

SVB Life and Benefits: Denmark 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.

SVB Holidays 2021

JAN 1	New Year's Day
APR 1	Maundy Thursday
APR 02	Good Friday
APR 04	Easter Sunday
APR 05	Easter Monday
APR 30	General Prayer Day
MAY 13	Ascension Day
MAY 14	Bank Holiday
MAY 23	Whit Sunday
May 24	Whit Monday
JUN 5	Constitution Day
DEC 24	Christmas Eve Day
DEC 25	Christmas Day
DEC 26	Second Day of Christmas
DEC 31	New Year's Eve

The benefits listed in this summary apply to SVB employees on Denmark 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.

Annual Leave

In order to provide you with paid time off for relaxation or personal time away from the office, all employees are eligible to accrue 25 days plus an additional five holidays per year, in accordance with the Danish Holiday Act. In addition, a holiday supplement of 3.25% of base salary will be paid out in May. Please note that a new Danish holiday system will come into force as of 1 September 2020, which will change the accrual and holiday year, among other changes.

Short-Term and Long-Term Sickness

You are eligible for sick leave with full salary without limitation from your first day of employment. You are required to provide sick leave documentation in accordance with the rules in Danish Sickness Benefits Act.

Parental Bonding

SVB supports fully-paid leave (in coordination with state benefits) for maternity and bonding time with your newborn child as follows:

- Maternity: Four weeks prior to birth and 14 weeks following birth
- Paternity: Four weeks post birth
- Parental Bonding: Up to 12 weeks fully paid (out of 32 weeks combined)

Business Travel Accident Insurance

SVB holds a policy through Chubb that covers you in multiple scenarios while away on business travel. The scheme includes benefits for lost or damaged checked baggage, emergency evacuation, medical and travel assistance. It also includes a lump sum benefit in the event of an employee death while traveling of 10 times annual basic salary up to US\$750,000. This benefit is fully paid for by SVB.

Payroll Schedule: Pay day is the last day of each month.

Group Pension and Insurance Scheme

SVB offers cash in lieu of a formal pension and insurance scheme of 11% of the employee's base monthly salary intended to cover a defined contribution benefit plus 1.5% for the additional insurance coverage expense to maintain policies outside a group scheme for life, disability and critical illness, for a total of 12.5%. SVB can support employee personal pension contributions through payroll via PFA only.

Medical and Vision

SVB offers cash in lieu of a medical insurance policy in the amount of 3,500 DKK per year and 200 DKK per year for vision coverage.

Employee Stock Purchase Plan (ESPP)

Employees may contribute up to 10% of earnings each year up to \$25,000 worth of company stock to the Plan. 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.

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.

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 30,000 DKK per calendar year based on the approved work-related degree programme of study that meet certain requirements.

SVB in the Community: Matching Gift and Community Involvement Program

At SVB, we're working for something bigger. Together, we're working for something larger than a bank. We're working to help those we serve become more successful and make a greater impact as citizens of the world. And whether it's with our clients by our side or out there on our own, we pride ourselves on getting involved with the community and supporting the causes that align with our values. Because at SVB, we believe this is true power. The power to make a difference.

Silicon Valley Bank's Matching Gift Program is designed to support our employees' personal philanthropy by matching their donations to eligible non-profit organizations who are recognized as tax exempt or designated a public charity.

For more information about matching gift and volunteer program, visit SVB in the Community on the Source.

Employee Recognition

SVB has a strong commitment to recognize employees who demonstrate SVB values and play a role in creating a culture of unity and curiosity at SVB. Awards are given out annually recognizing performance, client care, operational excellence, and community service.

Employee Referral Program

SVB provides generous incentives to encourage employees to refer top talent. Please review the information on the Source for full program details.

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.