

CALIFORNIA CONSUMER PRIVACY ACT NOTICE

This Privacy Notice explains what types of personal information may be collected by SVB Financial Group (“SVB”) about our current and former employees, temporary employees, agents, contractors, subcontractors, and consultants who are California residents and how that information may be used and disclosed. This Privacy Notice also applies to California residents who are designated by our employees as emergency contacts or benefits recipients.

1. Categories of Personal Information Collected: We collect the following categories of personal information:

- A. Identifiers, such as name, government-issued identifier (e.g., Social Security number), and unique identifiers (e.g., employee ID);
- B. Personal information, as defined in the California Records Law, such as contact and financial information;
- C. Characteristics of protected classifications under California or federal law, such as age, gender, medical conditions, and marital status;
- D. Commercial information, such as transaction information and purchase history (e.g., in connection with travel or other reimbursements);
- E. Biometric information, such as fingerprints (e.g., in connection with timekeeping systems that use such measures);
- F. Internet or network activity information, such as browsing history and interactions with our online systems and websites;
- G. Geolocation data, such as device location;
- H. Audio, electronic, visual, and similar information, such as call and video recordings;
- I. Professional or employment-related information, such as work history and prior employer;
- J. Non-public education information; and
- K. Inferences drawn from any of the Personal Information listed above to create a profile or summary about, for example, an individual’s preferences and characteristics.

Depending on the particular California resident’s interactions with us, we may not collect each of these categories of Personal Information about that person.

2. Sources of Personal Information. We collect Personal Information directly from California residents themselves, as well as from prior employers, references, recruiters, job-related social media platforms, and third-party sources.

Depending on the particular California resident’s interactions with us, we may not collect Personal Information from each of these categories of sources.

3. Uses of Personal Information. We use Personal Information to:

- Manage workforce activities and personnel generally, including for recruitment, performance management, career development, payments administration, employee training, leaves and promotions;
- Manage wages and other compensation, and provide healthcare, pensions, savings plans and other benefits;

- Conduct research, analytics, and data analysis to assist in planning succession and to ensure business continuity, as well as to design employee retention programs and diversity initiatives;
- Operate and manage IT and communications systems and facilities, allocate company assets and human resources, and undertake strategic planning and project management; and Comply with law, legal process, internal policies and other requirements such as income tax deductions, record-keeping and reporting obligations, and exercise and defend legal claims.

Depending on the particular California resident’s interactions with us, we may not use Personal Information about that person for each of these purposes.

4. Disclosures of Personal Information. We disclose the following categories of Personal Information to third parties, such as our service providers and affiliates, for our operational business purposes:

- A. Identifiers, such as name, government-issued identifier (e.g., Social Security number), and unique identifiers (e.g., employee ID);
- B. Personal information, as defined in the California Records Law, such as contact and financial information;
- C. Characteristics of protected classifications under California or federal law, such as age, gender, medical conditions, and marital status;
- D. Commercial information, such as transaction information and purchase history (e.g., in connection with travel or other reimbursements);
- E. Biometric information, such as fingerprints (e.g., in connection with timekeeping systems that use such measures);
- F. Internet or network activity information, such as browsing history and interactions with our online systems and websites;
- G. Geolocation data, such as device location;
- H. Audio, electronic, visual, and similar information, such as call and video recordings;
- I. Professional or employment-related information, such as work history and prior employer;
- J. Non-public education information; and
- K. Inferences drawn from any of the Personal Information listed above to create a profile or summary about, for example, an individual’s preferences and characteristics.

Depending on the particular California resident’s interactions with us, we may not disclose each of these categories of Personal Information about that person for these purposes.

5. Sales of Personal Information. We do not sell your Personal Information.

6. Contact Us

Please contact PrivacyOffice@SVB.com if you have any questions regarding this CCPA Notice, or call 1-800-774-7390.