

SVB Life and Benefits: Canada 2021

At SVB, we support the whole you.

SVB benefits programs are designed to meet our employees where they are in life. Which means they show up at home. Your home. We embrace and support diverse families, however they're defined. SVBers can take advantage of core benefits plus choose from a variety of perks. And of course, this support shows up on a day-to-day basis, in a rewarding work environment that encourages lasting relationships. The benefits listed in this summary apply to SVB employees on Canadian payroll. Since this is a summary, there may be additional terms, conditions and limitations that apply (such as medical underwriting approval). Please refer to the actual policies for additional information.

SVB Holidays 2021

JAN 1	New Year's Day
FEB 15	Family Day
APR 2	Good Friday
MAY 24	Victoria Day
JUL 1	Canada Day
AUG 2	Civic Holiday
SEP 6	Labor Day
Oct 11	Thanksgiving Day
Nov 11	Remembrance Day
DEC 27	Christmas Day
DEC 28	Boxing Day

SVB Benefit Plan Eligibility

All full-time, permanent employees working a minimum of 20 hours per week are eligible to join SVB's employee benefits plan immediately upon date of hire. Eligible spouses must be legally married or common law and dependent children must be under age 21 or 25 if a full-time student.

SVB Group Health Benefit Plan

SVB provides a comprehensive extended health plan through Manulife which supplements the provincial health plan. SVB pays the full cost of this coverage. The coverage includes but is not limited to the following:

- Prescription drugs: \$8 dispensing fee maximum, generic substitution
- Paramedical services: \$500 per year per practitioner
- Vision care: \$200 every 2 years maximum for contact lenses and eye glasses
- Eye exam: Every 2 years
- Out of country medical emergency coverage up to \$5,000,000 per trip (duration of 60 days or less); includes \$5,000 trip cancellation insurance
- No annual deductible

Dental Benefit

Offered through your Manulife plan. SVB covers your premium.

- Deductible: None
- Coinsurance: 100% Basic Services
- 90% Supplementary Services
- 50% Major
- 50% Orthodontics (adults and children)
- Basic & Major Maximum: \$2,000 per year
- Orthodontic Maximum: \$2,500 per lifetime

Payroll Schedule: Paydays are semi-monthly

Health Care Spending Account

SVB also offers a Health Care Spending Account. An annual allotment of \$750 is provided by SVB payable towards qualified health care that is not covered under SVB's health or dental benefits, your spouse's plan or the provincial health plan.

Any unused amount will be carried forward into the next year; however, you must 'use it or lose it' in the second year.

Employee Assistance Program (EAP)

SVB provides an Employee Assistance Program through ICAS at no cost to you to support your success at home and at work. You may have up to ten visits per incident per year. The ICAS website offers many resources for work/life support, and assistance with personal, family or work issues.

Life and Accidental Death and Dismemberment (AD&D) Insurance

SVB provides Basic Life Insurance and Basic AD&D Insurance at two times annual base salary up to \$1,000,000. Coverage approval beyond \$350,000 is subject to medical evidence. SVB pays the full cost of this coverage.

Dependent Life insurance is offered, providing life insurance of \$10,000 for spouse and for \$5,000 each dependent child. SVB pays the full cost of this coverage.

Optional Life insurance for you and/or your spouse is available in units of \$5,000 up to a maximum of \$300,000 and \$150,000 respectively. Amounts above \$100,000 for employee and \$50,000 for spouse are subject to medical approval. You will pay the premiums for this optional additional coverage.

Short Term Disability Insurance

SVB provides Short Term Disability insurance of 66.67% of weekly salary up to \$3,000 per week for a maximum period of 120 days at no cost to you. A one-week waiting period applies for sickness; there is no waiting period due to an accident or hospitalization.

Long Term Disability Insurance

SVB provides Long Term Disability (LTD) insurance of 70% of monthly income up to a maximum monthly benefit of \$12,000 (this is considered taxable income). Coverage approval beyond \$5,000 per month is subject to medical evidence.

LTD provides income protection after you have been disabled and unable to work for more than 119 calendar days. The maximum benefit period is to age 65.

SVB pays 100% of the cost of LTD coverage.

Employee Stock Purchase Plan (ESPP)

You may contribute up to 10% of earnings each year up to \$25,000 worth of company stock which is used to purchase SVB stock at a discount. Participants are able to lock-in a discounted purchase price for company stock within a six-month period. Stock is purchased at 85% of the fair market value price on either the first day of the six-month offering period or the last day of the period, whichever is lower. Contribution periods begin January 1st and July 1st.

