

Attachment 1. Recommendation Letter Format

Shareholder (proposer)	Name/Company				
	Address				
	Telephone				
	Email				
	Relationship with the candidate				
Candidate Information					
Proposed candidate	Name			Birth date	
	Occupation				
	Address				
	Telephone				
	Email				
Academic background	<i>Please provide comprehensive information on tertiary education attainment</i>				
Professional career	<i>List the most recent first</i>				
Reason for recommendation	Area of expertise: ☐ Business ☐ Accounting <i>Describe the candidate's experience and knowledge in the given field</i>				

I hereby propose the above individual for the post of outside director of POSCO Holdings, and by signing below, I confirm that the information given in this letter is true and accurate.

Name of the shareholder:

Signature of the shareholder:

I hereby agree to my nomination as outside director of POSCO Holdings, as described above.

Name of the candidate:

Signature of the candidate:

Date:

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

Consent Form for Collection and Use of Personal Information

I hereby give my consent to POSCO Holdings to collect and use my personal information in the following manner.

Matters relating to collection and use of personal information

Purpose of collection and use	- To vet shareholders who have made an outside director recommendation, to evaluate and nominate proposed candidates and to develop an outside director candidate pool - To resolve any potential conflicts and to comply with legal obligations under applicable laws
Information collected and used	- Personally identifiable information: Name, address, email address, telephone numbers (landline and mobile), number of POSCO Holdings shares owned, relationship with the proposed candidate
Retention and use period	- Your personal information will be retained and used from the date of consent until we fulfill the purpose for which it was collected. Once that purpose is achieved, the information will be promptly discarded.
Right to withhold consent and disadvantages from withholding consent	- We need your consent to collect and use your personal information to evaluate the proposed candidate. Therefore, you cannot recommend an outside director candidate unless you provide this consent.

I hereby give my consent to POSCO Holdings to collect and use my personal information in the following manner.

Name of the proposer:

Signature of the proposer:

Date:

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

Consent Form for Collection and Use of Personal Information

I hereby give my consent to POSCO Holdings to collect, use and provide my personal information in the following manner.

Matters relating to collection and use of personal information

Purpose of collection and use	- To evaluate and nominate proposed candidates and to develop an outside director candidate pool - To resolve any potential conflicts and to comply with legal obligations under applicable laws
Information collected and used	- Personally identifiable information: Name, birth date address, email address, telephone numbers (landline and mobile) - Any information that is provided in the recommendation letter, e.g., academic background, occupation, professional career, reason for recommendation
Retention and use period	Your personal information will be retained and used from the date of consent until we fulfill the purpose for which it was collected. Once that purpose is achieved, the information will be promptly discarded.
Right to withhold consent and disadvantages from withholding consent	We need your consent to collect and use your personal information for the evaluation process. Therefore, you cannot be considered for outside director nomination unless you provide this consent.

Matters relating to provision of personal information to third parties

Recipient	Outside Director Recommendation Advisory Group of POSCO Holdings
Purpose	- To evaluate and nominate proposed candidates and to develop an outside director candidate pool - To comply with legal obligations under applicable laws
Information provided	- Personally identifiable information: Name, birth date address, email address, telephone numbers (landline and mobile) - Any information that is provided in the recommendation letter, e.g., academic background, occupation, professional career, reason for recommendation
Retention and use period	Your personal information will be retained and used from the date of consent until we fulfill the purpose for which it was collected. Once that purpose is achieved, the

	information will be promptly discarded.
Right to withhold consent and disadvantages from withholding consent	We need your consent to collect and use your personal information for the evaluation process. Therefore, you cannot be considered for outside director nomination unless you provide this consent.

I hereby give my consent to POSCO Holdings to collect, use and provide my personal information in the following manner.

Name of the candidate:

Signature of the candidate:

Date: