

2023



INDIA

# EMPLOYEE BENEFITS SUMMARY

# Healthcare & Wellness

Q2 offers a range of health and wellness benefits to help Q2 employees achieve peak health while managing their costs.

## Healthcare

Q2 subsidises 100% of the health plan membership for Q2 employees and eligible dependents. All full-time employees are eligible for medical insurance. The health plan includes cover for annual health check-up.

## Medical Plan Buy-up (Top-up)

Q2 offers an option for eligible employees to enroll in additional medical cover at their own expense.

## Family Planning

Q2 is excited to offer inclusive fertility and family-building benefits through Progyny, a leading fertility benefits solution. The Progyny Global benefit is an easy-to-use reimbursement solution covering eligible fertility and adoption expenses with advocacy support.

## Wellness

Q2 is committed to our employees' wellness. To support their overall health and wellbeing, we provide an array of wellness benefits such as Headspace, an Employee Assistance Program (EAP), OPD benefit allowance and a lifestyle spending account.



# Financial Wellness

At Q2, we not only care for our employees' physical health and well-being, we also care for their financial well-being. To support financial wellness, we offer several benefits and resources to help our employees achieve a strong financial future.

## Financial Protection

Q2 provides company-paid life insurance and personal accident cover to provide financial protection to you or your beneficiaries in the event of a serious accident or death.

# Leave and Time Off

## Time Away & Holiday

Employees may take an amount of paid time needed for purposes such as vacation, travel, and short illnesses/injury-related absences. Q2 also offers ten (10) holidays and two (2) floating holidays.

## Parental Leave

The birth or adoption of a child is an important event in a family's life. To support this event, Q2 provides employees with 60 business days (12 weeks) of paid parental leave for the care and well-being of their newborn or newly adopted child.

## Community Involvement

Q2's mission is to build strong and diverse communities by strengthening their financial institutions. For us, community means the regions our customers call home, the cities we work in and our global employee community. As a part of this mission, Q2's new Corporate Social Responsibility program is known as Q2 Spark. Q2 team members give their time, talent and treasure to impact our neighbors, our customers and one another.

