



# SVB Life and Benefits: Israel 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. 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.

### SVB Holidays 2023

APR 5	Passover I – Eve
APR 6	Passover I
APR 11	Passover II – Eve
APR 12	Passover II
APR 25	Memorial Day
APR 26	Independence Day
MAY 25	Shavuot - Eve
MAY 26	Shavuot
SEP 15	Rosh Hashanah (New Year) - Eve
SEP 16	Rosh Hashanah (New Year)
SEP 17	Rosh Hashanah (New Year)
SEP 24	Yom Kippur – Eve
SEP 25	Yom Kippur
SEP 29	Succot I – Eve
SEP 30	Succot I
OCT 5	Succot II
OCT 6	Succot II

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.

### 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 up to 7.5% depending on the cost of long-term disability) and 6%-7% (as per employee choice) 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.

SVB also contribute 8.33% each month to your severance plan.

### 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 or up to the maximum annual share limit. 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.

For more information, please visit the [Source](#).

### 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 SVB-appointed broker Agam. SVB pays full cost of coverage for you and eligible dependents, up to a certain pre-defined level of coverage. You are responsible for any tax obligations.

**Payroll Schedule:** Pay day is the 9<sup>th</sup> day of each month

### Annual Vacation

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

### 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.

### 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.

### 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 1,350 ILS; you are responsible for any tax obligations.

### 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 20 weeks (incl. 15 weeks paid maternity leave under the law).

### 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.

### 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.

### 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.



## Benefits Summary

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 of up to the local currency equivalency of ILS 16,824 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

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

### 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.

### Employee Referral Program

SVB provides generous incentives to encourage employees to refer top talent to the organization. Qualified employees may earn up to 12,000 ILS 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

### 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.*