

October 22nd, 2024

Dear Shareholder

On behalf of the members of the Board of Directors (the “Board” or “BOD”), I express my deep gratitude to you for your ongoing support for POSCO Holdings as our shareholder.

In order to promote shareholder engagement in the nomination of outside directors, the Director Candidate Recommendation Committee (the “Committee”) invites you to recommend qualified individuals for consideration as outside director candidates.

If you have a qualified candidate to recommend, we would be grateful to receive your recommendation by November 18, 2024.

Shareholder Recommendations of Outside Director Nominees

1. Shareholders are encouraged to propose outside director candidates for election at the 2025 General Meeting of Shareholders.
2. To propose a candidate, a shareholder must hold shares in POSCO Holdings amounting to no less than 0.1% as of September 30, 2024.
3. Each shareholder may recommend no more than one candidate.
4. The Committee seeks individuals with business and/or accounting expertise.
5. Pursuant to Article 31 of the Articles of Incorporation, a qualified candidate shall possess professional knowledge and experience in business, finance, academia, law, accounting or public administration. Such candidate must also be free from any disqualifications for appointment as an outside director under applicable laws.
6. The window for submitting recommendations is open from November 4 to 18.
7. A written recommendation must be emailed to board@posco-inc.com or delivered to the Committee office at POSCO Center 26F, 440, Teheran-ro, Gangnam-gu, Seoul, Republic of Korea.
8. Such recommendation must contain:
 - A recommendation letter
 - Written consents for the collection, use and provision of personal information from both the shareholder submitting the recommendation and the proposed candidate
 - A copy of stock certificate issued by the Korea Securities Depository (Ask your broker to obtain a copy on your behalf)
9. Candidates go through evaluation and verification procedures carried out by the

Outside Director Recommendation Advisory Group and qualification process by the Committee to be recommended to the General Meeting of Shareholders as outside director nominees.

10. If your proposed candidate is nominated, both you and the candidate will receive individual notifications. We will not be notifying unsuccessful candidates. Should you have any questions, please write to board@posco-inc.com.

Attachment 1. Recommendation Letter Format

Attachment 2. Consent Form for Collection and Use of Personal Information (*for shareholders*)

Attachment 3. Consent Form for Collection, Use and Provision of Personal Information (*for candidates*)