to offer programs tailored to each clinical stage, from beginner to expert.

To this end, we select and support a verified team of instructors through seminars and training courses, including 360 course directors and 750 faculty members worldwide. We also continue to expand our training infrastructure, which includes 96 lecture halls around the world and 67 training hospitals with the equipment needed for hands-on live surgery, and a variety of other equipment for practical education.



Human Resources Management

Curriculum

New Employee Training Program

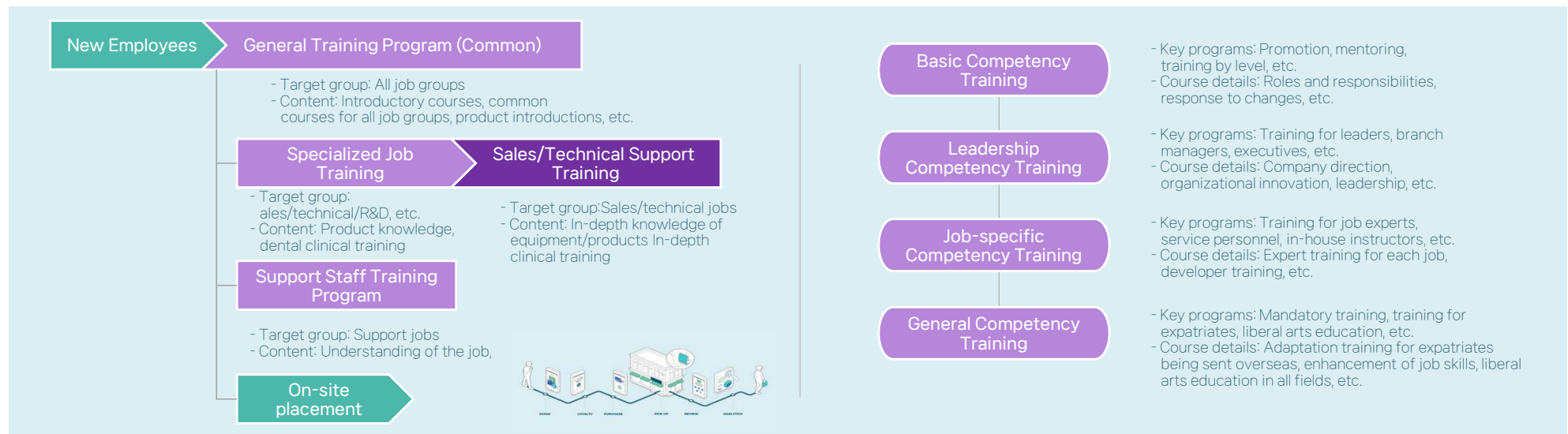
As a diverse organization with various job functions, Osstem Implant has moved away from a one-size-fits-all training system to provide specialized education that is immediately applicable in the field. We have segmented our training programs according to the job function of new hires and offer specialized training courses tailored to each role, in addition to default education programs.

In particular, employees in our sales and technical support divisions are required to complete an intensive course (for a duration of up to two years) on our products. Those who do not complete the training are subject to a direct penalty of being restricted from on-site deployment, considering the clinical impact of our products in the dental field. We are committed to solidifying trust with our stakeholders through our highly knowledgeable employees.

Continuing Education Program for Experienced Employees

Osstem Implant offers a wide range of training programs to enhance the capabilities of its internal staff, based on four key themes: basic concepts, leadership, job-specific, and other competencies, with the goal of nurturing global talent. After each training program, we gather feedback to continuously add courses that our employees need, thereby increasing their engagement in education.

As a company aiming to be the global leader in its industry, we go beyond recruitment and are investing even more actively in strengthening our employees' capabilities by offering a variety of specialized training programs to foster internal talent.



Human Resources Management

Curriculum

Liberal Arts Education Program

Osstem Implant is committed to fostering a vibrant organizational culture where all employees can thrive. To this end, we host a variety of annual programs that serve as opportunities for learning and cultural enrichment, welcoming the participation of our employees and their families and friends.



Osstem Organizational Culture Lecture



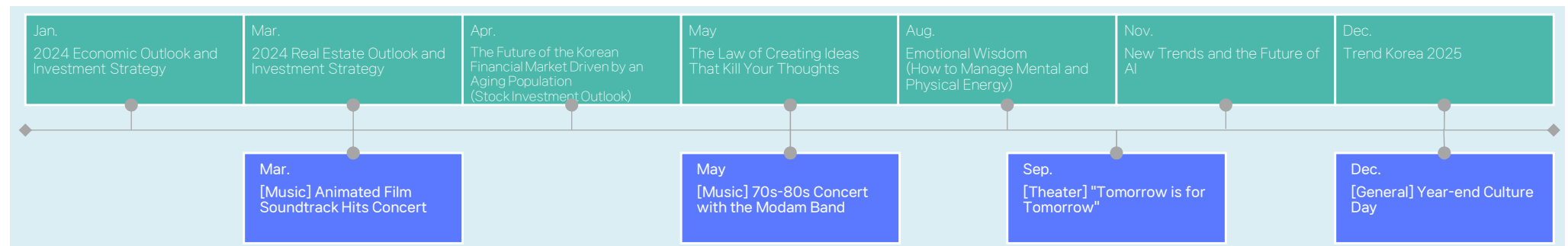
Osstem Implant invites renowned speakers to deliver special lectures on a diverse range of topics, including investment, health, and trend analysis.

We have expanded our program from four sessions last year (one per quarter) to seven this year, in a dedicated effort to meet the evolving needs of our employees.

Culture Day (Families/Friends Invited)



Each quarter, we host a Culture Day, inviting not only our employees but also their families and friends to enjoy a wide range of events, including plays, concerts, and magic shows that cater to both children and the young at heart. We are committed to continuously enhancing employee welfare by offering such engaging events.



Human Resources Management

Educational Achievements

Osstem Implant is committed to dedicating significant time and effort to recruiting outstanding talent through various channels to foster them for global management positions.

Furthermore, in line with our philosophy of "nurturing Osstem talent to grow with the company," we actively support employees' self-development. We also provide tuition support for master's and doctoral programs at dental schools, for which we have signed agreements, thereby fostering experts and maximizing individual motivation.

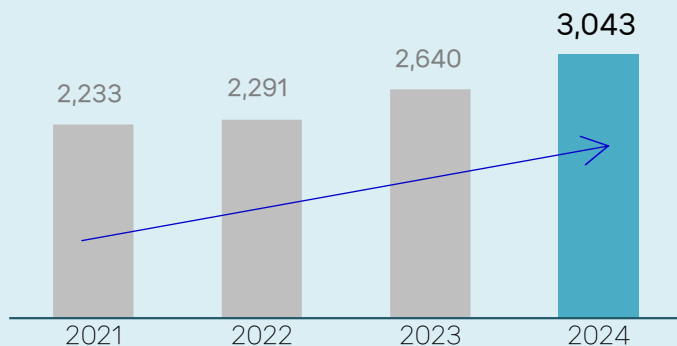
As a result, despite the challenging recruitment market following the COVID-19 pandemic, we have expanded the scope of our hiring every year. Based on domestic recruitment figures, the number of employees has grown from around 2,000 in 2021 to around 3,000 in 2024.

Based on commitments we have made to our employees, we are developing a variety of programs to expand talent development opportunities and seek Shared Growth, thereby building trust between the company and our employees. Through these efforts, we are implementing a talent development policy for sustainable development.



[Osstem Implant Recruitment Page]

■ Number of employees



■ Time spent in training

Category	2022	2023	2024
Number of training programs	67	75	77
Number of annual training sessions	382	380	397
Number of training participants (people)	2,291	2,640	3,043
Total training hours (hr)	109,379	198,111	225,695
Total training cost (KRW 1 million)	918	1,002	1,050
Average training hours per person (hr)	47.74	75.04	74.17
Average training cost per person (KRW/person)	400,624	379,456	345,380

Human Resources Management

Evaluation/Compensation System

Osstem Implant operates an evaluation system based on Management by Objectives (MBO) and Key Performance Indicators (KPI) to fairly and objectively assess the performance and capabilities of its employees.

Employees set individual goals at the beginning of the year. Mid-level leaders hold ad-hoc and regularly scheduled bi-annual feedback sessions to review work progress, fostering both goal achievement and professional development through continuous communication. Evaluation results are transparently disclosed to employees. Regular feedback provides guidance for improvement, which motivates employees and encourages better performance.

In addition, we conduct annual interviews and feedback skills training for evaluators to enhance the fairness and reliability of the evaluation process.

Furthermore, we conduct a leadership diagnostic assessment to objectively evaluate the leadership capabilities of our managers. This assessment is conducted through a multi-faceted evaluation involving superiors, peers, and subordinates, with the anonymity of the evaluators strictly guaranteed. The results are linked to leadership training programs to address areas requiring improvement and to support the growth of our leaders.

By conducting a variety of evaluation systems, our company aims to mutually complement their respective limitations and is continuously striving to ensure objectivity and fairness in employee performance evaluations.



Goal Setting

- ✓ Goal Setting → Goal Agreement/ Interview → Finalize Goals
- ✓ Bi-annual individual goal setting



Performance Appraisal

- ✓ Individual job goal achievement (MBO)
 - Goals: Work, sales, collections, etc.
- ✓ Bi-annual relative evaluation



Competency Appraisal

- ✓ Weighting and evaluation by competency
 - Evaluation: Common, by level, by job
- ✓ Bi-annual relative evaluation



Compensation System

- ✓ Financial Compensation: Salary, Performance Bonus
- ✓ Non-financial Compensation: Promotion, Benefits, etc.



Human Resources Management

Organizational Management

Osstem Implant, with its diverse business areas including manufacturing, research, sales, and support, has established a talent management system that allows employees to perform tasks suited to their abilities, be fairly evaluated for their performance, and be compensated accordingly. We are also managing this at an organizational level through various systems.

We are striving to create a company where our employees want to work. We have established human rights-centered management as a top priority and have been certified as a family-friendly company. As a company that sees itself and its employees as growth partners, we are committed to achieving a balance between growth and employee welfare, based on mutual respect and equality.

Human Rights-centered Management

Osstem Implant's online/offline grievance redressal channels for grievance handling and remedies allow us to continually monitor human rights-related issues. Employee grievances related to personnel, welfare, and personal issues can be submitted anonymously through the company's internal portal, thereby enhancing accessibility and trust.

When a report is made, the informant's identity is strictly protected, and we take all possible measures to protect the informant from any disadvantageous treatment or discrimination.

The reported issue is investigated fairly and promptly, and the relevant details are transparently shared with employees to raise awareness of human rights violations and to prevent the recurrence of similar cases.

Training Program Name	Trainees	Training Completion Rate
Sexual Harassment Prevention Training	All Employees	100%
Disability Awareness Improvement Training	All Employees	100%
Personal Information Protection Training	All Employees	100%
Occupational Safety and Health Training	All Employees	100%
New Employee Training	New hires in 2024	100%

Family-Friendly Company Certification

Osstem Implant was certified as an outstanding family-friendly company by the Ministry of Gender Equality and Family in December 2024. As evidence for the certification, we highlighted our policy of prioritizing maternity protection, which includes providing pink employee ID cases (for expectant mothers), electromagnetic wave-blocking blankets, attachment dolls embroidered with the baby's nickname, and baby clothes to employees who apply for reduced work hours during pregnancy. In addition, the pink employee ID card, which stands as a symbol of care for expectant mothers, is part of a campaign to ensure consideration when using company facilities. A dedicated rest area has also been newly established for pregnant women who need a place for truly rejuvenating rest.

