

# SVB Life and Benefits: Ireland 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.

The benefits listed in this summary apply to SVB employees on Ireland 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 makes all statutory benefit contributions, such as social insurance.

### SVB Holidays 2021

|           |                              |
|-----------|------------------------------|
| JAN<br>1  | New Year's Day               |
| MAR<br>17 | St. Patrick's Day            |
| APR<br>2  | Good Friday                  |
| APR<br>5  | Easter Monday                |
| MAY<br>3  | May Bank Holiday             |
| JUN<br>7  | June Bank Holiday            |
| AUG<br>2  | August Bank Holiday          |
| OCT<br>25 | October Bank Holiday         |
| DEC<br>27 | Christmas Day                |
| DEC<br>26 | St. Stephen's Day (observed) |
| DEC<br>29 | Bank Holiday                 |

### Pension Scheme

You are eligible to participate in a company-sponsored pension scheme. SVB will make a contribution to the plan equal to one and a half of your contribution, up to a maximum employer contribution of 9%. For example, if you contribute 6%, SVB will contribute 9%.

### Disability Insurance

SVB will provide you with individual disability insurance, which provides salary continuation in the event you are unable to work due to illness, injury or disability. The benefit is equal to two-thirds of base salary less your social welfare entitlement. This benefit is subject to medical underwriting.

### Life Insurance

SVB will provide you with individual life insurance for an amount equal to four times annual base salary. This benefit is subject to medical underwriting.

### Short-Term Sickness

SVB provides 100% of base salary for sick leave, up to and including the 13<sup>th</sup> week of absence, and 50% of base salary for the following 13 weeks.

### Healthcare

SVB will arrange for you to purchase of an individual policy (equivalent to the market median value), covering you, your spouse and children under the age of 26 and provide reimbursement for this policy.

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

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## Employee Assistance Program (EAP)

SVB provides an Employee Assistance Program at no cost to you to support your success at home and at work. ICAS is the provider. You may have up to ten visits per incident per year. The website (<https://www.icaslifestyle.com/en/lifestyle/main-page/>) offers many resources for work/life support, and assistance with personal, family or work issues.

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## Annual Vacation

Full-time employees are eligible to accrue 25 days each calendar year, plus 11 company holidays in order to provide paid time off for relaxation or personal time away from the office. Part-time employees accrue holidays on a pro-rated basis.

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## 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 EUR 4,800 per calendar year based on approved work-related degree programs of study if certain requirements are met.

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## 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 base salary up to US\$750,000 is provided. This benefit is fully paid for by SVB.

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## Employee Referral Program

SVB provides generous incentives to encourage employees to refer top talent. Employees may be eligible to earn up to EUR 3,200 for candidate 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. Program details are available on the Source.

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## 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.

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### SVB Values

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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.*