



Inclusion Ignites Innovation

Diversity, Equity and Inclusion at SVB

Updated January 2023

Inclusion Ignites Innovation

We are intentionally and strategically working for a world where every client and employee has the opportunity to bring their bold ideas to life.

We also know that diverse perspectives and inclusive environments ignite new ideas to power innovation. That is why we're building a culture of belonging with a global workforce that celebrates greater dimensions of diversity and reflects the markets we strive to serve.

Read on to learn more about our efforts.



Our values guide us



At SVB:

We start with
EMPATHY
for others.

We speak &
act with
INTEGRITY.

We embrace
DIVERSE
perspectives.

We take
RESPONSIBILITY.

We keep
**LEARNING
& IMPROVING.**

Our Approach:

Our Global Diversity, Equity & Inclusion Commitment

SVB is committed to creating a more diverse, equitable, inclusive and accessible environment **within SVB**, within the **innovation ecosystem**, and in our **communities**.

At the heart of this commitment is our effort to foster a more inclusive culture and increase racial, ethnic and gender representation within SVB.

In the broader innovation economy, we are focused on breaking down systemic barriers to entry and success, investing in opportunities that ensure more founders and investors with a range of experiences and ideas are represented in our ecosystem.

We strive to use our resources, voice and influence to help build strong communities and contribute to economic and social progress where we live and work.

“I’m encouraged by the greater attention given to issues of inequity in the innovation sector in recent years – but there is much more work to be done.”



Greg Becker

President and CEO, SVB



Building a Culture of Diversity, Equity and Inclusion at SVB



Our approach

We aspire to be an employer of choice in the innovation ecosystem where everyone is connected, celebrated and supported.

We have developed a DEI framework that enables us to build on past progress, capitalize on our unique strengths and acknowledge that we're on a continuous journey of learning and improving.

We are laser focused on fostering an employee-centric culture that is reinforced by our core values.

Our DEI work is categorized into three pillars:



