

Call for Outside Director Candidates

Dear Shareholders,

The Nomination Committee of Korea Zinc invites shareholders to recommend preliminary candidates for outside director positions. This process is designed to incorporate shareholder perspectives into the nomination process. We encourage shareholders to recommend candidates who are well-positioned to contribute to the sustainable growth of Korea Zinc and the long-term enhancement of corporate value, in accordance with the qualification criteria set forth below.

1. Position Subject to Recommendation

Candidates for outside directors will be appointed at the Extraordinary General Meeting of Shareholders of Korea Zinc, scheduled to be held in the second half of 2026. The appointed outside director will also serve as a member of the Audit Committee, subject to a separate election.

2. Eligibility to Recommend Candidates

(Shareholders eligible to recommend candidates must meet at least one of the following requirements)

- ① Shareholders who have continuously held at least 0.1% of the total issued and outstanding shares for a period of six months or longer
 - ② Shareholders holding at least 1% of the total issued and outstanding shares
- ※ Each shareholder is entitled to recommend no more than one outside director candidate.

3. Mandatory Requirements for Outside Director Candidates

Qualifications	Description
Absence of Disqualifying Factors	The candidate must not fall under any grounds for disqualification as prescribed in Article 382(3) and Article 542-8(2) of the Korean Commercial Act and Article 34(5) of the Enforcement Decree thereof.
Essential Competencies (Required)	Financial/Accounting Expertise ✓ Qualification as a financial expert as defined under Article 37(2) of the Enforcement Decree of the Korean Commercial Act ✓ Demonstrated capability to analyze financial impact of large-scale overseas investments, interpret consolidated financial statements and investment recovery structures, and assess profit structures affected by fluctuations in commodities prices.

Qualifications	Description
Additional Competencies (At least one required)	① Legal / Regulatory Capability to respond to domestic and overseas environmental/ESG regulations, with a sound understanding of legal and regulatory systems in major overseas markets and demonstrated compliance expertise. ② Industry Expertise Understanding of the smelting (zinc/non-ferrous metals) industry structure and value chain, including the business model from procurement to sales. ③ Global Competency Hands-on Experience in overseas business operations, global partnerships, and management of operational risks in international markets. ④ Risk Management / Internal Control Capability to manage risks related to raw materials, foreign exchange, and overseas investments, and a solid understanding of internal control systems and audit processes.

4. Submission Period: June 2, 2026 (Tue) – June 30, 2026 (Tue)

5. Submission Method

- ① E-mail: ir@koreazinc.co.kr
- ② Registered Mail: Board Affairs, IR Team Korea Zinc Co., Ltd.
Grand Seoul Tower 1, 33 Jong-ro, Jongno-gu, Seoul, Korea

6. Required Documents (See Attached Forms)

- ① Recommendation for Preliminary Outside Director Candidate (Individual or Corporate)
- ② Consent Form for Collection, Use, and Provision of Personal (Credit) Information
(one copy each for the recommender and the candidate)
- ③ Proof of Share Ownership of the Recommender
 - Shareholders holding 1% or more of the total issued and outstanding shares must submit a balance certificate issued by their securities firm as of the date of submission
 - Shareholders who have continuously held 0.1% or more of the total issued and outstanding shares for six months or longer must submit a balance certificate as of the date of submission, along with securities transaction statements covering the preceding six months
- ④ Statement of Duties and Responsibilities for Preliminary Outside Director Candidate (free format)

7. Additional Information

- If the candidate is recommended as a final nominee, both the recommending shareholder and the candidate will be notified individually. Candidates not selected will not receive separate notice.
- Submitted documents will not be returned.
- This is a call for outside director candidates, conducted separately from any

shareholder proposal process under the Korean Commercial Act.

- Inquiries: IR@koreazinc.co.kr / Korea Zinc IR Team, Board Affairs

Attachments

1. Recommendation Form for Preliminary Outside Director Candidate (Individual)
2. Recommendation Form for Preliminary Outside Director Candidate (Corporate)
3. Consent Form for Collection, Use, and Provision of Personal (Credit) Information
4. Statement of Duties and Responsibilities for Preliminary Outside Director Candidate (Free Format)

Recommendation Form for Preliminary Outside Director Candidate (Individual)

Information of Recommending Shareholder	
Name	
Date of Birth	
Contact Information	
Address / E-mail	
Relationship with Candidate	
Number of Korea Zinc Shares Held	Number of shares held*: * If there has been any change in the number of shares held during the holding period, please state the minimum number of shares held during the most recent six months. (Holding Period: from ____ / ____ / ____ to present)
Information of Outside Director Candidate	
Name	
Date of Birth	
Current Position	
Contact Information	
Educational Background	
Major Career Experience (attach separate document if necessary)	
Reason for Recommendation (attach separate document if necessary)	

I hereby recommend the above individual as a preliminary outside director candidate of Korea Zinc Co., Ltd. and confirm that all statements herein are true and correct..