Aside from these measures, a wide range of welfare policies for employees, such as an in-house daycare center, college tuition support, and in-house dental services, have also been helpful in obtaining the certification.



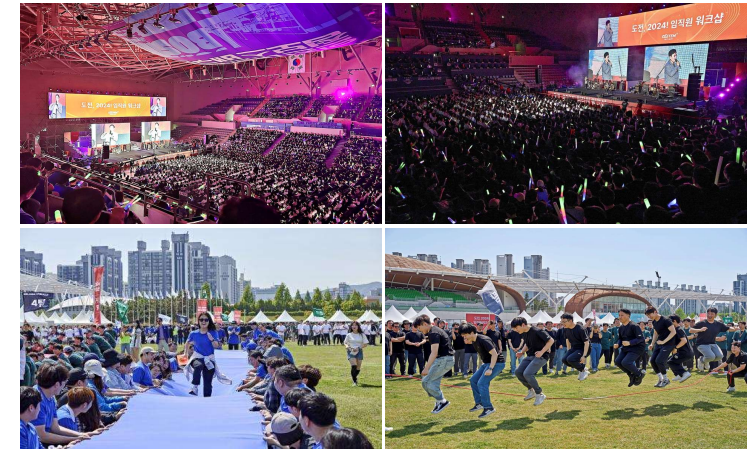
Human Resources Management

Organizational Management

2024 Company-Wide Workshop

After the extended hiatus imposed by the COVID-19 pandemic, Osstem Implant held a company-wide workshop for the first time in five years since 2019, bringing together about 3,000 employees from all domestic business sites and subsidiaries under the banner of "Challenge, Onward Determination!"

To solidify our commitment to becoming the "#1 Global dental company by 2036," 32 teams gathered on the vast lawn of the Gyeonggi Asiatic Archery Field for an enthusiastic festival featuring diverse activities such as a group wave, strategic tug-of-war, and balloon hacky sack. The event, which continued with a unified spirit until late in the evening, was a great opportunity to witness the enthusiasm of our employees and their pride in the company. Following the group activities, the impressive manner in which our employees participated in the talent show and performances that followed demonstrated the renewed pride of Osstem employees.



Awarded by the Minister of Employment and Labor for meritorious service in job creation

Osstem Implant aims to become the "world's number one dental company by 2036," and we consider talent cultivation a key task to achieve this vision. To become the leading global player in the industry, we are focusing on strengthening our product and sales capabilities, and under the leadership of our management, we are moving swiftly to secure human resources, primarily in R&D and sales. In fact, Osstem Implant hired over 600 new employees in 2024, and of these, the proportion of employees in their 20s and 30s was 77%, achieving a substantial expansion of employment.

In addition, with a high level of interest in supporting vulnerable groups, we were selected as a "True Company for the Employment of Persons with Disabilities" by the Ministry of Employment and Labor and the Korea Employment Agency for Persons with Disabilities in 2020.



Information Protection

In tandem with the growth of the company, Osstem Implant operates a systematic information security policy to securely protect all information assets, including IT assets. We operate a management system with a process for prevention, response, recovery, and follow-up review to prepare for security threats such as information leakage or infringement by employees and external threats, and from illegal or unauthorized programs originating from internal or external sources. Through this, we aim to continuously strengthen the efficiency and stability of our information security operations.

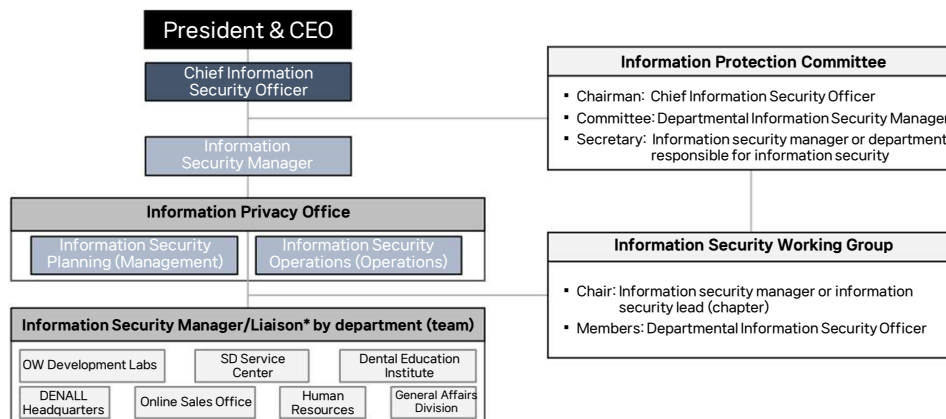
Information Security System

Osstem Implant prioritizes the security of its information assets and ensures systematic management and compliance with relevant laws and regulations to address technical, managerial, and physical security vulnerabilities.

Notably, we have established and operate a professional information security organization to prevent and respond promptly to potential security incidents.

In addition, we have appointed a Chief Information Security Officer (CISO) to oversee information security operations across the entire business and to effectively implement administrative, technical, and physical protection measures.

[Information Protection Organizational Chart]



*The information protection department plans to expand operations when requirements are confirmed.

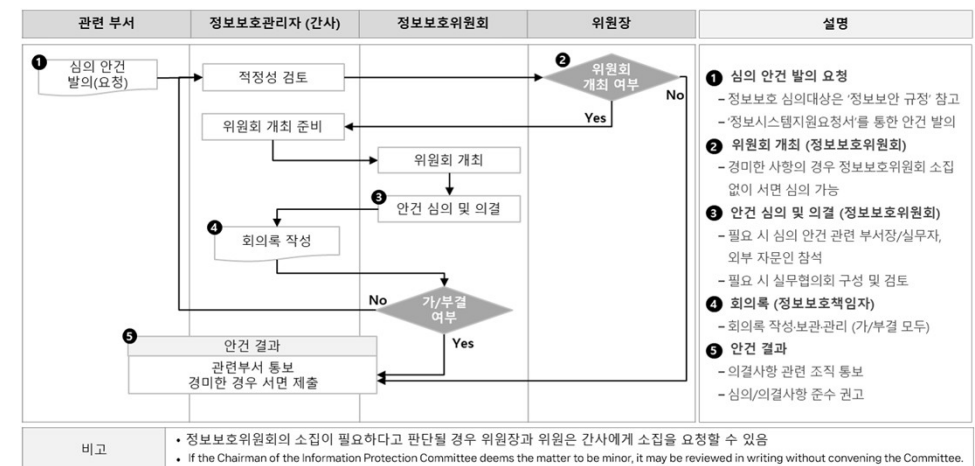
Information Protection Committee Operation

Osstem Implant is strengthening its information security governance for the systematic protection of customer information and information assets, centered on the Information Protection Committee.

The Information Protection Committee deliberates and decides on major issues related to information security, ensuring that the information security management system responds promptly.

The Information Protection Committee contributes to enhancing the effectiveness of the information security policy by continuously reviewing the practical application of the six guidelines—information security, personnel security, personal information protection, security incident response, physical security, and IT operational security—within our business processes.

[Information Protection Committee Operating Procedures]



Information Protection

Information Security Incident Prevention and Response

Osstem Implant operates a 24-hour real-time monitoring information security system, and has improved its information security incident prevention system by building a multi-layered security solution including firewalls, web application firewalls, anti-spam systems, access control, and antivirus software.

In addition, in the event of an incident, we have established a specialized process to enable rapid detection and response by categorizing incidents as "minor," "at-risk," or "severe." If a security risk is detected, we conduct an immediate root cause analysis, and implement containment and recovery measures to respond flexibly to major security risks such as data breaches by external contractors and employees.

Information Protection Regulations

Osstem Implant has established and operates an information protection policy based on relevant laws and global compliance standards to ensure the secure protection of its information assets. We systematically manage access to information assets for various stakeholders, including not only employees but also external contractors, partners, and retired employees, and have established strong control measures to prevent information leakage and tampering.

In addition, we clearly define the scope and responsibilities of information security and promote company-wide security awareness activities through regular security training and inspections to maintain a sustainable security environment.

Information Protection Regulations					
Information Security Guidelines	Personnel Security Guidelines	Personal Information Protection Guidelines	Security Incident Response Guidelines	Physical Security Guidelines	IT Operations Security Guidelines
Key Points •Information Protection Committee and Working-level council organization/operation •Information protection management system operation •Information asset management •Risk analysis and evaluation •Security measures during service development	Key Points •Employee security management •External contractor security management •Information security training •Employee information security obligations	Key Points •Personal information protection organization •Personal information management •Personal information processing •Consignment/entrustment of personal information •Personal information processing guidelines •Incidents/breaches involving personal information •Guaranteeing the rights of the data subject	Key Points •Security incident response •Severity classification of security incidents •Security incident response •Security incident recovery •Security incident reporting and improvement •Security incident prevention •Security vulnerability checks	Key Points •Secure area control standard •Entry/exit management •Control of bringing information assets in and out •Office space security management	Key Points •Operational security •Account and password management •Security review •Incident management •Backup and recovery management •Server/network/database security •Information protection system management •Cloud operation security

Information Protection

Information Security Incident Prevention and Response

Establishment of an Information Security Declaration

Osstem Implant recognizes the importance of information security and is growing into a trusted company by enhancing employee security awareness and introducing a specialized management system.

We have established and declared an Information Security Declaration to make clear our company's responsibilities and commitment to information security.

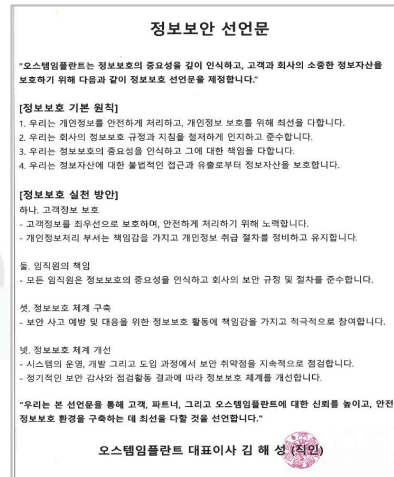
In the future, we will continue to invest in and make efforts to strengthen our information security capabilities by making the protection of customer information a top priority.

Obtaining Information Security Management System (ISMS) Certification

Osstem Implant was the first in the dental industry to obtain Information Security Management System (ISMS) certification.

As is well known, ISMS certification is the highest level of national government-recognized security management certification in Korea. We were able to obtain it by complying with all 234 detailed inspection items within 80 evaluation criteria related to management systems and protective measures.

Our company has strengthened the information security of our main online customer contact services, such as our corporate website and DENALL (shopping, videos, recruitment, etc.), and we are committed to doing our best to prevent information security incidents through continuous information protection initiatives.



Data Infringement Incident Response Training

To raise security awareness and rehearse incident response procedures, we regularly conduct malicious email drills based on a variety of scenarios, continuously working to strengthen employees' reporting activities and ability to identify malicious emails.

Information Protection Training

We conduct regular information security training for all employees annually on the latest trends and relevant laws related to information security. The key aspects of our company's information security policy are institutionalized to be taught to all employees through new employee orientation, on-the-job training, and more.

