

SVB Life and Benefits: UK 2021

At SVB, we support the whole you.

SVB benefits programs are designed to meet our employees where they are in life. Which means it shows 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 here apply to SVB employees on UK payroll. Since this is a summary, there may be additional terms, conditions and limitations that apply. Please refer to the actual policies for further information.

SVB Holidays 2021

JAN 1	New Year's Day
APR 2	Good Friday
APR 5	Easter Monday
MAY 3	Early May Bank Holiday
MAY 31	Spring Bank Holiday
AUG 30	Summer Bank Holiday
DEC 27	Christmas Day (substitute day)
DEC 28	Boxing Day (substitute day)

Staying Healthy

Healthcare

Private Medical Insurance

SVB provides employees and eligible dependents private medical insurance through Bupa. In addition to the regular program, the SVB-Bupa plan allows you to get direct access (instead of waiting for a doctor's referral) for certain conditions, such as mental health, muscle, bone and joint conditions, and signs or symptoms of cancer. There is also a support line providing practical assistance and free advice with regards to all aspects of Elderly Care.

Telemedicine

Employees who are enrolled in the Bupa healthcare scheme have access to a telemedicine program called Digital GP, powered by Babylon. This program enables employees and their plan-enrolled dependents to talk to a doctor at any time of the day or night, directly from their mobile. Please refer to the Bupa Corporate – Babylon Digital GP User Guide (Family) on ways to register.

Health Assessments

Employees benefit from free comprehensive health assessments through Nuffield. In addition, spouses and civil partners of SVB employees are eligible for discounted SVB rates for assessments.

Dental Insurance

SVB provides employees and eligible dependents with top-of-the-line dental coverage through Cigna. Coverage includes: examinations, scale and polishes and x-rays within the policy limits. Reimbursement claims can also be submitted for: periodontal treatments, crowns, bridges and dentures, a dental implant benefit, orthodontic treatment for the under 18s, and more up to specified monetary limits. You can choose any registered dentist in the UK.

Payroll Schedule: Pay day is the 24th day of each month.

Eye Care

SVB provides eye examinations and corrective spectacles to employees through a corporate arrangement with Edenred.

Holidays

Full-time employees are provided with 30 days of paid vacation annually (pro-rated for new joiners depending on date of hire) for relaxation or personal time away from the office, plus eight (see table on page 1). You may carryover up to five days of unused vacation into the next year. Part-time employees accrue holidays on a pro-rated basis.

Wellness

Employee Assistance Program

Life isn't always easy and having extra support can go a long way. SVB provides employees with an Assistance Program that includes experienced and qualified legal experts, counsellors and medical staff to help you navigate life events. Services are offered on a wide range of personal and work-related concerns, including: Relationship difficulties, financial concerns, anxiety and stress, consumer complaints, and legal issues.

Gym Subsidy

SVB has partnered with Virgin Active Health Club to offer you corporate discounted rates and a reduced joining fee. In addition, SVB offers a £55 per month subsidy towards gym membership with Virgin Active.

Ride to Work Scheme

SVB offers a tax incentive Ride-to-Work scheme through Evans Cycles. Through this arrangement, SVB will purchase a bicycle, equipment and accessories of your choosing (valued at up to £2,000) and you repay SVB through salary sacrifice loan over a period of up to 12 months.

Transportation

Walk, bike, or take the Underground to the office. We will help you get there with SVB's Ride-to-Work scheme, or a Season Ticket Loan.

Financial Wellbeing

Group Personal Pension Scheme

SVB employees participate in a group personal pension scheme through Aviva. The scheme enables contributions through salary sacrifice, with a minimum contribution of 3%. SVB will double match your contribution up to 12%. For example, if you contribute 6% SVB will contribute 12% for a total of 18%.

Disability and Life Assurance

All employees are covered by insurance that provides salary continuation in the event you become unable to work due to illness or injury (as defined by the rules of the scheme).

SVB provides 100% of base salary for sick leave up to and including the 13th week of absence (subject to adherence to the short-term sick policy). Payment is inclusive of any Statutory Sick Pay (SSP) entitlement.

SVB's Long-Term Disability benefit is equal to 75% of basic salary (inclusive of any SSP entitlement) less a notional amount in respect of Employment Support Allowance, and is paid -subject to claim acceptance- after 13 weeks of disability. Annual salaries below £188,182 are automatically covered.*

Life Assurance is covered at an amount equal to four times annual basic salary. There is a free cover amount of up to £2,000,000.*

*Employees whose salaries place them above the automatic acceptance limit (free cover limit) will be required to undergo medical underwriting.

Employee Stock Purchase Plan (ESPP)

SVB employees are able to purchase SVB stock at a discount through the ESPP. Employees can contribute up to 10% of earnings to the Plan up to a value of \$25,000 worth of company stock. 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.

Travel Insurance

Business Travel Insurance

SVB holds a policy through Chubb that covers you while on business travel. The scheme 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 annual basic salary up to US\$750,000. This benefit is fully paid for by SVB.

Personal Travel Insurance

Plan your holiday without added stress. SVB pays full cost of coverage for personal travel insurance for you and your family via SVB's group plan with Crispin Speers.

Employee Referral Program

SVB provides generous incentives to encourage employees to refer top talent. Employees can earn up to £2,300 for successful referrals. Payment is made after your candidate successfully completes 90 days of employment with SVB. Referral awards are taxable. Review the Source for program details.

Family Bonding Time

All employees are entitled to time off for parental bonding. Employees are eligible to receive enhanced pay over statutory levels, regardless of your length of service.

Enhanced Maternity/Adoption Leave

Beyond statutory maternity/adoption leave pay, SVB offers eligible employees enhanced pay. The first 30 weeks will be paid out at a minimum of 100% of basic earnings (alternatively, the first six weeks can be paid at 90% of average weekly earnings, inclusive of incentive payments, if that is greater than basic earnings). The next nine weeks will be paid at the current rate of Statutory Maternity Pay.

Paternity Leave

Enhanced Paternity Pay increases the pay for leave to 100% of base earnings for eligible employees.

Shared Parental Leave

For eligible employees, Shared Parental Leave taken during the first 12 weeks from birth/placement of your child will be paid at 100% of your basic earnings.

Special Parental Leave

Any parent welcoming a child to their family is eligible to 12 weeks full pay during their child's first year, even if they do not qualify for any form of statutory leave. This 12 week fully paid leave is inclusive of the other family bonding time leave arrangements, (e.g. for Maternity Leave, the 30 week fully paid duration will apply).

Developing and Giving Back

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 £3,500 per calendar year based on the approved work-related degree program of study that meets certain requirements.

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.

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. SVB will match employee donations up to £750 each calendar year. Examples of eligible organizations include, but are not limited to: schools, colleges and universities, civic, arts, cultural, health and science organizations, human services agencies such as food banks and homeless shelters, and environmental groups.

SVB is committed to the communities we serve and encourages employees to volunteer their time in service to the community. SVB will match donations of time with Volunteer Rewards to employee Giving Accounts of £18.75 per hour (up to 40 hours or £750 each calendar year) for volunteer time reported with qualifying charities.

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

SVB Values

At SVB we have a culture of unity and curiosity.

We are SVB. We are collective of driven, forward-thinking individuals united 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.