Name of Recommender: _____ (Signature)

I hereby consent to being recommended as a preliminary outside director candidate of Korea Zinc Co., Ltd. and confirm that all statements herein are true and correct.

Name of Candidate: _____ (Signature)

Date: _____, 2026

Recommendation Form for Preliminary Outside Director Candidate (Corporate)

Information of Recommending Shareholder	
Corporate Name	
Business Registration Number	
Contact Information of Representative	
Address / E-mail of Representative	
Relationship with Candidate	
Number of Korea Zinc Shares Held	Number of shares held*: * If there has been any change in the number of shares held during the holding period, please state the minimum number of shares held during the most recent six months. (Holding Period: from ____ / ____ / ____ to present)
Information of Outside Director Candidate	
Name	
Date of Birth	
Current Position	
Contact Information	
Educational Background	
Major Career Experience (attach separate document if necessary)	
Reason for Recommendation (attach separate document if necessary)	

I hereby recommend the above individual as a preliminary outside director candidate of Korea Zinc Co., Ltd. and confirm that all statements herein are true and correct..

Name of Recommender: _____ (Signature)

I hereby consent to being recommended as a preliminary outside director candidate of Korea Zinc Co., Ltd. and confirm that all statements herein are true and correct.

Name of Candidate: _____ (Signature)

Date: _____, 2026

Consent Form for Collection, Use, and Provision of Personal (Credit) Information

To: Korea Zinc Co., Ltd.

■ Matters Regarding Collection and Use

Items	Details
Purpose of Collection and Use	- To conduct the outside director candidate recommendation process and determine whether to recommend the candidate, and to manage the preliminary outside director candidate pool. - To fulfill obligations under applicable laws and regulations, including disclosure of the recommender's personal information when the candidate is finally nominated as an outside director candidate.
Items to be Collected and Used	- Personal identification information: name, date of birth, occupation, address, e-mail, telephone number, mobile phone number, etc. - Information provided in recommendation documents such as educational background, current position, career history, and reasons for recommendation
Retention and Use Period	<u>The information will be retained and used for five (5) years from the date of consent to its collection and use, and will be destroyed immediately once the purpose of use has been achieved. (Upon the completion of the outside director recommendation and appointment process, the information will be destroyed immediately upon the individual's request.)</u>
Right to Refuse Consent and Disadvantages	Consent is mandatory for the review of outside director candidates. Failure to consent will make recommendation impossible.

☐ I hereby consent to Korea Zinc Co., Ltd.'s collection and use of my personal information as described above.

■ Matters Regarding Provision

Items	Details
Recipients of Information	<u>Korea Zinc Nomination Committee and supporting organizations of the Committee</u> <u>Public institutions such as central administrative agencies and local governments for the fulfillment of obligations under applicable laws and regulations</u>
Purpose of Use by Recipients	<u>To conduct the outside director candidate recommendation process and determine whether to recommend the candidate, to manage the preliminary candidate pool (Pool), and to fulfill obligations under applicable laws and regulations.</u>
Personal (Credit) Information to be	Personal identification information: name, date of birth, occupation, address, e-mail address, telephone number, mobile phone number, and other contact

Provided	information • Information provided for candidate recommendation purposes, including educational background, current position, major career history, and reasons for recommendation
Retention and Use Period by Recipients	<u>The information will be retained and used from the date of consent for collection and use until the purpose of use has been fulfilled, after which it will be destroyed immediately. (Immediately destroyed upon the data subject's request.)</u>
Right to Refuse Consent and Disadvantages of Refusal	Consent to the provision of the above personal (credit) information is mandatory for the review of outside director candidates. Failure to provide consent will make it impossible to recommend a preliminary outside director candidate.

☐ I hereby consent to Korea Zinc Co., Ltd.'s provision of my personal information to third parties as described above.

Date: _____, 2026

Name: _____ (Signature)

**Statement of Duties and Responsibilities for
Preliminary Outside Director Candidate**

(Please write freely)

Date: _____, 2026

Name of Preliminary Outside Director Candidate: _____ (Signature)