Osstem Clean Day Campaign

As part of efforts to manage and operate the company-wide information security system, we conduct a monthly campaign to promote security compliance in offices and research labs.

Issues such as personal information deletion, use of locks, and deletion of unauthorized software are managed with a checklist and are thoroughly checked through surprise inspections.

Shared Groth (Supply Chain)

Osstem Implant's manufacturing and service creation processes and all of its business activities, are closely linked to a diverse supply chain. All stakeholders affected in this process must be respected and should never be subjected to inhuman mental or physical treatment.

We are sensitive to the environmental and social impacts that can occur throughout the entire process of creating our products and services, including the procurement of raw and subsidiary materials, transportation, manufacturing, and logistics. In particular, as stipulated by the UN, we are committed to minimizing harm to children and other socially vulnerable groups, such as small and medium-sized enterprises, and our efforts to build a sustainable supply chain that enables Shared Groth and development with Osstem Implant remain ongoing.

Currently, in terms of Shared Groth, the Procurement Division has led the way by establishing and instituting a procurement management policy to strengthen fair trade practices. As a rule, we pay our suppliers in cash within 30 days and are committed to realizing "win-win management" with our suppliers by not accepting any reasons for delayed payment other than the terms of early repayment.



Pledge of Anti-Corruption and Integrity for Partner Companies

In order for both Osstem Implant and all of our partner companies to actively participate in ethical management, we sign an Anti-Corruption/Integrity Pledge. The pledge requires partner companies to maintain fair trade practices, refrain from unfair practices, not provide improper gifts or financial benefits, and not disclose confidential information, as requested by Osstem Implant for ethical business conduct.

The pledge contains the requirements that we demand of our partner companies.

In addition, Osstem Implant promotes various fair trade enhancement activities, such as preventing unfair trade practices, establishing an internal compliance management system, and building communication channels, to enhance the fairness of and opportunity for cooperation with our company. In particular, we have established four major fair trade practices and are committed to institutionalizing fair trade by continuously monitoring compliance with those practices and fair trade activities.

Desirable contracting practices for win-win cooperation between large and small enterprises	- Establishment of a contracting infrastructure - Conclusion of contracts guaranteeing the right to self-determination - Faithful contract performance in accordance with the contract and relevant legal requirements.
Fair selection (registration) practices for partner companies	- Fairness of standards and procedures for selecting partner companies - Fairness of standards and procedures for canceling the registration of partner companies, etc.
Practices for the establishment and operation of an internal review committee for subcontracting transactions	- Composition of an internal review committee for subcontracting transactions - Prior deliberation on the selection of partner companies, contract signing, price decisions, etc. - Prior review of the appropriateness of the standards and procedures for terminating a transaction with a partner company.
Practices for the desirable issuance and preservation of documents in subcontracting transactions	- Issuance of a variety of documents in the process of subcontracting transactions. - Preservation of issued documents. - Establishment of practices for the issuance and preservation of documents.

▲ The Four Major Fair Trade Practices (Established by the Fair Trade Commission)

Shared Groth (Supply Chain)

Internal Deliberation Committee on Subcontracting (Procurement Deliberation Committee)

Osstem Implant is strengthening its specialized processes for systematic responses to procurement validity reviews and subcontracting transaction assessments, while operating an internal review committee to deliberate on fairness and legality in supplier partnerships and subcontracting arrangements.

The committee is chaired by the heads of the procurement and finance departments. Purchases and product introductions that exceed a certain specified amount require a pre-execution review by the deliberation committee as a mandatory step before any costs are incurred and purchases are made.

Even in subcontracting transactions, such as for manufacturing, repair, construction, or services, any expenditure over a certain amount is routed through the procurement process to an internal deliberation committee, ensuring that no contract is finalized without the committee's prior review.

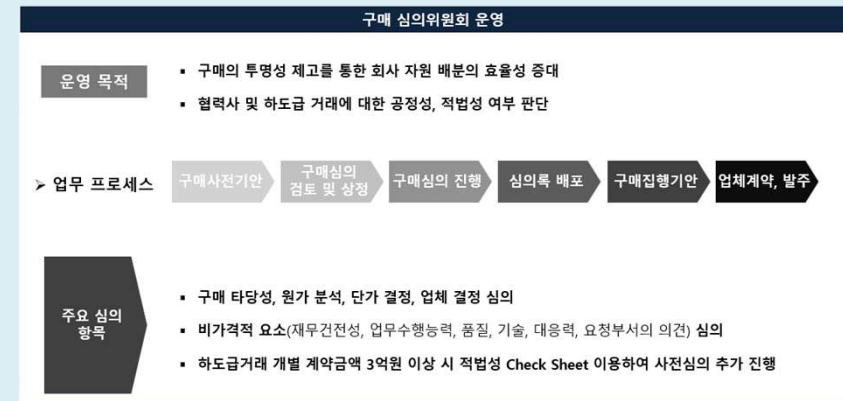
Supply Chain Due Diligence Review

Osstem Implant has bases of operation in the U.S. and the E.U., and as part of our business activities there, we are actively preparing to comply with supply chain due diligence regulations in a step-by-step manner.

We currently have 1,325 suppliers, and we are working to rapidly finalize the list of companies to be included in the scope of our supply chain by segmenting our suppliers by job category—upstream, in-house operations, and downstream—in relation to the selection of our supply chain due diligence targets.

In line with these efforts, we are planning to prioritize the establishment of a supply chain due diligence system and prepare for comprehensive consulting on supply chain management to ensure more systematic management. We are committed to the necessary time and investment required to achieve this.

□ Procurement Deliberation Committee Activities



□ Legality Checklist (Prior Review)

심의항목	사전심의 Point	심의결과			시정조치
		적합	부적합	해당없음	
1. 서면 발급	- 수급사업자에게 서면 계약서를 발급하였는가? (목적물등의 납품 시기, 장소 및 검사의 방법, 시기, 하도급계약과 그 지급방법 등 하도급계약의 내용)				
2. 내국신용장 개설	- 해외수주 PJ인 경우 내국신용장을 개설하였는가? (수급사업자가 개설을 원하지 않을 경우 개설불요확인서를 받았는가?)				
3. 하도급대금 지급	- 하도급법에서 요구하는 기준에 따라 60일 이내에 하도급대금을 지급 할 예정인가?				
4. 부당한 하도급대금 결정	- 경쟁입찰 최저가 견적업체 낙찰 시 입찰금액보다 낮은 금액으로 하도급대금을 결정하지 않았는가?				
	- 수의계약으로 하도급계약을 체결 시 도급의 직접 공사비 항목의 값 보다 낮은 금액으로 하도급대금을 결정하지 않았는가?				
	- 원도급 대금에 비하여 현저히 낮은 실행예산을 작성하여 하도급대금을 실행 예산내로 결정하지 않았는가?				
	- 정당한 사유 없이 일률적으로 하도급대금을 결정하지 않았는가?				
	- 차후 수주(물량)전으로 수급사업자를 기만하여 계약금액을 낮게 결정하지 않았는가?				
5. 물품 등의 구매강제	- 대금결정에 영향을 미치는 주요내용, 자료, 정보를 충분히 제공 하였는가?				
	- 정당한 이유 없이 특정 물품, 장비 등을 구매하도록 강요하지 않았는가?				
6. 경제적 이익 부담요구	- 정당한 이유 없이 찬조금, 협찬금, 지원금 등을 요구하지 않았는가?				
7. 부당한 대물변제	- 정당한 이유 없이 대물변제를 강요하지 않았는가?				
8. 부당한 경영간섭	- 입찰 및 계약과정에서 부당한 경영간섭행위를 하지 않았는가?				

Social Contribution

With the management philosophy of "contributing to the improvement of human health by helping dentists provide better treatment," Osstem Implant has built a diverse network with domestic and international companies, organizations, and academia, and is committed to providing significant support for this purpose.

Our company strictly adheres to Article 31 of the Political Funds Act, which prohibits political donations by corporations or organizations, and we do not engage in any lobbying or political sponsorship activities. In order to fulfill our corporate social responsibilities for sustainable development through social donation activities, support for educational and academic events, and the pursuit of joint development with local communities, we are committed to engaging in non-profit activities to promote Shared Growth with the local community.



Social Contribution Support Areas

Donations/Scholarships

We have been running a scholarship program for undergraduate and graduate students in dental schools and dental hygiene/technician programs across the country for an extended period. In 2024, we awarded scholarships to 740 students, and we are expanding the scale of the program every year.

In addition, we are continuously expanding our donation activities through organizations such as the Hope Bridge National Disaster Relief Association and the Dream Foundation, which help people build a better world.

Support for Dental-related Organizations

To enhance the independent procedural skills of our training center graduates, we have established 119 lecture halls and training rooms worldwide for our premium clinical education (the Master Course), and we also operate 67 training hospitals equipped for hands-on live surgery.

In addition to education and training, we also hold "Osstem Meetings" (in a symposium format), which are forums for clinical lectures, trends and information exchange, both online and offline, in a wide range of countries across the globe.



Support for Education

For the purpose of promoting research on implants and the training of clinical experts, Osstem Implant established the Osstem Implant Training Center (OIC) and has provided training to over 100,000 participants both at home and abroad through its education and hands-on training programs, with active in-service dentists serving as instructors.



Volunteer/Community Support

We also consistently carry out volunteer activities for underprivileged and multicultural families in the community based on our community-based social contribution initiatives, and we provide support through various events such as community festivals, group blood donations, donation-focused bazaars, and support for sponsor night events, as well as assistance with interior design for the living facilities of people with disabilities.

Based on these achievements, we were recognized for our contribution to caring for the community in 2024 and received a commendation from the Mayor of Busan. We will continue to make significant efforts to contribute to the local community with keen interest.

Social Contribution

Social Contribution Activities

Local Community Contribution and Support for the Vulnerable

Osstem Implant actively cooperates in the "Sharing Campaign" and contributes to creating a warm and healthy local community through participation in donations and caring for the community. In February, we formed an in-house volunteer group, "Osstem Warmth Sharing," to carry out various volunteer activities such as delivering charcoal briquettes and plogging along the Suyeong-cheon Stream in Busan. We have also established an agreement with the Haeundae-gu District Office in Busan to help support the cost of implant surgery for vulnerable residents who have given up on the possibility of treatment due to economic difficulties despite suffering from tooth loss. We also regularly hold group blood donation events. In addition, 45 employees in January and 68 employees in May 2024 participated in a blood donation drive in Busan. In July, we visited "Children's House," a residential facility for children with disabilities in Haeundae-gu, Busan, and delivered sponsored goods, including children's probiotics. Through such activities, we are continuously striving to maintain close relationships with and contribute to the local community.



Support for Descendants of Anti-Japanese Independence Activists

Osstem Implant paid a visit to the descendants of noted independence activist Choi Jae-hyeong, who supported the Harbin Uprising of independence activist and martyr An Jung-geun in Kazakhstan, and whose great-grandson currently serves as the chairman of the association of descendants of independence activists. There, we promised to continue honoring the noble patriotic spirit of the anti-Japanese independence activists and to seek ways to support their descendants.

