

2023



UNITED STATES

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 offers three medical plans for employees to choose from: two high deductible plans, and one copay plan. In addition, employees have a base and buy-up dental plan to choose from, plus vision coverage. These benefits provide comprehensive coverage to help employees and their families stay healthy and identify health risks before they become bigger issues.

Tax-advantaged HSA

Those enrolled in either of Q2's high deductible medical plans have the option to enroll in a Health Savings Account (HSA) to help cover future eligible health care expenses. Eligible employees can contribute pre-tax dollars to pay for expenses during the year, or save the funds to use in coming years—even in retirement. Q2 matches a portion of employee contributions depending on the plan and coverage level you enroll in. Money in your HSA rolls over from year to year, and you can invest and grow your balance.

Family Planning

To help our employees grow their families, Q2 offers robust family planning coverage, including fertility, surrogacy, and adoption benefits.

Voluntary Benefits

Our employees can add even more protection by enrolling in voluntary benefits: critical illness, accident insurance, and hospital indemnity insurance. As a Q2 employee, you can choose to purchase voluntary benefits coverage for yourself and your spouse, child, or family.

Wellness

Q2 is committed to our employees' wellness. To support their overall health and wellbeing, we provide an array of wellness benefits such as SWORD, Headspace, EAP, First Stop Health, a lifestyle spending account, and many others.



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.

401(k) Plan

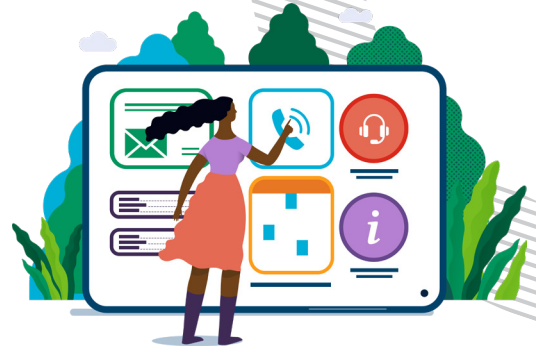
Employees are eligible to participate in the retirement savings plan beginning the first of the month following their hire date. For those who choose to participate, Q2 will match \$0.50 for every \$1 you contribute up to 6% of your eligible earnings each pay period. You're immediately 100% vested in Q2's company matching contributions.

Employee Stock Purchase Plan

Employees have the ability to designate a percentage of their eligible compensation to purchase Q2 stock at a discount.

Financial Protection

Q2 provides company-paid Life and AD&D Insurance, Short-Term Disability, and Long-Term Disability. Employees may choose to buy-up their Long-Term Disability coverage, as well as purchase Supplemental Life Insurance, and Accidental Death and Dismemberment (AD&D) coverage. Disability coverage provides income when you're unable to work due to injury, illness, or pregnancy. Life and AD&D coverage provides additional financial protection to you or your beneficiaries in the event of a serious accident or death.



Leave and Time Off

Paid Time Off

Rather than providing a set number of accrued days, Q2 provides employees with YourPTO, a flexible PTO program that allows each person to set a vacation plan that works best for them. In addition, employees receive up to eleven paid holidays each year.

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 twelve 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.