

August 1, 2025

Dear Shareholder

On behalf of the Board of Directors (the “Board”) of POSCO Holdings, I would like to express my gratitude for your ongoing support 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 refer qualified individuals for consideration.

Should you have a qualified candidate to recommend, we would be grateful to receive your submission by August 31, 2025.

Shareholder Recommendation of Outside Director Candidates

1. Shareholders are encouraged to propose outside director candidates for election at the 2026 General Meeting of Shareholders.
2. To propose a candidate, as of June 30, 2025, a shareholder must own POSCO Holdings shares equivalent to no less than 0.1%.
3. Each shareholder may recommend no more than one candidate.
4. The Committee seeks individuals with business and/or legal expertise.
5. Pursuant to Article 31 of the Articles of Incorporation (AOI), a qualified candidate shall possess professional knowledge and experience in some of the following areas: business, finance, academia, law, accounting and/or public administration. The recommended candidate must be free from any outside directorship appointment constraints under applicable laws.
6. The candidate recommendation submission window is open from August 18 to 31.
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. The recommendation package must contain the following:
 - A recommendation letter
 - Written consent 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 (Please ask your broker to obtain a copy on your behalf)

9. Prior to being recommended to the General Meeting of Shareholders as outside director nominees, candidates will undergo evaluation and verification processes carried out by the Outside Director Recommendation Advisory Group and qualifying procedures by the Committee.
10. Should your proposed candidate become nominated, both you and the candidate will receive individual notifications. Unsuccessful candidates will not be notified. For questions regarding this process, 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*)