It has been confirmed that of the 17 million people in Kazakhstan, 100,000 (0.6%) are ethnic Koreans. As early as 2023, in collaboration with the "Charm Good Sharing Foundation," we have provided medical products for dental implant treatment for the descendants of independence activists. We are not stopping at a one-time event but are exploring various ways to help this distinguished group, such as inviting their descendants to Korea.



Part 2.

ESG FUNDAMENTAL

Governance

- Stock Ownership
- Board-Centered Management
- Risk Management
- Ethical Management



Governance

Stock Ownership

Osstem Implant passed a resolution for a stock consolidation and voluntary delisting at an extraordinary general shareholders' meeting on June 28, 2023, and was delisted from the KOSDAQ market on August 14 of the same year.

As of December 31, 2024, the total number of issued shares is 1,557,648 (common stock). According to the Articles of Incorporation, the total number of issuable shares is 50,000,000, and the par value per share is KRW 5,000.

Osstem Implant's corporate information is publicly disclosed through our company website and the Financial Supervisory Service's electronic disclosure system.

In addition, the basic information of the largest shareholder, Dentistry Investment Co., Ltd., is as indicated on the right.

[Basic Information of the Largest Shareholder (Corporation or Organization)]

(As of December 31, 2024)

Shareholder name	Shares owned	Share ownership ratio (%)
Dentistry Investment Co., Ltd.	1,302,206	83.6
Choi Gyu-ok	150,129	9.6
Total	1,452,335	93.2

Shareholders		Shares owned	
Number of minority shareholders	Ratio (%)	Number of minority shares	Ratio (%)
790	99.6	9,575	0.6

Name	President & CEO	Largest shareholder	Stake (%)
Dentistry Investment Co., Ltd.	Kim Gwang-il, Kim Su-min	MBK Partners V Private Equity Fund	42.8%

Board-Centered Management

Composition of the Board

Osstem Implant is committed to establishing a forward-thinking governance structure that fosters checks and balances between the Board of Directors, our highest decision-making body, and the management, while also maximizing shareholder value. The appointment of directors is approved at the general shareholders' meeting following recommendations from the Board. Since a private equity fund became our largest shareholder in March 2023, representatives from the fund have joined the Board as other non-executive directors and are directly involved in management, helping to overcome the inherent limitations of information asymmetry.

As of the end of 2024, Osstem Implant's Board consists of a total of seven directors, with an outside director ratio of approximately 29%. President & CEO Kim Hae-sung serves as the Chairman of the Board. The term of office for directors is up to three years, and they can be re-appointed through a general shareholders' meeting. However, based on Article 542-8 of the Commercial Act (Special Provisions for Listed Companies), the term for an outside director cannot exceed six years.

At the 2025 general shareholders' meeting, the Articles of Incorporation were amended to dissolve the Audit Committee and the Investment Review Committee, and establish an ESG Committee.

(As of December 31, 2024, *: Chairman)

Title	Name	Date of birth (Gender)	Position	Term	Prior experience	Expertise	Committee membership
Inside director	Eom Tae-kwan ¹⁾	1963 (Male)	Former President & CEO	'23.03-'24.08	Former President & CEO of Osstem Implant Co., Ltd. (until '24.08.06)	Management	-
	Kim Hae-sung	1958 (Male)	President & CEO	'23.03-'26.03	President & CEO of Shinsegae International, President of Strategic Planning at Shinsegae Group Current) President & CEO of Osstem Implant Co., Ltd. ('24.08.06 -)	Management	Chairman of the Board
Outside director	Kwon Jong-jin	1949 (Male)	Director	'22.03-'25.03	Current) Professor Emeritus at Korea University College of Medicine, Auditor of the Korean Academy of Implant Dentistry	Dentistry	Audit Committee, Ethics Management Committee
	Ban Won-ik	1953 (Male)	Director	'22.03-'25.03	Advisory member of the Fair Trade Commission Director of the Korea Research Institute for Small and Medium Enterprises, full-time Vice-President of the Korea Federation of Medium-sized Enterprises	Management	Audit Committee*, Investment Review Committee
Other non-executive director	Kim Gwang-il	1965 (Male)	Director	'23.03-'26.03	Certified public accountant at Samil Accounting Corporation, attorney at Kim & Chang Law Firm Current) Vice-Chairman of MBK Partners	Management	Audit Committee, Ethics Management Committee*
	Kim Su-min	1969 (Male)	Director	'23.03-'26.03	Bain & Company; Goldman Sachs; Current) CEO of UCK Partners	Management	Investment Review Committee*
	Lee Jin-ha	1977 (Male)	Director	'23.10-'26.10	Bain & Company Current) Vice-President of MBK Partners	Management	Investment Review Committee
	Kwak Seung-wong	1977 (Male)	Director	'23.10-'26.10	Bain & Company Current) Partner of UCK Partners	Management	Ethics Management Committee

1) Eom Tae-kwan, former President & CEO: Resigned from the position of inside director and left the company on August 6, 2024

Board-Centered Management

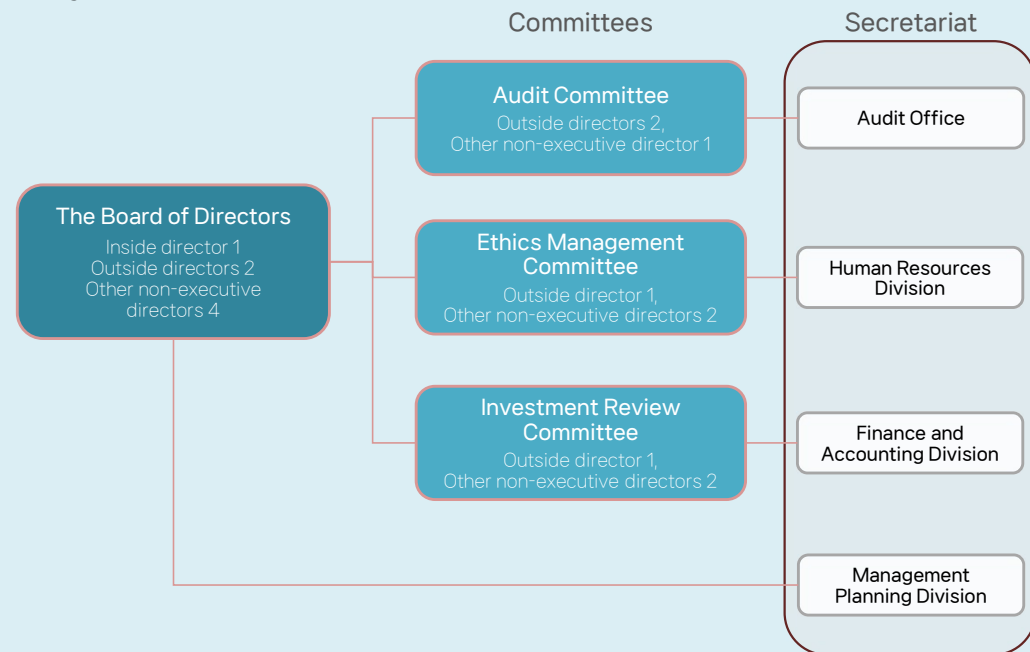
Board Operations

Osstem Implant operates three committees under its Board of Directors, holds regular board meetings once a quarter, and convenes special board meetings as needed. Additionally, while the Commercial Act mandates the establishment of an audit committee only for listed companies with assets of KRW 2 trillion or more, Osstem Implant has voluntarily established one to enhance the transparency of its governance structure and strengthen the independence of its audit function.

[Key Agenda Items of the Regular Board of Directors]

Regular board meeting agenda item	Frequency
Management Plan Approval	Once a year
Subsidiary Loan and Guarantee Limit Approval	Once a year
Approval of Financial Statements and Business Reports	Once a year
Approval of Procurement and Operations Plan	Once a year
Report on the Operating Status of the Internal Accounting Management System	Once a year
Evaluation Report on the Status of the Internal Accounting Management System	Once a year
Resolution to Convene Regular General Shareholders' Meeting	Once a year
Report on Borrowings, Subsidiary Lending and Guarantee Status	Once a quarter
Health and Safety Plan Approval	Once a year
Report on Compliance Support Activities Results and Plans	Once a year

[Organizational Chart of Committees under the Board]



(As of December 31, 2024)

Board-Centered Management

Board Performance

In 2024, Osstem Implant held 16 board meetings, addressing 64 agenda items (6 reports, 58 resolutions).

In addition, to enhance the expertise of the directors, we provided training on the information disclosure obligations of listed companies, as well as the roles and challenges of mid-sized enterprises.

[2024 Major Agenda Items (Excluding Regular Board Meeting Agenda)]

Session	Date	Key Agenda Items
1st	Jan 26	Approval of the 2024 Management Plan (Draft)
2nd	Feb 15	Report on the Operational Status of the Internal Accounting Management System
3rd	Mar 11	Convening of the 27th Regular General Shareholders' Meeting
5th	Apr 09	Approval of the Acquisition of Implacil de Bortoli, the Company's Brazilian subsidiary
8th	Jul 02	Approval of Participation in the Capital Increase of the Spanish Subsidiary
9th	Jul 22	Convening of the 28th Extraordinary General Shareholders' Meeting
11th	Aug 05	Recommendation of a Candidate for Inside Director
12th	Aug 06	Appointment of the President & CEO and Chairman of the Board
13th	Sep 03	Approval of Merger Plan with Subsidiary (Osstem Global)
14th	Oct 15	Management Review Report for ISO 37301 Compliance Management System Certification Report of
15th	Oct 29	Report of the Q3 2024 Business Results
16th	Nov 29	Approval of a Small-scale Merger (Toplan)

[2024 Board Attendance and Agenda Approval Rate]

Director	Term	Renewal	Attendance Rate (%)	Approval Rate (%)
Kim Hae-sung	-26.03	New	100	100
Eom Tae-kwan	-24.08	5 times	100	100
Kwon Jong-jin	-25.03	New	100	98
Ban Won-ik	-25.03	New	94	98
Kim Gwang-il	-26.03	New	100	100
Kim Su-min	-26.03	New	100	100
Lee Jin-ha	-26.10	New	94	100
Kwak Seung-woong	-26.10	New	100	100

※ At the 28th Annual General Shareholders' Meeting held on March 28, 2025, Choi Gyu-ok was newly appointed as an inside director, and Ban Won-ik and Kim Jong-hak were newly appointed as auditors, while Kwon Jong-jin was re-appointed as an outside director.

Risk Management

Risk Management Framework

Osstem Implant comprehensively manages risks that can impact its business and operations through a systematic, company-wide risk management process. We categorize risk management areas into financial, business and strategy, ESG, and other risks. The relevant departments identify and assess risks in advance and operate a pre-emptive response system, reporting to C-Level executives.

Subsequently, C-Level executives and key officers participate in company-wide meetings to establish and implement specific response strategies. In addition, the management committee, which is composed of inside directors and other non-executive directors from shareholder companies, regularly discusses risk issues. The status and results of company-wide risk management are reported to the Board of Directors on a regular or ad-hoc basis by the responsible teams to strategically manage risks.



Risk Management

Risk Management Areas

Osstem Implant continuously monitors and manages risks through the operation of working-level organizations and consultative bodies for each risk area. Regarding financial risks, the company's financial soundness and operational efficiency are regularly assessed through a profit and loss and financial review meeting chaired by the CEO.

