

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 independent directors, the Director Candidate Recommendation Committee (the “Committee”) invites you to refer qualified individuals for consideration.

If there is a qualified candidate you would like to propose, please send your recommendation according to the Guidelines provided below.

If you do not have anyone to recommend, we would still like to hear from you.

Please provide any comment you may have regarding independent director candidates and their requisite qualifications, such as expert knowledge, skills and diversity of experiences.

Guidelines for Recommending an Independent Director Candidate

1. Shareholders are encouraged to propose independent director candidates for election at the 2027 General Meeting of Shareholders.
2. To propose a candidate, as of June 30, 2026, 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, finance and/or ESG 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 independent 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 (attachment 1)
 - Written consent for the collection, use and provision of personal information from both the shareholder submitting the recommendation and the proposed candidate (attachments 2 and 3)
9. Prior to being recommended to the General Meeting of Shareholders as independent director nominees, candidates will undergo evaluation and verification processes carried out by the Independent Director Recommendation Advisory Group and qualifying procedures by the Committee.
10. Should you have any question, please contact us at board@posco-inc.com

Sincerely yours,

Sung Kyu, SOHN
Chairman
Director Candidate Recommendation Committee
POSCO Holdings Inc.

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*)

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 independent 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 independent director of POSCO Holdings, as described above.

Candidate name (print):

Candidate signature:

Date:

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 independent director recommendation, to evaluate and nominate proposed candidates and to develop an independent 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 independent 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:

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 independent 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 independent director nomination cannot be considered without this consent.

Matters relating to provision of personal information to third parties

Recipient	Independent Director Recommendation Advisory Group of POSCO Holdings
Purpose	- To evaluate and nominate proposed candidates and to develop an independent 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. your candidacy for independent director nomination cannot be considered without this consent..

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: