

Reinforced core value chains in energy, materials, & agro sectors while solidifying a sustainable growth foundation through strategic investments

Key performance highlights of 2025

Growth rate of EBT
Target **8.0% + α**

Pre-tax profit growth rate of 9.6% in 2025

Organic Growth

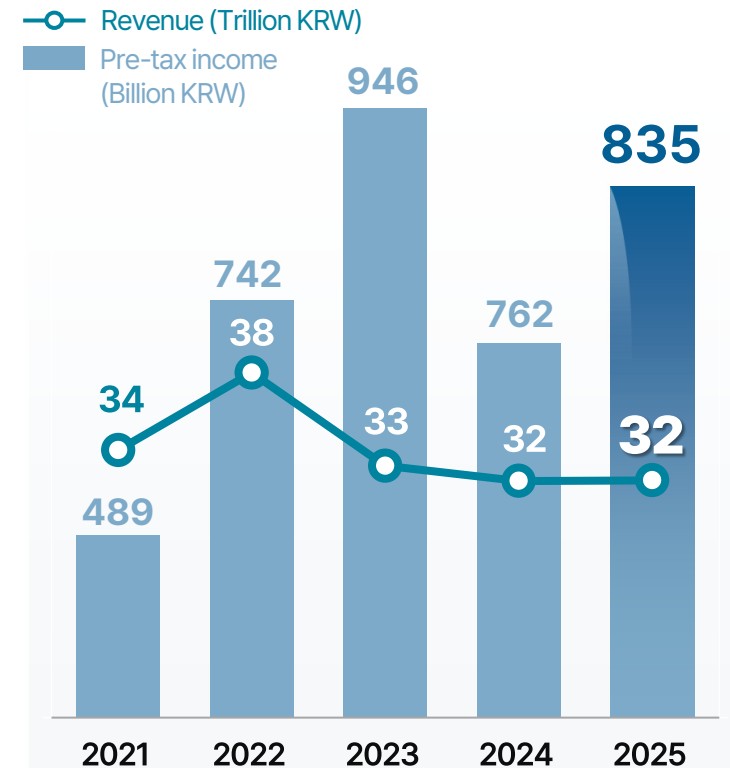
Steel	Expanding sales in the US and EU through "One Team" marketing with POSCO	Group products 10M tons
Mobility	Global production expansion (Mexico & Poland plants)	Motor core sales 2.2M Units
Agro	Palm oil refinery construction & expanded grain handling volume	Grain handling vol. 5.7M Tons
Gas	Myanmar Phase 4 development & Australia Senex production ramp-up	Gas sales volume 124bcf
LNG	Enhanced LNG trading – Specialized entity & dedicated vessels	Secured 1 dedicated LNG carrier
Pwr. Gen	Acquisition of Gwangyang district electricity business license & Units 3-4 modernization	Secured 1 new business license

Inorganic Growth

Growth investment	Palm plantation expansion through acquisition & entry into seed business	Palm plantation area +128K ha
Strategic investment	Participation in Alaska LNG PJT, secured steel supply & LNG off-take rights	Steel 0.25M LNG 1M Tons*

* (Steel) Max sales volume, (LNG) Annual Off-Take

Income status



* Based on annual business report

“ Optimized business portfolio & enhanced capital efficiency through active restructuring based on growth and profitability assessments ”

Capital efficiency enhancement

Target **ROIC Over WACC 8.0%**

Achieved consolidated ROIC of 8.7% in 2025

⌚ **KRW 982B ÷ 11T 278B**
(NOPAT) (2-yr ave invested capital)

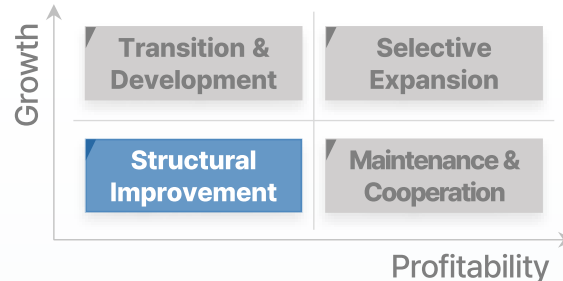
Business restructuring

✓ **Strategic restructuring of assets within the 'Structural Improvement' segment**

Major Divestments

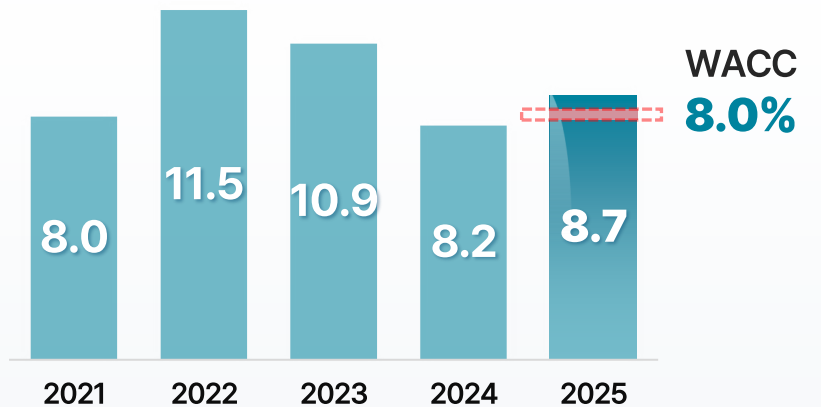
Asset	Business	Rationale	Stake	Value (KRW)
Mong Duong (VN) 2	Coal power	Carbon neutrality	30%	115B
P-Mobility	STS processing	Governance reform	100%	37B
Uzbek Textile	Cotton spinning	Non-core business	100%	24B
Myanmar RPC	Rice processing	Portfolio rebalancing	60%	20B
P-CORE	Motor core	Portfolio rebalancing	51%	19B

* Uzbekistan Textile (Partial Sale), P-Mobility STS (Pending Divestiture)



Consolidated ROIC

Invested Capital Operating Assets (Trade Receivables + Inventory + PPE/ROU Assets) - Operating Liabilities (Trade Payables)
NOPAT Operating Income × (1 - Effective Tax Rate)



Reasons for '24 ROIC decrease

- Decrease in NOPAT: KRW 0.1T impairment loss (Mong Duong)
- Invested Capital : Growth in assets under construction (+0.5T), Expansion of mining rights in Myanmar(+0.2T)

* Based on annual business report

“ Maintaining a strategic balance between future growth investments and shareholder returns, the company reached a 51.3% return ratio in 2025, further bolstered by the implementation of an interim dividend policy ”

⌚ Consistent increase in total dividend '21 KRW 99B → '23 170B → '25 315B

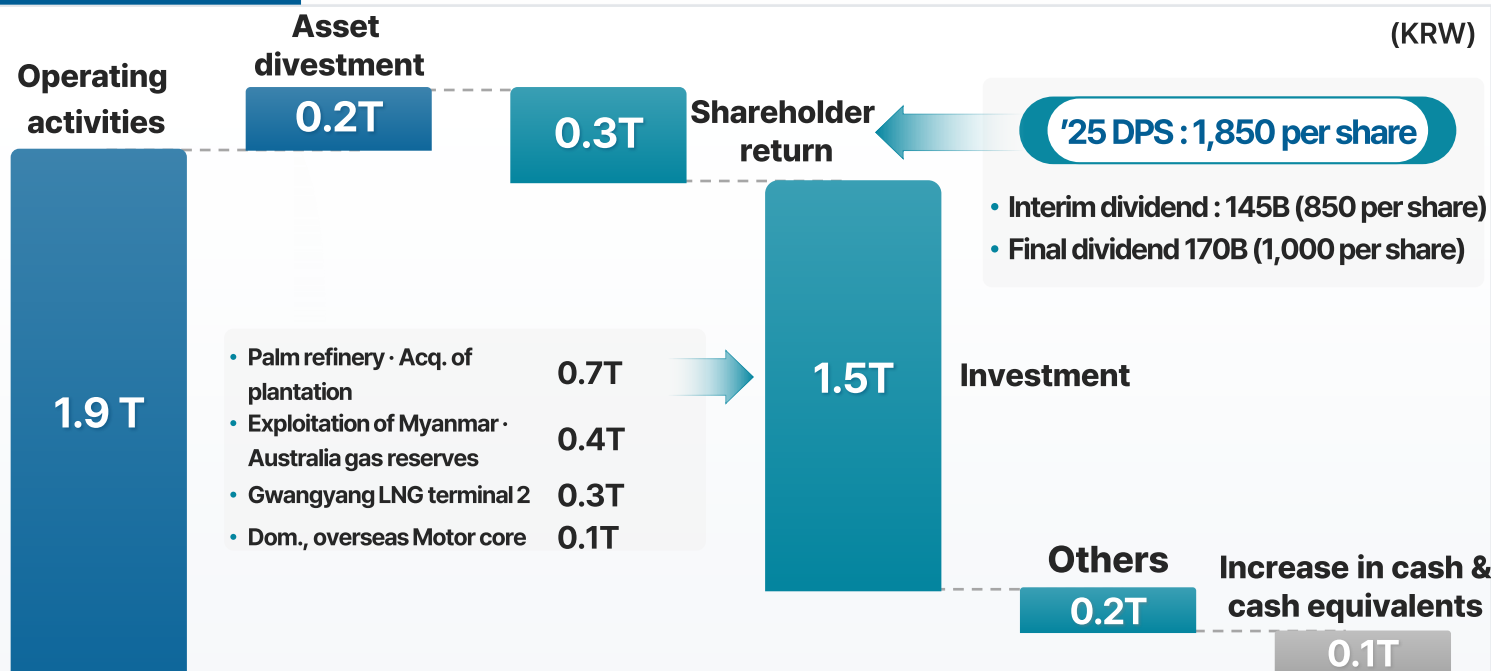
Capital allocation & shareholder return performance

Shareholder return
Target **50%**

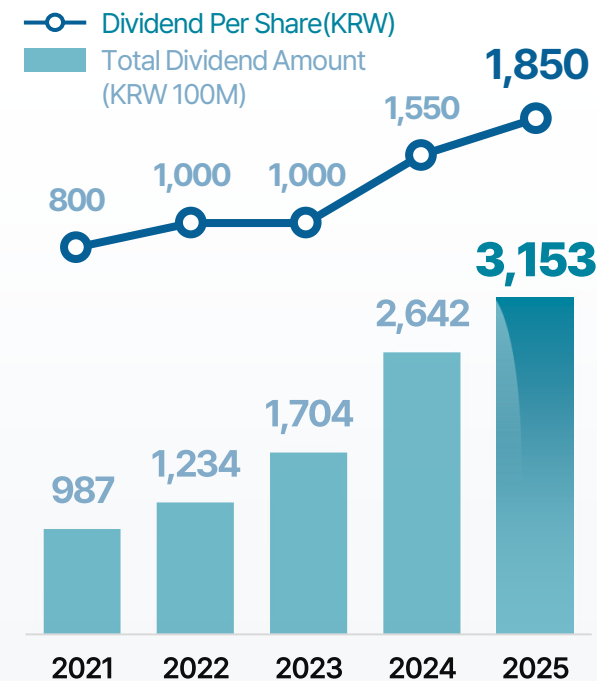
Achieved 51.3% shareholder return ratio & commenced interim dividends in 2025

⌚ KRW 315B ÷ 614B
(Total dividends) (Consolidated net income)

Capital allocation



Total dividend amount



* Source: 2025 POSCO International Consolidated statement of cash flows

“ Based on existing communication enhancement plan, we have transparently shared the company's strategic direction & promoted sustainable growth based on trust through active C-level participation & innovative IR strategies ”

**Communication Enhancement Plan
(2025~2027)**

**Increase engagement of
top management**

- ✓ Hold C-level discussions & NDRs joined by Board members
- ✓ Expand Value Day events hosted by senior management
- ✓ Provide full support & participate in discovering anchor investors

**Communication diversification &
broaden network**

- ✓ Ensure swift communication through social media and IR chatbot
- ✓ Broaden network with global investors through peer company annual meetings
- ✓ Secure coverage from new securities firms

Strengthen ESG communications

- ✓ Disclosure of key ESG data including environment & safety
- ✓ Strengthen communication with ESG rating agencies (MSCI, S&P Global etc.)
- ✓ Align top management's compensation system with corporate value

Performance highlights for 2025



Expansion of C-Level IR promotion

- Execution of 34 NDRs & meetings with major domestic & international institutional investors
- First independent director governance NDR conducted in New York

Value Day for core biz. sectors

- Hosted 2 value day events for core biz. including mobility



**Diversification of communication
channels & networks**

- Opening of IR x & LinkedIn channels, implementation of IR-disclosure chatbot
- Expansion of securities analyst coverage(12 → 16 firms)



Strengthen ESG communications

- Disclosure of ESG ratings & due diligence reports on Myanmar & Indonesia palm plantations
- Proactive communication on ESG issues with major rating agencies & investors
- Aligned ESG goals into C-Level performance evaluation & incentives

✓ Received Prime Minister's citation in the comprehensive ESG category at the 『2025 Korea Sustainability Awards 』