In addition, risk identification and management for each organization are led by the respective team leaders and department heads (division heads). Risks monitored on a monthly basis are reported at a regular meeting to review current issues, thereby enabling us to pursue sustainable growth by efficiently allocating resources and securing long-term stability in an uncertain market environment.

[Risk management area]

Sales · Marketing	Research · Development	Production	Support
- Sanctions on sales activities - Decline in competitiveness - Damage to reputation and brand - Geopolitical issues	- Technology leaks - Partnership termination (e.g., Halt to clinical trial) - Patent infringement - Information Protection - Permits	- Halt in production - Procurement of raw materials - Supply chain disruption - Quality and GMP	- Funding/bonds - Disclosure/internal accounting - Fluctuations in exchange rates/interest rates - Customs/taxation - Compliance - Legal disputes - Brain drain - Workplace environment and safety

Compliance Management

Ethics Charter

In December 2022, Osstem Implant established an Ethics Charter that defines the company's values and principles for its stakeholders, to achieve the ethical standards it has set for itself.

This Ethics Charter applies to the company (including its subsidiaries) and all its employees. We also encourage our stakeholders to understand and practice it.

1. Our attitude toward our customers	Respect for customers, improving customer value, and protecting customer interests
2. The basic ethics of our employees	Fair work performance and creating a healthy corporate culture
3. Our responsibility toward our employees	Respect for and professional development of our employees, and their safety and happiness
4. Our responsibility toward our shareholders	Increasing corporate value and protecting shareholder rights
5. Our relationship with our partners	Fair trade and shared growth
6. Our responsibility to society	Sound business activities, contribution to social development, and environmentally friendly management Maintaining political neutrality

Compliance Officer System

Osstem Implant has operated a compliance support system since February 2022. The compliance officer supports decision-making to ensure compliance with legal obligations related to business management, including those for medical devices. The compliance support organization also manages risks related to business activities in cooperation with the relevant departments. In 2024, we received ISO 37301 (Compliance Management System) certification from the British Standards Institution (BSI), acknowledging that Osstem Implant operates a compliance management system that meets international standards.

Code of Ethics

The Code of Ethics provides specific behavioral guidelines for employees to embody the basic spirit and principles of the Ethics Charter in their work. It covers customer respect, fair trade and the prohibition of unfair practices, protection of company assets/information, fair and sincere job performance, compliance with laws and regulations, and rewards and disciplinary actions.

By clearly defining the specific standards and procedures that members must follow for each type of conduct, the Code addresses not only serious issues like bribery and corruption but also all inappropriate practices that might be habitually engaged in and impede ethical management practices, defining them as targets for supervision.

All Osstem Implant employees must comply with the laws and regulations related to the company's business performance as well as the detailed provisions of this Code of Ethics, and must sign a separate "Ethical Pledge."

Item	Date	Main Details
Compliance inspections	'24. 2H	Solicitation Prohibition Act, Trade Secret Protection, Rebates, Unfair Collusion, Unfair Support Practices, Unfair Trade Practices, Subcontracting, Labeling and Advertising, Personal Information Protection, Human Resources and Labor, Manufacturing and Quality, and E-commerce (12 areas, 16 related laws)
Compliance training	'24. Annual	Orientation training for new employees - Once a month / Training on major laws such as trade secret protection
	April, May, and June of 2024	Customized Compliance Training - Personal information protection, anti-rebate regulations, subcontracting transactions
	'24. August	Regular Compliance Training and Compliance Inspection Briefing Session

Compliance Management

Internal/External Whistleblowing System (including domestic/overseas business sites)

Osstem Implant operates an internal/external reporting system that allows individuals to report unfair demands, corruption, accounting fraud, and violations of the internal accounting management system or the Code of Ethics directly to the CEO and the Audit Committee directly via email. We also maintain a reporting window on our internal portal and company website.

In 2024, three cases were reported, involving interpersonal conflict, sexual harassment, and workplace bullying. After a thorough investigation of the facts, all reported cases were referred to the personnel committee and appropriate disciplinary measures were taken.

Ethics Management & Compliance Education

During 2024, we conducted one company-wide ethics management training session, monthly introductory training for new employees, and a regular compliance training and compliance inspection briefing for all departmental compliance officers in an offline format in August.

We also held three customized compliance training sessions on topics such as personal information protection, rebate regulations, and subcontracting by inviting experts from each respective field. We also publish a bi-monthly compliance newsletter that includes news on relevant laws, current legal issues, major legal amendments, and important precedents.

In 2025, we plan to continue conducting compliance training to foster a culture of compliance management. We also plan to enhance the ethical standards of our employees by regularly uploading ethics management and compliance content to our online training site every month.

Internal Audit System (regular/ad-hoc)

Osstem Implant conducts regular and ad-hoc audits based on the audit plans reported to and approved by the audit committee and management to prevent potential violations of workplace regulations and to evaluate risk management activities, process efficiency, and the appropriateness of cost execution. We focus on preventing recurrence and managing risk by identifying and analyzing problems and risks and providing reasonable improvement recommendations.

Category	Unit	2024
Number of ethics management violations		36
Business related		7
Misconduct in the course of business		7
Workplace conflict		-
Financial/accounting		-
Sexual harassment/bullying	Cases	3
Managerial responsibility		8
Professional negligence		8
Non-work-related misconduct		3
Number of ethical management reports filed		3

Compliance Management

Compliance Achievements

Compliance Management System (ISO 37301) Certification



Osstem Implant has become the first in the domestic dental industry to receive the "ISO 37301" certification, an international standard for compliance management systems, from BSI (British Standards Institution). ISO 37301 is an international standard that defines the requirements for establishing, developing, implementing, evaluating, maintaining, and improving compliance management systems for legal and ethical business operations. This certification acknowledges that we have a strict legal compliance system that meets global standards, while also clearly defining the compliance obligations and responsibilities of the company and its employees.

Osstem Implant has introduced various mechanisms to achieve a high level of ethics that befits a global company. We have implemented a compliance officer system to support decision-making that complies with legal obligations, and have continuously conducted compliance inspection activities for related laws and regulations across all business areas.

Standards Compliance Guideline Establishment and Declaration

In October 2024, Osstem Implant established and put in place the following "Standards Compliance Guidelines" to realize its management philosophy of "contributing to the improvement of human health by helping dentists provide better treatment" and its vision of being a "world-leading premier company in the dental industry," while fulfilling its social responsibility as a global company and simultaneously laying the foundation for sustainable management.

[Standards Compliance Guidelines]

1. All employees shall recognize and fully comply with all compliance obligations, including laws and regulations.
2. The Company shall establish and operate a compliance management system for the implementation of compliance management, and continuously manage and improve such system.
3. The Company shall establish a public whistleblowing system to ensure compliance culture takes root within the organization, and protect whistleblowers from disadvantageous treatment due to their reports.
4. The Company shall take strict disciplinary action against members who violate the compliance obligations in accordance with the relevant regulations.
5. The Company shall appoint a compliance officer with appropriate authority and independence, who may communicate directly with the Board of Directors.

10/15/2024

Kim Hae-sung, President & CEO of Osstem Implants



Part 3.

APPENDIX

APPENDIX

- Financial Performance
- Environmental Management Performance Indicators (DATA)
- Social Performance Indicators (DATA)
- Governance Performance Indicators (DATA)
- Alignment with the 17 UN SDGs
- GRI Standard Index
- Independent Auditor's Report
- Internal Accounting Management System Operational Status Report
- Internal Accounting Management System Evaluation Report
- Internal Accounting Management System Review Report



Financial Performance

Economic value creation for stakeholders (separate)

Category		Unit	2022	2023	2024
Customers	Sales (separate)	KRW 100 million	7,310	7,774	8,376
	Employee payroll		1,304	1,565	1,896
Employees	Employee benefits		209	245	346
	Severance pay		113	118	185
Shareholders	Total cash dividends		-	-	1,001
Investors	Interest expense		72	130	160
Government	Corporate taxes		424	314	404
Community	Donations		10	8	18

Research and development expenses (separate)

Category	Unit	2022	2023	2024
Research and development expenses	KRW 100 million	640	681	788
Government grants		15	-	-
R&D investment rate	%	8.7	8.8	9.4

Statement of financial position (consolidated)

Category	Unit	2022	2023	2024
Current assets	KRW 100 million	6,875	8,928	8,798
Non-current assets		6,848	7,947	11,018
Total assets		13,273	16,875	19,816
Current liabilities		9,190	9,730	11,164
Non-current liabilities		907	1,724	2,661
Total liabilities		10,098	11,455	13,825
Equity attributable to owners of the parent		3,432	5,074	5,542
Non-controlling interest		194	346	449
Total equity		3,625	5,420	5,991

Environmental Management Performance Indicators (DATA)

Greenhouse gas emissions

(Emission intensity: sales-based)

(Unit: tCO₂-eq)

Category	2022	2023	2024
Scope 1. (Direct energy)	42	48	47
Gasoline	-	-	-
Diesel	-	5	-
LNG	42	43	47
Scope 2. (Indirect energy)	2,568	2,678	2,728
Electricity	2,568	2,678	2,728
Headquarters			
Scope 1. (Direct energy)	-	-	-
Gasoline	-	-	-
Diesel	-	-	-
LNG	-	-	-
Scope 2. (Indirect energy)	587	639	696
Electricity	587	639	696
Ansan plant 1			
Scope 1. (Direct energy)	2	2	2
Gasoline	-	-	-
Diesel	-	-	-
LNG	2	2	2
Scope 2. (Indirect energy)	442	429	431
Electricity	442	429	431
Ansan plant 2			

(Unit: tCO₂-eq)

Category	2022	2023	2024
Company-wide GHG emissions	12,031	14,002	15,062
Scope 1. (Direct energy)	47	53	52
Scope 2. (Indirect energy)	11,984	13,949	15,009
Emission intensity (tCO ₂ -eq/KRW 100 million)	1.14	1.16	1.14

(Unit: tCO₂-eq)

Category	2022	2023	2024
Scope 1. (Direct energy)	2	3	3
Gasoline	-	-	-
Diesel	-	-	-
LNG	2	3	3
Scope 2. (Indirect energy)	1,028	1,116	1,220
Electricity	1,028	1,116	1,220
Sihwa plant			
Scope 1. (Direct energy)	-	1	-
Gasoline	-	1	-
Diesel	-	0	-
LNG	-	-	-
Scope 2. (Indirect energy)	7,360	5,922	5,057
Electricity	7,360	5,922	5,057
Busan plant 1			
Scope 1. (Direct energy)	-	-	-
Gasoline	-	-	-
Diesel	-	-	-
LNG	-	-	-
Scope 2. (Indirect energy)	-	3,165	4,877
Electricity	-	3,165	4,877
Busan plant 2			

Environmental Management Performance Indicators (DATA)

Energy consumption

(Emission intensity: sales-based)

Category	2022	2023	2024
Scope 1. (Direct energy)			
Headquarters			
Gasoline (ℓ)	-	-	-
Diesel (ℓ)	-	1,705	-
LNG (m³)	19,327	19,701	21,658
Scope 2. (Indirect energy)			
Electricity (kWh)	5,589,768	5,828,136	5,937,864
Scope 1. (Direct energy)			
Gasoline (ℓ)	-	-	-
Diesel (ℓ)	-	-	-
LNG (m³)	-	-	-
Scope 2. (Indirect energy)			
Electricity (kWh)	1,277,061	1,391,264	1,514,318
Scope 1. (Direct energy)			
Gasoline (ℓ)	-	-	-
Diesel (ℓ)	-	-	-
LNG (m³)	1,027	899	1,113
Scope 2. (Indirect energy)			
Electricity (kWh)	961,537	934,707	937,483

