

Attachment 1. Recommendation Letter Format

Shareholder (recommender)	Name/Company			
	Address			
	Telephone			
	Email			
	Relationship with the candidate			
Candidate Information				
Proposed candidate	Name		Birth date	
	Occupation			
	Address			
	Telephone			
	Email			
Academic achievement	<i>Please provide comprehensive information on tertiary education attainment</i>			
Professional career	<i>List the most recent first</i>			
Rationale for recommendation	Area of expertise: ☐ Business ☐ legal <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 at POSCO Holdings.
By signing below, I confirm that the information given in this letter is true and accurate.

Shareholder name (print):

Shareholder signature:

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

Candidate name (print):

Candidate signature:

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 may not recommend an outside director candidate without this consent.

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

Recommender name (print):

Recommender signature:

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, your candidacy for outside director nomination cannot be considered without 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	We need your consent to collect and use your personal

disadvantages withholding consent	from	information for the evaluation process. your candidacy for outside director nomination cannot be considered without this consent..
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I hereby give my consent to POSCO Holdings to collect, use and provide my personal information in manners and for purposes described above.

Candidate name (print):

Candidate signature:

Date: