

Audit Committee Charter

(as Amended October 31, 2024)

Purpose and Authority

The purpose of the Audit Committee (the “Committee”) of the Board of Directors (the “Board”) of Xerox Holdings Corporation (the “Company”) shall be to assist in Board oversight over:

- the integrity of the Company’s financial statements and the effectiveness of internal controls over financial reporting,
- the Company’s compliance with legal and regulatory requirements,
- the independent auditors’ (the “Auditors”) qualifications and independence,
- the performance of the Auditors,
- the performance of the internal audit function,
- the Company’s process for assessing and managing risk,
- the Company’s code of business conduct and ethics, and
- the preparation of the audit committee report that the rules of the Securities and Exchange Commission (the “SEC”) require to be included in the Company’s annual proxy statement.

References herein to any term or provision of any law, rule or regulation shall include all amendments, restatements, supplements, or modifications thereof, and all successor, replacement or redesignated terms or provisions thereto.

Composition and Qualifications

The Committee shall be comprised of three or more directors, the exact number to be determined from time to time by resolution of the Board. Each member of the Committee shall (1) be “independent” as required by the requirements of The Nasdaq Stock Market LLC (the “Nasdaq Rules”) and any other legal requirements as shall from time to time be in effect, including, without limitation Rule 10A-3(b)(i) under the Securities Exchange Act of 1934, as amended (the “Exchange Act”), and (2) have such financial/accounting literacy or expertise as required by Nasdaq Rules and/or rules adopted by the SEC pursuant to the Exchange Act. The Board of Directors shall, in the exercise of business judgment, determine the “independence” and “financial literacy”, “financial expertise”, or “accounting and related financial management expertise” of directors for this purpose. At least one member of the Committee must have accounting or related financial management expertise, as the Board interprets such qualification in its business judgment. At least one member of the Committee shall be an “audit committee financial expert” as determined by the Board in accordance with SEC Rules and Nasdaq Rules. A person who satisfies the definition of “audit committee financial expert” set out in Item 407(d) of Regulation S-K under the Securities Act of 1933, as amended (“Regulation S-K”), shall be

presumed to have the requisite accounting and related financial management expertise to serve as a member of the Committee.

No Director may serve as a member of the Committee if such Director serves on the audit committee of more than two other public companies unless the Board determines that such simultaneous service would not impair the ability of such Director to effectively serve on the Committee. Any such determination shall be disclosed in the Company's annual proxy statement.

The Chairman of the Committee shall be designated by no less than a majority of the entire Board.

Members of the Committee shall be designated at least annually by no less than a majority of the entire Board (after considering any recommendations of the Corporate Governance Committee).

Vacancies on the Committee shall be filled by no less than a majority of the entire Board. By no less than a majority of the entire Board, a member of the Committee may be removed. Resignation or removal of a director from the Board, for whatever reason, shall automatically constitute resignation or removal, as applicable, from the Committee.

Structure and Operation

1. Two members of the Committee shall constitute a quorum. When more than two members are present, the act of a majority of the members present at a meeting at which a quorum is present shall be the act of the Committee, and when only two members are present, the unanimous vote of the two members shall constitute the act of the Committee.
2. The Secretary of the Company, or in the absence of the Secretary such person as may be designated by the Chairman of the Committee, shall function as Secretary and keep the minutes of all meetings of the Committee.
3. The Committee shall meet in person or telephonically at least quarterly at such times and places determined by the Chairman of the Committee, with further meetings to occur, or actions to be taken by unanimous written consent, when deemed necessary or desirable by the Committee or its Chairman.
4. The Committee shall meet in executive session without the presence of any members of management as often as it deems appropriate.
5. The Committee may request that any directors, officers or employees of the Company, or other persons whose advice and counsel are sought by the Committee, attend any meeting of the Committee to provide such pertinent information as the Committee requests.
6. The Committee may form and delegate authority to subcommittees when appropriate and to the extent permitted under the By-Laws of the Company, the Company's Corporate Governance Guidelines, law, regulation or Nasdaq Rules.
7. The Chairman of the Committee shall report to the Board at each meeting of the Board the deliberations, actions and recommendations of the Committee since the last Board meeting.

8. Except as expressly provided in this Charter, the By-Laws of the Company, or the Company's Corporate Governance Guidelines, or as required by law, regulation or Nasdaq Rules, the Committee shall establish its own rules of procedure.

Duties and Responsibilities of the Committee

The Committee's function is one of oversight. The Company's management is responsible for preparing the Company's financial statements and, along with the internal auditors, for developing and maintaining systems of internal and financial controls, while the Auditors will assist the Committee and the Board in fulfilling their responsibilities for their review of these financial statements and internal controls. While the Committee has the responsibilities and powers set forth herein, it is not the duty of the Committee to plan or conduct audits or to determine that the Company's financial statements are complete and accurate and are in accordance with generally accepted accounting principles. Management is responsible for the quality, accuracy and integrity of the Company's accounting practices, financial statements and reporting and system of internal control. The Auditors are responsible for performing an audit of the Company's financial statements, and, where applicable, an audit of the Company's internal control over financial reporting. Consequently, in fulfilling its oversight responsibilities, the Committee does not provide any expert or special assurance as to the Company's financial statements or internal controls or any professional certification as to the Auditors' work.