(Unit: TOE)

Category	2022	2023	2024
Company-wide energy consumption	5,979	6,955	7,482
Scope 1. (Direct energy)	5	2	-
Scope 2. (Indirect energy)	5,974	6,953	7,482
Emission intensity (TOE/KRW 100 million)	0.57	0.58	0.57

Category	2022	2023	2024
Scope 1. (Direct energy)			
Sihwa plant			
Gasoline (ℓ)	-	-	-
Diesel (ℓ)	-	-	-
LNG (m³)	1,083	1,258	1,227
Scope 2. (Indirect energy)			
Electricity (kWh)	2,236,699	2,429,462	2,656,564
Scope 1. (Direct energy)			
Gasoline (ℓ)	-	279	-
Diesel (ℓ)	-	102	-
LNG (m³)	-	-	-
Scope 2. (Indirect energy)			
Electricity (kWh)	16,020,841	12,889,947	11,008,360
Scope 1. (Direct energy)			
Gasoline (ℓ)	-	-	-
Diesel (ℓ)	-	-	-
LNG (m³)	-	-	-
Scope 2. (Indirect energy)			
Electricity (kWh)	-	6,889,824	10,616,004

Environmental Management Performance Indicators (DATA)

Renewable Energy Production and Consumption

Category		2022	2023	2024
Headquarters	Renewable energy production (MWh)	283	279	440
	Renewable energy consumption (MWh)	5,035	4,586	4,607
	District heat sources (MWh)	4,752	4,307	4,326
	Solar (MWh)	283	279	280
	ESS (MWh)	-	-	-
	Renewable energy production (MWh)	-	-	-
Busan plant 1	Renewable energy consumption (MWh)	147	127	178
	District heat sources (MWh)	-	-	-
	Solar (MWh)	-	-	-
	ESS (MWh)	147	127	178

Energy reduction activities

Category		Energy savings (MWh)	Cost of energy savings (KRW 1 million)
Headquarters	Improve standalone lab heating and cooling	235	39
Sihwa plant	Implementation of EHP centralized control system	78	8

Environmental Management Performance Indicators (DATA)

Water Resource Consumption

Category		2022	2023	2024	Remarks
Company-wide	Water supply consumption (ton)	123,298	104,107	121,953	Exclusive use of waterworks facilities
	Emission intensity (tons/KRW 100 million)	11.7	8.6	9.3	Exclusive use of waterworks facilities

Water Pollutant Emissions

Category		2022	2023	2024	Remarks
Headquarters	BOD (Biochemical Oxygen Demand)	-	60.4	4.4	
	SS (Suspended Solids)	-	30.0	40.3	
	T-N (Total Nitrogen)	-	2.7	2.9	
	T-P (Total Phosphorus)	-	1.1	0.03	
	TOC (Total Organic Carbon)	-	31.5	26.6	
Ansan plant 1	BOD (Biochemical Oxygen Demand)	-	-	-	No wastewater treatment facility (outsourced treatment)
Ansan plant 2	BOD (Biochemical Oxygen Demand)	-	-	-	No wastewater treatment facility (outsourced treatment)
Sihwa plant	BOD (Biochemical Oxygen Demand)	-	-	-	No wastewater treatment facility (outsourced treatment)
Busan plant 1	BOD (Biochemical Oxygen Demand)	2.2	2.2	3.2	4 types of wastewater, discharge of certain water pollutants
	SS (Suspended Solids)	1.0	2.0	4.0	
	T-N (Total Nitrogen)	1.0	1.9	2.8	
	T-P (Total Phosphorus)	3.1	3.5	2.8	
	TOC (Total Organic Carbon)	3.6	3.5	1.7	
Busan plant 2	BOD (Biochemical Oxygen Demand)	-	-	-	No wastewater treatment facility (outsourced treatment)

Environmental Management Performance Indicators (DATA)

Air Pollutant Emissions

	Category	2022	2023	2024	Remarks
Headquarters	SOx (Sulfur Oxides)	-	-	-	Not applicable
	NOx (Nitrogen Oxides)	-	-	-	
	PM (Particulate Matter)	-	-	-	
Ansan plant 1	SOx (Sulfur Oxides)	-	-	0.5	Air quality monitoring implemented since April 2023
	NOx (Nitrogen Oxides)	-	-	-	
	PM (Particulate Matter)	-	2.0	1.1	
Ansan plant 2	SOx (Sulfur Oxides)	-	-	-	Not applicable
	NOx (Nitrogen Oxides)	-	-	-	
	PM (Particulate Matter)	2.3	1.5	0.5	Subject to filtration & dust collection facility
Sihwa plant	SOx (Sulfur Oxides)	-	-	-	Not applicable
	NOx (Nitrogen Oxides)	-	-	-	
	PM (Particulate Matter)	2.8	1.8	0.5	Subject to filtration & dust collection facility
Busan plant 1	SOx (Sulfur Oxides)	-	-	-	Return of air emissions facility registration certificate effective October 2024 (Type 5 → Not applicable)
	NOx (Nitrogen Oxides)	-	1.4	0.5	
	PM (Particulate Matter)	0.7	0.8	0.7	
Busan plant 2	SOx (Sulfur Oxides)	-	-	-	Not applicable
	NOx (Nitrogen Oxides)	-	-	-	
	PM (Particulate Matter)	-	-	-	

Environmental Management Performance Indicators (DATA)

Waste Generation

(Unit: ton)

Category	2022	2023	2024
Headquarters	General waste	-	68.7
	Recycling	-	68.7
	Landfill	-	-
	Incineration	-	-
	Others (neutralized)	-	-
	Designated waste	2.6	7.3
	Recycling	-	-
	Landfill	-	-
	Incineration	2.6	7.3
	Others (neutralized)	-	-
Ansan plant 1	General waste	-	-
	Recycling	-	-
	Landfill	-	-
	Incineration	-	-
	Others (neutralized)	-	-
	Designated waste	1.0	2.9
	Recycling	1.0	-
	Landfill	-	-
	Incineration	-	2.9
	Others (neutralized)	-	-
Ansan plant 2	General waste	42.6	43.9
	Recycling	42.6	43.9
	Landfill	-	-
	Incineration	-	-
	Others (neutralized)	-	-
	Designated waste	-	-
	Recycling	-	-
	Landfill	-	-
	Incineration	-	-
	Others (neutralized)	-	-

(Unit: ton)

Category	2022	2023	2024
Sihwa plant	General waste	34.5	568.2
	Recycling	-	516.3
	Landfill	-	-
	Incineration	34.5	52.0
	Others (neutralized)	-	-
	Designated waste	11.1	17.6
	Recycling	3.7	6.6
	Landfill	-	-
	Incineration	7.4	11.0
	Others (neutralized)	-	-
Busan plant 1	General waste	17.0	19.0
	Recycling	-	-
	Landfill	-	-
	Incineration	17.0	19.0
	Others (neutralized)	-	-
	Designated waste	210.7	174.5
	Recycling	89.8	47.5
	Landfill	52.0	47.9
	Incineration	68.9	79.1
	Others (neutralized)	-	-
Busan plant 2	General waste	-	15.0
	Recycling	-	-
	Landfill	-	-
	Incineration	-	15.0
	Others (neutralized)	-	-
	Designated waste	-	38.6
	Recycling	-	21.5
	Landfill	-	3.5
	Incineration	-	13.5
	Others (neutralized)	-	-

Environmental Management Performance Indicators (DATA)

Number of Environmental Violations

Category	2022	2023	2024	Remarks
Headquarters	-	-	-	Not subject to environmental disclosure No environmental spills in the last 10 years
Ansan plant 1	-	-	-	
Ansan plant 2	-	-	-	
Sihwa plant	-	-	-	
Busan plant 1	-	-	-	
Busan plant 2	-	-	-	

Social Performance Indicators (DATA)

Employment Status

Category		Unit	2022	2023	2024
Total number of employees			2,291	2,640	3,043
Regular employees	Male	Headcount	1,739	2,007	2,314
	Female		443	513	619
Fixed-term employees	Male		91	101	86
	Female		18	19	24
Diversity	Number of female executives		3	3	2
	Number of female managers		28	36	46
	Number of disabled employees		31	34	32

Employee Compensation

Category		Unit	2022	2023	2024
Average salary per employee		KRW 1 million	57	60	70
	Male		60	64	73
	Female		44	47	57
Average executive compensation	Registered		145	222	1,433
	Unregistered		121	230	214

※ Severance pay for executives in 2024 included

New Hires

Category		Unit	2022	2023	2024
Total number of new hires			601	604	652
Regular employees	Male	Headcount	335	402	444
	Female		95	86	97
Fixed-term employees	Male		138	104	89
	Female		33	12	22
Diversity	Number of female executives		-	-	-
	Number of female managers		1	2	-
	Number of disabled employees		9	10	4

Turnover/Retirees

Category		Unit	2022	2023	2024
Number of turnover/retirees		Headcount	354	333	325
Gender	Male		286	276	290
	Female		68	57	35
Reason	Voluntary		335	313	312
	Involuntary		19	20	13
Average years of service		Years	4.4	4.8	4.8
Male			4.7	4.9	4.9
Female			4.0	4.2	4.2

Social Performance Indicators (DATA)

Maternity and Parental Leave

Category	Unit	2022	2023	2024
Total number of users on parental leave		30	36	33
Male		12	11	15
Female		18	25	18
Total number of returnees from parental leave		32	30	32
Male	Headcount	9	10	12
Female		23	20	20
Employees with 12+ months of service after parental leave		25	23	29
Male		8	8	10
Female		17	15	19
Return retention rate	%	89	80	83
		74	75	95
Number of childcare reduced working hours users	Headcount	4	6	6
Number of spousal maternity leave users		80	72	91

Safety Incidents

Category	Unit	2022	2023	2024
Number of occupational accidents	Number	4	6	5
Percentage (frequency)	%	0.73	0.95	0.68
Number of occupational accident victims	Headcount	4	6	5
Accident rate	%	0.17	0.23	0.16
Lost workdays due to occupational accidents (injury)	Days	26	90	20
Number of occupational fatalities	Headcount	-	-	-
Total annual absence hours of regular employees	Hours	41,416	15,836	1,128

Governance Performance Indicators (DATA)

Board of Directors Operation Status

Category	Unit	2022	2023	2024
Meetings convened	Count	21	10	16
Total		100	97	98
Attendance rate		100	100	100
Inside directors				
Other non-executive directors	%	-	86	98
Outside directors		100	100	97
Agenda approval rate		95	100	98
Number of inside directors		3	1	1
Female		-	-	-
Other non-executive directors	Headcount	-	4	4
Female		-	-	-
Number of outside directors		4	2	2
Female		-	-	-
Ratio of outside directors	%	57	29	29
Ratio of female directors		-	-	-

Board Committees Operation Status

Category	Unit	2022	2023	2024
Audit committee				
Meetings convened	Count	4	4	4
Ratio of outside directors	%	100	67	67
Attendance rate		100	100	100
Ethics management committee				
Meetings convened	Count	2	2	2
Ratio of outside directors	%	67	33	33
Attendance rate		100	100	100
Investment review committee				
Meetings convened	Count	-	-	-
Ratio of outside directors	%	-	33	33
Attendance rate		-	-	-

Director Compensation

Category	Unit	2022	2023	2024
Registered directors				
Number	Headcount	3	3	4
Total compensation	KRW 1 million	815	1,786	2,440
Average compensation		272	595	610
Outside directors / Auditors				
Number	Headcount	4	6	3
Total compensation	KRW 1 million	201	213	105
Average compensation		50	36	35

※ Includes directors and auditors who retired during the current period

1) Severance pay of KRW 7.484 billion paid to retired directors during the current period is excluded.

