

# SVB Life and Benefits: Denmark 2022

**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 2022

JAN 1	New Year's Day
APR 14	Maundy Thursday
APR 15	Good Friday
APR 17	Easter Sunday
APR 18	Easter Monday
MAY 13	General Prayer Day
MAY 26	Ascension Day
MAY 27	Bank Holiday
JUN 5	Whit Sunday / Constitution Day
JUN 6	Whit Monday
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.

### 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.

### Community Service Day

SVB Encourages you to volunteer in your community. As such, you may take one day off per year to volunteer with a charity in your community.

### 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

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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

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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)

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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. Shares are issued at the end of the six-month period to eligible participating employees.

## Employee Assistance Program – EAP

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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

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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 the local currency equivalent of USD 5,250 per calendar year based on the approved work-related programs of study that meet certain requirements. Please refer to the Source for program details.

## SVB in the Community: Matching Gift and Community Involvement Program

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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 USD 2,000 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. You may check Benevity to confirm if your donation is eligible for matching under SVB's program guidelines

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 USD 25 (up to 40 hours or USD 1,000 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.

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## Employee Recognition

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SVB's Annual Awards program is driven by employee participation through a peer-to-peer nomination process. SVBers are recognized for their dedication and commitment to SVB Values, community service, client care, operational excellence and innovation. SVB also recognizes employees for their milestone anniversaries with the organization through a bonus program.

## Employee Referral Program

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SVB provides generous incentives to encourage employees to refer top talent to the organization. Qualified employees may earn up to 3,200 DKK for candidate referrals or leads. Payment is made after the referred candidate completes 90 days of employment with SVB. Referral awards are taxable. There are some restrictions, please review the information on the Source for full program details.

## 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 May 2022.*