The Committee shall undertake the following activities in fulfilling its oversight responsibilities:

External Audit Responsibilities

1. The Committee shall be directly responsible for oversight of the Auditors and has the sole authority to directly appoint, retain, compensate, evaluate and, where appropriate, replace the Auditors (subject, if appropriate, to ratification by a vote of the shareholders of the Company). The Auditors shall report directly to the Committee.
2. Review and pre-approve all the audit services to be performed, including the Auditors' engagement letter for the annual audit of the Company in accordance with the standards of the Public Company Accounting Oversight Board (United States) (the "PCAOB") and the proposed fees in connection with such audit services. Any additional services that management chooses to hire the Auditors to perform and the fees related thereto must be approved individually by the Committee, prior to the Auditors' engagement. The authority for such pre-approval may be delegated to one or more members of the Committee; the decisions of any member to whom pre-approval authority is delegated shall be presented to the full Committee at the next Committee meeting. Additionally, the Committee can establish pre-approval policies and procedures with respect to the engagement of the Auditors for non-audit services. Such policies and procedures would allow management to engage the Auditors for non-audit services, provided the pre-approval policies and procedures are detailed as to the particular service, the Committee is informed of each service, and such policies and procedures do not include delegation of the Committee's responsibilities under the Exchange Act to management. Engagement letters with respect to the services to be performed, whether audit or non-audit, approved in accordance with the foregoing may be signed on behalf of the Committee by its Chairman and on behalf of the Company by the Chief Financial Officer or Chief Accounting Officer of the Company.

3. Examine and make recommendations, if any, with respect to the audit scope, plans for (including staffing and budgeting), and the results of, the annual audit conducted by the Auditors.
4. Receive and review periodic written reports from the Auditors regarding the Auditors independence and discuss such reports with the Auditor. Annually, obtain and review a report by the Auditors describing their internal quality-control procedures, any material issues raised by the most recent internal quality-control review or peer review, or by any inquiry or investigation by governmental or professional authorities, within the preceding five years, with respect to any independent audit carried out by the firm. Such report shall also detail steps taken to resolve any issues raised in the above reviews, inquiries or investigations and all relationships between the Auditors and the Company, including the matters covered by Independence Standards Board Standard Number 1. The Committee shall review and discuss with the Auditors any relationships or services that may impact the objectivity and independence of the Auditors and take appropriate action in response to the Auditors' report to satisfy itself of the Auditors' independence. This review shall include an evaluation of the lead partner of the Auditors. The Committee shall insure that the lead audit partner is rotated at least every five years to the extent required by the Exchange Act and shall consider whether there should be regular rotation of the Auditors. The Committee shall present its findings from this report to the Board.
5. The Committee shall establish clear policies with respect to the hiring of employees or former employees of the Auditors.
6. Review and discuss with the Auditors the results of the annual audit and any other matters required to be communicated to the Committee by the Auditors in accordance with the applicable requirements under the PCAOB's Auditing Standards and SEC rules and regulations regarding communications with audit committees, including critical accounting policies, estimates and practices used; alternative treatments of financial information within generally accepted accounting principles that have been discussed with management, the ramifications of the alternatives and the treatment preferred by the Auditors; and all material written communications between the Auditors and management.

Internal Audit Responsibilities

1. Review the activities, organization, resources, and qualifications of the Chief Audit Executive and of the internal audit organization. At least annually, the Committee, shall review and approve the compensation of the CAE.
2. At least annually, approve the internal audit plan and review the progress made with respect to executing the approved internal audit plan as well as any modifications made to the plan during the year.

External and Internal Audit Responsibilities

1. Review with the Auditors and the internal auditors any audit problems or difficulties and disagreements with management encountered in the course of the audit, management's response thereto and the related effects on audit scope and procedures. The Committee is responsible for resolving any disagreements between management and the Auditors or internal auditors regarding financial reporting.

2. Examine and review with the Auditors, the internal auditors and the Company's chief financial and accounting officers the comments and recommendations contained in the Auditors', and the internal auditors', summary audit management reports, as presented to the Committee, and management's response to those reports, and advise the Board with respect thereto.

System of Internal Controls

1. At least quarterly, the Committee shall meet with management, the internal auditors, and the Auditors in separate executive sessions.
2. Review with management, the Auditors, and the internal auditors the quality and adequacy of internal controls that could significantly affect the Company's financial statements, including any changes, significant deficiencies or material weaknesses in those controls that are reasonably likely to adversely affect the Company's ability to record, process, summarize and report financial data and any special audit steps adopted in light of significant control deficiencies.
3. Review with management, the Auditors, and the internal auditors any fraud, whether or not material, that involves management or other Company employees who have a significant role in the Company's internal controls and/or the preparation of the Company's financial statements.
4. Review and make recommendations to the Board concerning the Company's policies with regard to affiliate transactions which could have an impact on the Company's financial results or internal controls of financial reporting.