Alignment with the 17 UN SDGs

Goal	UN SDGs Indicator	Key Activities	Page Number
Goal 1	 End poverty in all its forms everywhere	Social Contribution	59-60
Goal 3	 Ensure healthy lives and promote well-being	Patient health/safety/quality, customer education, health and safety, employee welfare, Social Contribution	14-16, 25-26, 38-44, 52-53, 59-60
Goal 4	 Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	Customer education, talent development	25-26, 45-50
Goal 5	 Achieve gender equality and empower all women and girls	Personnel management, welfare	52, 80
Goal 6	 Ensure availability and sustainable management of water and sanitation for all	Hazardous chemicals management, environment-related tasks	30, 35,
Goal 7	 Ensure access to affordable, reliable, sustainable and modern energy for all	Eco-friendly investment and environment-related tasks	32-33, 36

Goal	UN SDGs Indicator	Key Activities	Page Number
Goal 8	 Promote sustained economic growth, full and productive employment and decent work for all	Customer satisfaction, innovation, Health and safety, talent development, Shared Groth, Board of Directors	17-22, 23-24, 38-44, 47-50, 57-58, 63-65
Goal 9	 Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation	Innovation	23-24
Goal 12	 Ensure sustainable consumption and production patterns	Patient health/safety/quality, Shared Groth	14-17, 57-58
Goal 13	 Take urgent action to combat climate change and its impacts	Environmental Management	33, 36
Goal 15	 Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, and halt biodiversity loss	Environmental Management	34-35
Goal 16	 Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	Welfare, information protection, Shared Groth, ethical management	52-53, 54-56, 57-58, 68-70

GRI Standard Index

GRI 2: General Disclosures

Topic	Indicator	Page	Remarks
Organizational Profile and Reporting Practices	2-1 Name of the organization	2, 6, 9-10	
	2-2 Entities included in the organization's sustainability reporting	2, 6	
	2-3 Reporting period, frequency and contact point	2	
	2-4 Modification of information	2	
Organizational Activities and Employees	2-7 Employees	80	
	2-8 Temporary and part-time employees	80	
Governance	2-9 Governance structure and composition	63	
	2-10 Nomination and selection of the highest decision-making body	63	
	2-11 Chair of the highest decision-making body	63	
	2-12 Role of the highest decision-making body in overseeing the management of impacts	64-65	
	2-13 Delegation of responsibility for managing impacts	11, 29, 38, 54, 60	
	2-14 Role of the highest decision-making body in sustainability reporting	64	
	2-15 Conflicts of interest	63	
	2-16 Communication of critical concerns	65-67	
	2-17 Collective knowledge of the highest decision-making body	63	

Topic	Indicator	Page	Remarks
	2-20 Executive compensation process	51	
	2-21 Total compensation ratio	80	
	2-22 Statement on sustainable development strategy	5, 7	
	2-23 Commitment to policies	11, 14, 17, 25, 28, 38, 45, 54, 57, 59, 68	
Strategy, Policy / Practices	2-24 Embedding policy commitments	14-22, 25-26, 29-36, 38-44, 45-53, 55-56, 57-58, 59-60, 68-70	
	2-25 Processes to remediate negative impacts	12, 52, 69	
	2-26 Mechanisms for seeking advice and raising concerns	12, 52, 69	
	2-27 Compliance with laws and regulations	69	
Stakeholder Engagement	2-29 Stakeholder engagement approach	13	

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GRI 3: Material Topics

Topic	Indicator	Page	Remarks
Material Topic Disclosure	3-1	Process to determine the list of material topics	13
	3-2	List of material topics	13
Core Topic 1. Improving Patient Health and Safety			
Material Topic Disclosure	3-3	Material Topic Management	13, 14
Customer Health and Safety	416-1	Assessment of the health and safety impacts of products and services	14-16
Core Topic 2. Ethical Management			
Material Topic Disclosure	3-3	Material Topic Management	13, 68
Anti-corruption	205-1	Operations assessed for risks related to corruption	69
	205-2	Communication and training about anti-corruption policies and procedures	69
	205-3	Confirmed incidents of corruption and actions taken	69
Public policy	415-1	Political donations	59
Core Topic 3. Customer Education and Accessibility			
Material Topic Disclosure	3-3	Material Topic Management	13, 25
Non-GRI		No relevant GRI Standards	-
Core Topic 4. Customer Communication			
Material Topic Disclosure	3-3	Material Topic Management	13, 27
Local communities	413-1	Operations with local community engagement, impact assessments, and development programs	13, 17
Marketing & Labeling	417-1	Requirements for product and service information and labeling	17-21

Topic	Indicator	Page	Remarks
Core Topic 5. Innovation			
Material Topic Disclosure	3-3	Material Topic Management	13, 23
Non-GRI		No relevant GRI Standards	-
Main Topics: Health and Safety Management			
Material Topic Disclosure	3-3	Material Topic Management	13, 38
Industrial health and safety	403-1	Occupational health and safety management system	38
	403-2	Hazard identification, risk assessment, and incident investigation	43
	403-3	Occupational health services	44
	403-4	Worker participation, consultation, and communication on occupational health and safety	42-44
	403-5	Worker training on occupational health and safety	42-43
	403-6	Promotion of worker health	44
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	41-42, 44
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GRI 3: Material Topics

Topic	Indicator	Page	Remarks
Main Topics: Human Rights Management			
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	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	49, 52
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	404-2	Programs for upgrading employee skills and transition assistance programs	48

Topic	Indicator	Page	Remarks
Main Topics: Environmental Management			
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	303-3	Water withdrawal	76
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	306-1	Waste generated and significant waste-related impacts	30
Waste	306-2	Management of significant waste-related impacts	35
	306-3	Waste generated	78
	306-4	Waste diverted from disposal	78
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GRI 3: Material Topics

Topic	Indicator	Page	Remarks
Main Topics: Climate Change			
Material Topic Disclosure	3-3	Material Topic Management	13, 33
Energy	302-1	Energy consumption within the organization	74
	302-3	Energy intensity	74
	302-4	Reduction of energy consumption	74
Emissions	305-1	Direct (Scope 1) GHG emissions	73
	305-2	Indirect (Scope 2) GHG emissions	73
	305-4	GHG emissions intensity	73
	305-5	Reduction of GHG emissions	73
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	77

Independent Auditor's Report

오스템임플란트 주식회사

주주 및 이사회 귀중

감사의견

우리는 오스템임플란트 주식회사와 그 종속기업(이하 "연결회사")의 연결재무제표를 감사 하였습니다. 해당 연결재무제표는 2024년 12월 31일과 2023년 12월 31일 현재의 연결재 무상태표, 동일로 종료되는 양 보고기간의 연결손익계산서, 연결포괄손익계산서, 연결자 본변동표 및 연결현금흐름표 그리고 중요한 회계정책 정보를 포함한 연결재무제표의 주석 으로 구성되어 있습니다.

우리의 의견으로는 별첨된 연결회사의 연결재무제표는 연결회사의 2024년 12월 31일과 2023년 12월 31일 현재의 재무상태와 동일로 종료되는 양 보고기간의 재무성과 및 현금흐 름을 한국채택국제회계기준에 따라, 중요성의 관점에서 공정하게 표시하고 있습니다.

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(2) 주석 32에서 언급한 바와 같이, 연결회사는 직원의 횡령사건으로 인해 연결회사의 소 액주주로부터 손해배상청구소송 등이 제기되어 있습니다. 당기말 현재 계류 중인 소송의 청구금액은 6,147백만원이며, 계류중인 소송사건의 결과가 연결재무제표에 미치는 영향 이 불확실하여 이를 연결재무제표에 반영하지 않았습니다. 또한, 연결회사는 상기 제기된 손해배상소송 이외 횡령사건과 관련하여 주주 및 이해관계자들로부터 추가적인 소송이 제 기될 수 있는 불확실성이 존재하고 있습니다.

연결재무제표에 대한 경영진과 지배기구의 책임

경영진은 한국채택국제회계기준에 따라 이 연결재무제표를 작성하고 공정하게 표시할 책 임이 있으며, 부정이나 오류로 인한 중요한 왜곡표시가 없는 연결재무제표를 작성하는데 필요하다고 결정한 내부통제에 대해서도 책임이 있습니다.

경영진은 연결재무제표를 작성할 때, 연결회사의 계속기업으로서의 존속능력을 평가하고 해당되는 경우, 계속기업 관련 사항을 공시할 책임이 있습니다. 그리고 경영진이 기업을 청 산하거나 영업을 중단할 의도가 없는 한, 회계의 계속기업전제의 사용에 대해서도 책임이 있습니다.

지배기구는 연결회사의 재무보고절차의 감시에 대한 책임이 있습니다.

연결재무제표감사에 대한 감사인의 책임

우리의 목적은 연결회사의 연결재무제표에 전체적으로 부정이나 오류로 인한 중요한 왜곡표시가 없는지에 대하여 합리적인 확신을 얻어 우리의 의견이 포함된 감사보고서를 발행하는데 있습니다. 합리적인 확신은 높은 수준의 확신을 의미하나, 감사기준에 따라 수행된 감사가 항상 중요한 왜곡표시를 발견한다는 것을 보장하지는 않습니다. 왜곡표시는 부정이나 오류로부터 발생할 수 있으며, 왜곡표시가 연결재무제표를 근거로 하는 이용자의 경제적 의사결정에 개별적으로 또는 집합적으로 영향을 미칠 것이 합리적으로 예상되면, 그 왜곡표시는 중요하다고 간주됩니다.

감사기준에 따른 감사의 일부로서 우리는 감사의 전 과정에 걸쳐 전문가적 판단을 수행하고 전문가적 의구심을 유지하고 있습니다. 또한, 우리는:

- 부정이나 오류로 인한 연결재무제표의 중요왜곡표시위험을 식별하고 평가하며 그러한 위험에 대응하는 감사절차를 설계하고 수행합니다. 그리고 감사의견의 근거로서 충분하고 적합한 감사증거를 입수합니다. 부정은 공모, 위조, 의도적인 누락, 허위진술 또는 내부통제 무력화가 개입될 수 있기 때문에 부정으로 인한 중요한 왜곡표시를 발견하지 못할 위험은 오류로 인한 위험보다 큼니다.
- 상황에 적합한 감사절차를 설계하기 위하여 감사와 관련된 내부통제를 이해합니다. 그러나 이는 내부통제의 효과성에 대한 의견을 표명하기 위한 것이 아닙니다.
- 연결재무제표를 작성하기 위하여 경영진이 적용한 회계정책의 적합성과 경영진이 도출한 회계추정치와 관련 공시의 합리성에 대하여 평가합니다.
- 경영진이 사용한 회계의 계속기업전제의 적절성과, 입수한 감사증거를 근거로 계속기업으로서의 존속능력에 대하여 유의적 의문을 초래할 수 있는 사건이나, 상황과 관련된 중요한 불확실성이 존재하는지 여부에 대하여 결론을 내립니다. 중요한 불확실성이 존재한다고 결론을 내리는 경우, 우리는 연결재무제표의 관련 공시에 대하여 감사보고서에 주의를

환기시키고, 이들 공시가 부적절한 경우 의견을 변형시킬 것을 요구받고 있습니다. 우리의 결론은 감사보고서일까지 입수된 감사증거에 기초하나, 미래의 사건이나 상황이 회사의 계속기업으로서 존속을 중단시킬 수 있습니다.