Group Retirement Savings Program

SVB offers three plans for long-term savings, which include: Registered Retirement Savings Plan (RRSP), Non-Registered Savings Plan (NRSP), and Tax-Free Savings Account (TFSA). The services and support are offered through Canada Life (formerly Great West Life) and have a broad lineup of funds with negotiated management fees, which in most cases are better than on the retail market.

RRSP and NRSP

SVB will match your contributions (made through payroll deduction) up to 8% of your earnings (base salary and overtime) through the RRSP and, as needed for overages, the NRSP.

TFSA

Employees can open a TFSA at any time and decide how much to contribute up to the CRA limit.

Bright Horizons – Childcare Resources

SVBers are provided childcare resources through Bright Horizons.

Backup Care (for when your normal childcare arrangements are not available):

- 10 visits per year with no copays (30 visits in 2020 due to COVID-19)
- Either in-home (with Bright Horizons employee), or
- Center-based

Crisis Care

- Kicks in during times of crisis; currently available through June 2021
- Employees can secure in-home care from within their own personal network – friends, neighbors, family babysitters
- Bright Horizons will provide \$100/day reimbursement for the care up to 30-day annual limit (all visits count toward annual maximums for Backup Care)

Financial Education and Coaching – MSA

SVB offers financial education and coaching through My Secure Advantage (MSA). This benefit includes an online education platform offering resources, online video courses, and budgeting tools. Also included with the program is one month of 1:1 coaching with a Money Coach to support employees in achieving financial goals.

Time Off

In addition to 11 paid holidays, SVB provides employees with other forms of paid time off to ensure time for rest and relaxation, illness, or tending to urgent personal needs.

Vacation

Full-time employees are eligible to accrue 20 days of vacation per year. You may carryover up to five unused vacation days into the first quarter of the following year.

Sick

Full-time employees are provided with seven sick days per year, to be used for personal illness or to care for a sick family member. Part-time employees' time off is prorated.

Personal Leave

Full-time employees are provided with three paid days of Personal Leave per year to be used in accordance with the Canada Labor Code requirements. Part-time employees' time is prorated.

Additional forms of leave may be available to you depending upon your circumstances as set out by the Canada Labor Code; SVB complies with all Canadian laws and regulations. Details on all forms of time off can be found in the Employee Handbook.

Business Travel Accident Insurance

SVB provides coverage to employees while traveling on SVB business. The policy from Chubb includes benefits for lost or damaged checked baggage, emergency evacuation, medical and travel assistance. In the event of an employee's accidental death while traveling on SVB business, an additional lump sum death benefit of 10 times annual base salary up to US\$750,000 is provided. This benefit is fully paid for by SVB.

Learning Opportunities

SVB invests in each employee's learning and development. To support this, we offer learning in group and individual settings on several platforms to enhance your development. SVB provides employees access to LinkedIn Learning, getAbstract, and SVB's internal learning management system BLUE Learning.

Additionally, you may be eligible for education assistance and receive reimbursement of up to \$5,250 per calendar year based on approved work-related degree programs of study if certain requirements are met.

Employee Referral Program

To encourage employee referrals of qualified talent, SVB employees can earn up to \$3,500 for successful referrals. If your candidate is hired, they must successfully complete the requisite period of employment (90 days) with SVB before payment can be authorized. Referral awards are taxable. Review the Source for program details.

Community Involvement

SVB is committed to the communities we serve. Your participation and support in activities that enhance our community is encouraged. Please contact your supervisor with requests for community service projects.

SVB Values

At SVB we have a culture of unity and curiosity.

We are SVB. We are collective of driven, forward-thinking individuals united as one, for one singular goal: to help those who are creating the future. When we put the team first, work across silos and truly come together, we better serve our clients. We enable and bring to life bold ideas around the world, backing those who courageously make next happen. Together, we relentlessly execute on our own strategies. We feed our own curiosity and never stop learning. We harness our collective power to deliver on our commitments to our clients, and the communities we serve.

- We start with **empathy for others**
- We **embrace diverse perspectives**
- We take **responsibility**
- We keep **learning and improving**
- We speak and act **with integrity**

Neither this document nor the benefits described in this summary, creates a contract of employment, or a guarantee of employment, between SVB Financial Group and any employee. The complete details of each plan are in the legal documents under which the plans are administered. The legal documents will prevail in case of conflict between anything written here and the legal documents. SVB Financial Group reserves the right to amend or discontinue any program at any time with or without notice and as in its sole judgment may be necessary. Updated January 2021.