HUMAN RIGHTS POLICY

Respect for Human Rights

Respect for human rights is a fundamental value of Q2. We operate globally and have offices around the world. We recognize that human rights are rights inherent to all human beings, regardless of race, gender, gender identity, sexual preference, nationality, ethnicity, language, religion, or any other status. The Human Rights Policy applies to Q2 Holdings, Inc. and its subsidiaries and is overseen by our Board of Directors.

Diversity and Inclusion

At Q2, diversity, equity and inclusion are core to who we are and what we do as a company. The ultimate outcome we seek is one where a rich diversity of perspectives, ideas, life experiences and values inform all aspects of our work, every day. We very intentionally interweave diversity, equity and inclusion into our business functions, strategy, and engagement efforts, consistent with our mission of building strong and diverse communities by strengthening their financial institutions. The diversity of our employees, partners, customers, internal and external stakeholders, and the communities we serve across the globe enriches our contributions—from product requirements to market opportunities, to talent markets. We do this by promoting an equitable and inclusive work environment—one where employees feel safe to express their ideas and perspectives, feel they belong, and believe they are treated equitably in relation to their roles, experience and contributions. Inclusivity is central to how we operate, and we create policies and procedures that support equitable access to resources and opportunities.

We are committed to equal opportunity and are intolerant of discrimination and harassment. We strive to maintain work environments that are free from discrimination or harassment on the basis of race, sex, color, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identification, veteran status or expression or any other status protected by applicable law. The basis for recruitment, hiring, placement, development, training, compensation and advancement at Q2 is qualifications, performance, skills and experience. We do not tolerate disrespectful or inappropriate behavior, unfair treatment or retaliation of any kind. Harassment is not tolerated in the work environment and in any work-related situations outside the work environment.

Safe and Healthy Workplace

The safety and health of our employees is of paramount importance. Our policy is to provide a safe and healthy workplace and comply with applicable safety and health laws and regulations, as well as internal requirements. We work to provide and maintain a safe, healthy and productive workplace, in consultation with our employees, by addressing and remediating identified risks of accidents, injury and health impacts.

Workplace Security

We are committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats. Security safeguards for employees are provided, as needed, and are maintained with respect for employee privacy and dignity.

Forced Labor and Human Trafficking

We prohibit the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor, modern forms of slavery and any form of human trafficking.

Child Labor

We comply with minimum age laws and requirements and do not employ child labor.
Work Hours, Wages and Benefits

We compensate employees competitively relative to the industry and local labor market. We work to ensure full compliance with applicable wage, work hours, overtime and benefits laws.

Questions or Concerns?

Please raise any questions or concerns with your manager, your Human Resources Business Partner, the Legal Team, the Security Team, or the Compliance Team. Employees can also report suspected policy violations through Q2’s anonymous compliance hotline at a phone number below applicable to their location, or via the internet at www.q2.ethicspoint.com:

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<tr>
<th>Compliance Hotline Phone Numbers</th>
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<tbody>
<tr>
<td>Australia</td>
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<tr>
<td>India</td>
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