



SVB Life and Benefits: Ireland 2023

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 2023

JAN 1	New Year's Day
FEB 6	St. Brigid's Day
MAR 17	St. Patrick's Day
APR 10	Easter Monday
MAY 1	May Bank Holiday
JUN 5	June Bank Holiday
AUG 7	August Bank Holiday
OCT 30	October Bank Holiday
DEC 25	Christmas Day
DEC 26	St. Stephen's Day

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 13th week of absence, and 50% of base salary for the following 13 weeks.

Healthcare

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

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



Family Bonding Time

All employees are entitled to time off for parental bonding with enhanced pay over statutory levels, regardless of tenure or seniority.

Enhanced Maternity/Adoption Leave for Primary Caregivers

SVB offers enhanced full pay for maternity & adoption leave for 30 weeks, including statutory provisions.

Special Parental Leave

Any parent welcoming a child to their family is eligible for up to 12 weeks of fully paid leave during their child's first year, even if they do not qualify for any form of statutory leave. The 12 weeks of leave and full pay are inclusive of any other leave and pay.

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.

Mental Health Support

Enhance your mental health and wellbeing through the Unmind platform. Via the app you can access digital tools to support your wellbeing, including self-guided courses and tips, Meditation, storytelling and other relaxation and stress-relief exercises, mental health tracking through a daily mood diary, personalized insights and tips

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.

Financial Wellbeing

SVB enhances your financial wellbeing with evidence-based financial guidance through our financial wellbeing partner nudge. Nudge supports your money management with intelligent budgeting and savings tools, engaging content and cutting-edge technology. Smart reminders based on your personal situation will lead you step-by-step toward greater financial prosperity.

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.

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 the local currency equivalency of EUR 4,635 per calendar year based on the approved work-related programs of study that meet certain requirements. Please refer to the Source for program details.

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



Benefits Summary

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.

Employee Referral Program

SVB provides generous incentives to encourage employees to refer top talent to the organization. Qualified employees may earn up to EUR 3,200 for candidate referrals. 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.

Employee Recognition

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.

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 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 temporary and transitional housing 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 per hour (up to 40 hours or USD \$1,000 per 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 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 2023.