- 공시를 포함한 연결재무제표의 전반적인 표시와 구조 및 내용을 평가하고, 연결재무제표의 기초가 되는 거래와 사건을 연결재무제표가 공정한 방식으로 표시하고 있는지 여부를 평가합니다.
- 연결재무제표에 대한 의견을 표명하기 위해 기업의 재무정보 또는 그룹내의 사업활동과 관련된 충분하고 적합한 감사증거를 입수합니다. 우리는 그룹감사의 지휘, 감독 및 수행에 대한 책임이 있으며 감사의견에 대한 전적인 책임이 있습니다.

우리는 여러 가지 사항들 중에서 계획된 감사범위와 시기 그리고 감사 중 식별된 유의적 내부통제 미비점 등 유의적인 감사의 발견사항에 대하여 지배기구와 커뮤니케이션 합니다.

서울특별시 강남구 테헤란로88길 14

한울회계법인

대표이사 신성섭



2025년 03월 24일

이 감사보고서는 감사보고서일 현재로 유효한 것입니다. 따라서 감사보고서일 이후 이 보고서를 열람하는 시점까지의 기간 사이에 연결회사의 연결재무제표에 중대한 영향을 미칠 수 있는 사건이나 상황이 발생할 수도 있으며 이로 인하여 이 감사보고서가 수정될 수도 있습니다.

Internal Accounting Management System Operational Status Report

본 대표이사 및 내부회계관리자는 2024년 12월 31일 현재 동일자로 종료하는 회계연도에 대한 당사의 내부회계관리제도의 설계 및 운영실태를 평가하였습니다.

내부회계관리제도의 설계 및 운영에 대한 책임은 본 대표이사 및 내부회계관리자를 포함한 회사의 경영진에 있습니다.

본 대표이사 및 내부회계관리자는 회사의 내부회계관리제도가 신뢰할 수 있는 재무제표의 작성 및 공시를 위하여 재무제표의 왜곡을 초래할 수 있는 오류나 부정행위를 예방하고 적발할 수 있도록 효과적으로 설계 및 운영되고 있는지의 여부에 대하여 평가하였습니다.

본 대표이사 및 내부회계관리자는 내부회계관리제도의 설계 및 운영을 위해 내부회계관리제도운영위원회에서 발표한 '내부회계관리제도 설계 및 운영 개념체계의 제4장 중소기업에 대한 적용'을 준거기준으로 사용하였습니다. 또한 내부회계관리제도의 설계 및 운영실태를 평가함에 있어 내부회계관리제도운영위원회에서 발표한 '내부회계관리제도 평가 및 보고 모범기준의 제4장 중소기업에 대한 적용'을 평가기준으로 사용하였습니다.

본 대표이사 및 내부회계관리자의 내부회계관리제도 운영실태 평가결과, 2024년 12월 31일 현재 당사의 내부회계관리제도는 '내부회계관리제도 설계 및 운영 개념체계에 근거하여 볼 때, 중요성의 관점에서 효과적으로 설계되어 운영되고 있다고 판단됩니다.

본 대표이사 및 내부회계관리자는 보고내용이 거짓으로 기재되거나 표시되지 아니하였고, 기재하거나 표시하여야 할 사항을 빠뜨리고 있지 아니함을 확인하였습니다.

또한 본 대표이사 및 내부회계관리자는 보고내용에 중대한 오해를 일으키는 내용이 기재되거나 표시되지 아니하였다는 사실을 확인하였으며, 충분한 주의를 다하여 직접 확인·검토하였습니다.

2025년 2월 13일

대표이사 김해성 (인)

내부회계관리자 이재호 (인)

Internal Accounting Management System Evaluation Report

본 감사위원회는 2024년 12월 31일 현재 동일자로 종료하는 회계연도에 대한 당사의 내부회계관리제도의 설계 및 운영실태를 평가하였습니다.

내부회계관리제도의 설계 및 운영에 대한 책임은 대표이사 및 내부회계관리자를 포함한 회사의 경영진에 있으며 본 감사위원회는 관리감독 책임이 있습니다.

본 감사위원회는 대표이사 및 내부회계관리자가 본 감사위원회에게 제출한 내부회계관리제도 운영실태 보고서를 참고로, 회사의 내부회계관리제도가 신뢰할 수 있는 재무제표의 작성 및 공시를 위하여 재무제표의 왜곡을 초래할 수 있는 오류나 부정행위를 예방하고 적발할 수 있도록 효과적으로 설계 및 운영되고 있는지의 여부에 대하여 평가하였으며, 내부회계관리제도가 신뢰성 있는 회계정보의 작성 및 공시에 실질적으로 기여하는지를 평가하였습니다.

또한 본 감사위원회는 내부회계관리제도 운영실태보고서에 거짓으로 기재되거나 또는 표시된 사항이 있거나, 기재하거나 표시하여야 할 사항을 빠뜨리고 있는지를 점검하였으며, 내부회계관리제도 운영실태보고서의 시정 계획이 해당 회사의 내부회계관리제도 개선에 실질적으로 기여할 수 있는지를 검토하였습니다.

회사는 내부회계관리제도의 설계 및 운영을 위해 내부회계관리제도운영위원회에서 발표한 '내부회계관리제도 설계 및 운영 개념체계의 제4장 중소기업에 대한 적용'을 준거기준으로 사용하였습니다.

본 감사위원회는 내부회계관리제도의 설계 및 운영실태를 평가함에 있어 내부회계관리제도운영위원회에서 발표한 '내부회계관리제도 평가 및 보고 모범기준의 제4장 중소기업에 대한 적용'을 평가기준으로 사용하였습니다.

본 감사위원회의 의견으로는, 2024년 12월 31일 현재 당사의 내부회계관리제도는 '내부회계관리제도 설계 및 운영 개념체계'에 근거하여 볼 때, 중요성의 관점에서 효과적으로 설계되어 운영되고 있다고 판단됩니다.

2025년 3월 11일

감사위원회 위원장 반원익 (인)

Internal Accounting Management System Review Report

오스템임플란트 주식회사

주주 및 이사회 귀중

우리는 첨부된 오스템임플란트 주식회사의 2024년 12월 31일 현재의 내부회계관리제도의 운영실태보고서에 대하여 검토를 실시하였습니다. 내부회계관리제도를 설계, 운영하고 그에 대한 운영실태보고서를 작성할 책임은 오스템임플란트 주식회사의 경영진에게 있으며, 우리의 책임은 동 보고내용에 대하여 검토를 실시하고 검토결과를 표명하는 데 있습니다. 회사의 경영진은 첨부된 내부회계관리제도 운영실태보고서에서 "대표이사 및 내부회계관리자의 내부회계관리제도 운영실태 평가결과, 2024년 12월 31일 현재 당사의 내부회계관리제도는 '내부회계관리제도 설계 및 운영 개념체계'에 근거하여 볼 때, 중요성의 관점에서 효과적으로 설계되어 운영되고 있다고 판단된다"고 기술하고 있습니다.

우리는 내부회계관리제도 검토기준에 따라 검토를 실시하였습니다. 이 기준은 우리가 중요성의 관점에서 경영진이 제시한 내부회계관리제도의 운영실태보고서에 대하여 회계감사보다는 낮은 수준의 확신을 얻을 수 있도록 검토절차를 계획하고 실시할 것을 요구하고 있습니다. 검토는 회사의 내부회계관리제도를 이해하고 경영진의 내부회계관리제도의 운영실태보고내용에 대한 질문 및 필요하다고 판단되는 경우 제한적 범위 내에서 관련 문서의 확인 등의 절차를 포함하고 있습니다. 그러나 회사는 비상장대기업으로서 경영진의 내부회계관리제도 설계와 운영, 그리고 이에 대한 운영실태평가보고는 '내부회계관리제도 설계 및 운영 개념체계' 제4장 '중소기업에 대한 적용'과 '내부회계관리제도 평가 및 보고 모범규준' 제4장 '중소기업에 대한 적용'의 규정에 따라 상장대기업보다는 완화된 방식으로 이루어 졌습니다. 따라서 우리는 내부회계관리제도 검토기준 중 '14. 중소기업 등에 대한 검토특례'에 따라 검토를 실시하였습니다.

회사의 내부회계관리제도는 지배기구와 경영진, 그 밖의 다른 직원에 의해 시행되며, 한국채택국제회계기준에 따라 신뢰성 있는 재무제표의 작성에 합리적인 확신을 제공하기 위하여 고안된 프로세스입니다. 회사의 내부회계관리제도는 (1) 회사 자산의 거래와 처분을 합

리적인 수준으로 정확하고 공정하게 반영하는 기록을 유지하고 (2) 한국채택국제회계기준에 따라 재무제표가 작성되도록 거래가 기록되고, 회사의 경영진과 이사회에 의해서만 회사의 수입과 지출이 이루어진다는 합리적인 확신을 제공하며 (3) 재무제표에 중요한 영향을 미칠 수 있는 회사 자산의 부적절한 취득, 사용 및 처분을 적시에 예방하고 발견하는 데 합리적인 확신을 제공하는 정책과 절차를 포함합니다.

내부회계관리제도는 내부회계관리제도의 본질적인 한계로 인하여 재무제표에 대한 중요한 왜곡표시를 발견하거나 예방하지 못할 수 있습니다. 또한, 효과성 평가에 대한 미래기간의 내용을 추정시에는 상황의 변화 혹은 절차나 정책이 준수되지 않음으로써 내부회계관리제도가 부적절하게 되어 미래기간에 대한 평가 및 추정내용이 달라질 위험에 처할 수 있습니다.

경영진의 내부회계관리제도 운영실태평가보고서에 대한 우리의 검토결과, 상기 경영진의 운영실태보고 내용이 중요성의 관점에서 '내부회계관리제도 평가 및 보고 모범규준' 제4장 '중소기업에 대한 적용'에 따라 작성되지 않았다고 판단하게 하는 점이 발견되지 아니하였습니다.

우리의 검토는 2024년 12월 31일 현재의 내부회계관리제도를 대상으로 하였으며, 2024년 12월 31일 이후의 내부회계관리제도는 검토하지 않았습니다. 본 검토보고서는 '주식회사 등의 외부감사에 관한 법률'에 근거하여 작성된 것으로서 기타 다른 목적이나 다른 이용자를 위하여는 적절하지 않을 수 있습니다.

서울특별시 강남구 테헤란로88길 14

한울회계법인

대표이사 신성섭

2025년 03월 24일



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