Risk Management

1. Discuss with management, the Auditors and the internal auditors the Company's major financial risk exposures, the Company's policies with respect to risk assessment and risk management and the steps management has taken to monitor and control these exposures.
2. Discuss with management the Company's major non-financial risk exposures, including with respect to ethics, litigation, information and cybersecurity, data security and privacy matters, the Company's policies with respect to such risk assessment and risk management and the steps management has taken to monitor and control these exposures.
3. At least annually, oversee the Company's Enterprise Risk Management assessment and process for subsequent review by the Board of Directors.

Financial Reporting Process and Financial Statements

1. Discuss with management and the Auditors the quality and adequacy of the Company's disclosure controls and procedures, and review disclosures in the Company's periodic reports filed with the SEC regarding such controls and procedures.
2. Prior to each quarterly earnings release, discuss with management and the Auditors the earnings press release. Discuss with management the Company's policies with respect to the types of information and type of presentation to be used in earnings releases and in providing financial information and earnings guidance to the public.

3. Meet to review and discuss with management and the Auditors the Company's quarterly financial statements, including reviewing the Company's specific disclosures under "Management's Discussion and Analysis of Financial Condition and Results of Operations", prior to filing the same in Quarterly Reports on Form 10-Q.
4. Meet to review and discuss with management and the Auditors the annual audited financial statements, including reviewing the Company's specific disclosures under "Management's Discussion and Analysis of Financial Condition and Results of Operations", any changes in accounting policies and practices, financial reporting practices and significant reporting issues, critical accounting policies and significant estimates and judgments made in connection with the preparation of such audited financial statements, prior to filing the same in Annual Reports on Form 10-K.
5. Review with management and the Auditors the effect of regulatory and accounting initiatives, as well as off-balance sheet structures, on the Company's financial statements.
6. Review with, and make a recommendation to, the Board with respect to the inclusion of the audited financial statements, including the Company's specific disclosures under "Management's Discussion and Analysis of Financial Condition and Results of Operations", in the Company's Annual Report to Shareholders and in the Company's Form 10-K to be filed with the SEC.
7. Prepare the report from the Committee required by the rules of the SEC to be included in the Company's annual proxy statement.

Compliance with Laws and Regulations

Review with the Company's General Counsel legal matters that may have a material impact on the financial statements, the Company's compliance policies and any material reports or inquiries received from regulators or government agencies.

Compliance with the Company's Codes of Conduct

1. Ensure that the Company's Ethics Policy and Finance Code of Conduct (the "ethics codes") are in writing and have annually been distributed to applicable Company employees, Directors and other individuals covered by its contents.
2. Review at least annually with the Company's Chief Ethics Officer the process for monitoring compliance with the ethics codes. Establish and maintain procedures for reviewing, granting and, to the extent required by law, regulation, or Nasdaq Rules, promptly disclosing any waivers of the ethics codes for directors and executive officers.
3. Establish and maintain a procedure for the receipt, retention and treatment of complaints received by the Company regarding accounting, internal accounting controls, or auditing matters and investigating such matters. Additionally, establish and maintain procedures for the confidential, anonymous submission by employees of the Company of concerns regarding questionable accounting or auditing matters and investigations of the same.

4. The Company's Chief Ethics Officer shall (a) have the authority to communicate personally to the Committee promptly on any matter involving criminal conduct or potential criminal conduct that poses a substantial risk to the Company and (b) communicate personally to the Committee regularly, but not less than annually, on the implementation and effectiveness of the Company's compliance and ethics program.

Reporting and other Responsibilities

1. Annually review and reassess the adequacy of the Committee's purpose and responsibilities as herein set forth and recommend any proposed changes to the Board for approval.

2. The Committee has the authority, without having to seek Board approval, and appropriate funding from the Company to obtain advice and assistance, as appropriate, from outside legal, accounting, and other advisers, as it determines necessary to carry out its duties. The Committee may also conduct or authorize investigations into or studies of matters within the Committee's scope of responsibilities. The Committee shall have the authority to direct the Company to pay any ordinary administrative expenses of the Committee that are necessary or appropriate in carrying out its duties.

3. The Committee shall review at least quarterly with the Board any issues that arise with respect to the quality or integrity of the Company's financial statements, the Company's compliance with legal or regulatory requirements, the performance and independence of the Auditors, or the performance of the internal audit function.

4. The Committee shall perform, at least annually, an evaluation of its own performance, and submit that evaluation, including any recommended changes to the Committee's membership, charter, or procedures, to the Board for review and discussion.

5. The Chairman of the Committee shall report to the Board at each meeting of the Board the deliberations, actions, and recommendations of the Committee since the last Board meeting and such other matters as the Board shall from time to time specify.

6. At least annually, review the Company's pledging program and pledging activity, if any, and to make recommendations to the Board, with respect to the same