

SVB Life and Benefits: Israel 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 opt in and out of benefits programs, plus take advantage of customized perks and offerings. 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 regular employees of SVB Israel Advisors Ltd.. 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

MAR 27	Pesach (Eve of first day Passover)
MAR 28	Pesach 1 st day (Passover)
APR 2	Pesach (Eve of last day Passover)
APR 3	Pesach last day (Passover)
APR 14	Memorial Day
APR 15	Yom Ha'Atzmaut (Israel Independence Day)
MAY 17	Shavuot (Pentecost)
SEP 7	Rosh Hashanah (New Year)
SEP 8	Rosh Hashanah (New Year)
SEP 15	Yom Kippur (Eve of)
SEP 16	Yom Kippur (Day of Atonement)
SEP 21	Sukkot (Tabernacles)
SEP 28	Simchat Torah

Pension Program

SVB provides employees a provident retirement savings plan in which SVB contributes a percentage of your eligible salary, as stated in your employment agreement, to a pension program. The program covers employees in the case of retirement and work disability.

Employer and employee pension contributions are equal to 6.5% and 6% of salary each month, respectively, including deductions for long-term disability insurance. In addition, SVB makes contributions towards the severance component within the pension plan.

Ovdan Kosher Avoda Disability Insurance

SVB provides long-term disability insurance that protects you if you are unable to work due to disability, subject to the terms and conditions of the plan.

Medical Insurance

You are able to enroll in a private health insurance plan through the Phoenix Insurance Company, subject to the terms and conditions of the insurance plan. SVB pays full cost of coverage and you are responsible for any tax obligations.

Annual Vacation

In addition to the holidays outlined above, SVB provides full-time employees with 20 days of paid time off up to a maximum of 30 days for relaxation or personal time away from the office each calendar year. Part-time employees accrue vacation on a prorated basis.

Payroll Schedule: Pay day is the 9th day of each month

Recreation Allowance

SVB provides a recreation allowance of five days of pay (at a rate determined by local law) to employees after completing 12 months of service. The allowance increases, according to law, with years of service, up to a maximum of 10 days.

Holiday Gifts

SVB provides employees with a holiday gift of 500 ILS each for Passover and Jewish New Year.

Paid Sick Leave

Full-time employees are entitled to accrue 1.5 days of paid sick leave per month, up to a maximum accrual of 90 days. Sick leave will be paid from day one of absence.

Meal Allowance

SVB provides a meal card with a monthly allowance of 1350 ILS; you are responsible for any tax obligations.

Study Fund (Keren Hishtalmut)

SVB offers employees an opportunity to participate in a savings program into which both you and SVB contribute. SVB will contribute 7.5 percent of your salary, as stated in your employment agreement, while you contribute 2.5 percent of your salary (capped at a salary ceiling set by law). After three years, you may withdraw the money for study in Israel or abroad; after six years, you may use the accrued funds for any purpose.

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.

Business Travel Accident

SVB provides coverage to employees while traveling on SVB business. The policy from the Chubb Group includes benefits for lost or damaged checked baggage, emergency evacuation, medical and travel assistance. In the event of an employee's accidental death while travelling on SVB business, an additional lump sum death benefit of 10 times base salary up to US\$750,000 is provided. The 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 up to certain limits for approved work-related degree programs of study that meets 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 that 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

To encourage employee referrals of qualified talent, SVB employees can earn up to 12,000 (ILS) 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.

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.