

**TTEC HOLDINGS, INC.
SECURITY & TECHNOLOGY COMMITTEE
CHARTER**

There shall be a Committee of the Board of Directors (the "Board") of TTEC Holdings, Inc. (the "Corporation") to be known as the **Security & Technology Committee** (the "Committee") with the purpose, composition, authority, duties, and responsibilities, as follows:

A. PURPOSE OF THE COMMITTEE

The Security & Technology Committee is appointed by the Board on the recommendations of the Board's Nominating & Governance Committee to play a leadership role in the risk management oversight of the Corporation's security practices and resiliency capabilities of the technology that it uses to support its business and deliver services to its clients, including the oversight of the practices and controls that management uses to identify, manage and mitigate risks related to cybersecurity, disaster recovery, cyber event management and response.

B. GOVERNANCE – COMPOSITION, MEETINGS

The Security & Technology Committee shall consist of at least two members, each of whom is a member of the Corporation's Board of Directors and has experience and knowledge in cybersecurity, threat intelligence and other evolving technologies and practices. The members of the Security & Technology Committee and the Committee's chair are appointed annually by the Nominating & Governance Committee of the Board.

The work of the Committee may be supplemented by the experts who can join the work of the Committee at the Committee chair's request but are not the actual members of the Committee.

The Security & Technology Committee of the Board shall hold regular meetings at least [twice] annually or more often at the Committee chair's discretion, generally in conjunction with the regularly scheduled meetings of the Board of Directors, and such special meetings as the chair of the Committee or the Chair of the Board may direct from time to time.

Committee meetings may be held in person or virtually, and at such times and places as the chair of the Committee deems appropriate. In addition to formal meetings, the Committee may act by unanimous written consent with proper materials provided to make an informed decision.

Although it is expected that most of the Committee's work will be performed as part of regularly scheduled meetings, the Corporation's Chief Security Officer, Chief Information Officer, Global Chief Operating Officer and lead Internal Auditor (or others with different titles but carrying the responsibilities reflective of these roles) may have direct and independent interaction with the Committee chair from time to time or the full Committee, as the Committee chair deems appropriate.

The Committee may form and delegate authority to subcommittees when appropriate.

The Committee may invite members of management and outside consultants to participate in its meetings, provided, however, that it shall also meet in the executive session (with only Committee members present) as appropriate. It is generally accepted that the Chief Security Officer, Chief Information Officer and Chief Risk Officer, and the head of the Corporation's internal audit function

would attend the meetings of the Committee. Other executives may be invited to attend from time to time at the discretion of the Committee.

Any action taken by the Security & Technology Committee pursuant to the authority conferred under this Charter shall for all purposes constitute an action duly and validly taken by the Board of Directors and may be certified as such by the Secretary or other authorized officer of the Corporation.

C. DUTIES AND RESPONSIBILITIES

The duties and responsibilities of the Committee shall include the following and may be modified from time to time through the Board's delegation of its oversight authority.

In performing its oversight responsibilities of the Corporation's security and technology risk management practices, the Committee shall:

1. Review, on an annual basis, the management's security, technology resiliency strategic plans for the Corporation; and make recommendations on the direction and execution of such strategies.
2. Periodically review on an annual basis, the Company's Crisis Management Cyber Resiliency Plan.
3. Monitor evolving technology trends that may affect the Corporation's strategic plans and make sure that the Board is periodically briefed on such trends.
4. Review the Corporation's major technology and artificial intelligence-related operational risks, including cybersecurity, data protection, artificial intelligence threats and evolving risks, business continuity and technology resiliency risks; and the steps management is taking to monitor and control such exposures.
5. Review periodic reports from management on the progress that the Corporation is making in the implementation of its cybersecurity and technology resiliency programs and artificial intelligence best practices.
6. Review the management's crisis preparedness and incident response plans and testing practices.
7. Review security and technology risk assessments, and internal and third party audits conducted from time to time by the Corporation and third-parties.
8. Review the Corporation's spend related to security initiatives against generally available benchmarks.
9. Review the Corporation's security risk mitigation strategies including risk transfer (through insurance programs or otherwise).
10. Engage in an open dialog with the Corporation's technology and security leadership about the stability and reliability of the Corporation's technology and security programs.
11. Periodically, but at least once annually, review with the Board the Corporation's technology and security related strategies including the Corporation's planned investment levels for the execution of such strategies.

The Committee shall coordinate with management and with the Audit Committee (which coordination may be through the Committee chair) to ensure that the Committee members have received the information necessary to permit them to fulfill their duties and responsibilities with respect to oversight of the Corporation's enterprise risk management (ERM) program.

D. AUTHORITY AND RESOURCES

The Committee shall have the authority to take appropriate actions necessary to discharge its responsibilities and shall have access to resources to do so. The Committee may hire and retain, at the Corporation's expense, cybersecurity consultants, outside counsel and other advisors to assist it in the performance of its functions.

The Committee members may seek and receive any information from management and others in the Corporation, as it deems appropriate in the fulfillment of its functions.

E. MINUTES AND REPORTS

The Committee shall keep track of its activities by keeping minutes of topics discussed and actions taken. The Committee may rely on the Corporate Secretary to produce the minutes of each meeting (except the executive sessions where the Committee shall have discretion to keep or not to keep minutes as it deems appropriate). The minutes of all meetings shall be reviewed and approved (with modifications as necessary) by the Committee members at the next regularly scheduled meeting. The Committee chair shall produce a summary of topics discussed and actions taken at each Committee meeting and present them to the Board at the next regularly scheduled Board meeting.

F. COMMITTEE CHARTER REVIEW

The Committee shall annually review and reassess the adequacy of this Charter and recommend to the Board any changes it considers necessary or advisable.

Most Recently Revised: May 20, 2024