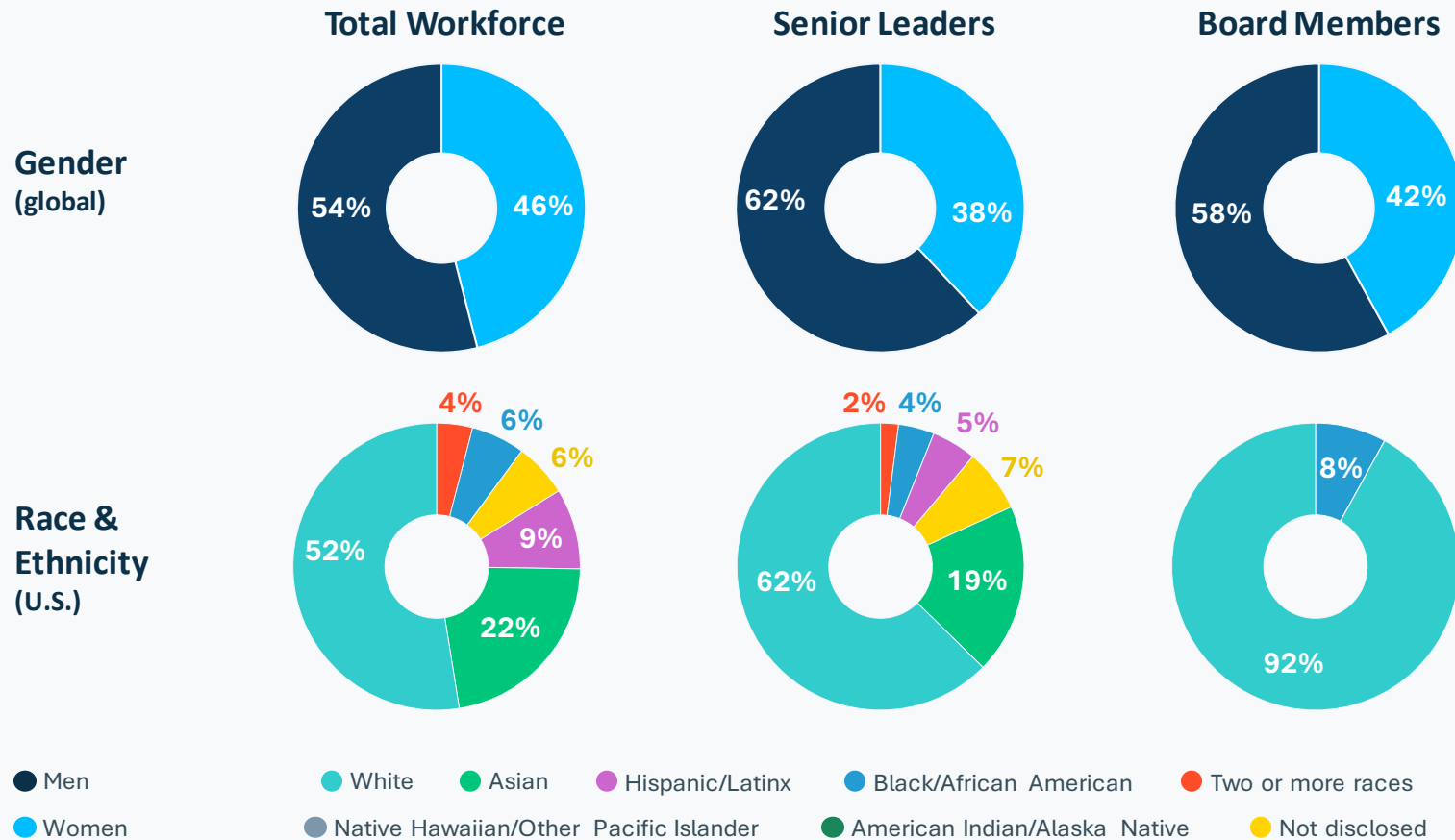
Angela Lovelace

Chief Diversity, Equity and Inclusion Officer, SVB

“This is a transformative time for diversity, equity and inclusion at SVB. We have made many strides by building a strong foundation; and we look forward to furthering our journey to create, nurture and sustain a global, inclusive culture — where different perspectives drive innovation.”

Diversity at SVB

Workforce Demographics*



View our 2021 UK Gender Pay Gap Report [here](#)

Workforce and senior leadership data is as of December 31, 2022. Board member data is as of September 14, 2022. To align with government reporting requirements, the data uses gender categories of male and female. SVB recognizes that this does not reflect all genders including people identifying as trans and non-binary. We report racial demographic metrics using categories defined by the US Equal Employment Opportunity Commission. Race and ethnicity figures represent U.S. employees only, as regulatory requirements governing data collection and privacy preclude comprehensive data collection in our international offices. We are exploring how we can effectively track and share data on our global workforce. Categories with less than 1% representation do not appear in the graphs. Not disclosed represents individuals who did not choose to disclose gender, race and ethnicity data. Senior leadership includes our Executive Committee (including executive officers) and leaders from certain top levels of SVB's two highest bands of management.

Accountable to our goals



We set goals to make a meaningful difference and hold ourselves accountable in a transparent manner.

Goals are excerpted from our 2022 ESG Report.

EMPLOYEES TO PARTICIPATE
IN DEI EDUCATION

100%
by 2023

INCREASE **WOMEN** IN SENIOR
LEADERSHIP ROLES GLOBALLY

43%
by 2025 (total)

INCREASE **BLACK/AFRICAN AMERICAN**
REPRESENTATION
IN US SENIOR LEADERSHIP ROLES

5%
by 2025 (total)

INCREASE **HISPANIC/LATINX**
REPRESENTATION IN US
SENIOR LEADERSHIP ROLES

6%
by 2025 (total)

INCREASE TOTAL CUMULATIVE SPEND
WITH **DIVERSE SUPPLIERS**

8%
by 2026 (total)

SELECT ACCOLADES



CORPORATE PLEDGES



KEY PARTNERSHIPS



THE EXECUTIVE
LEADERSHIP COUNCIL



STARTOUT

DEI in action



TALENT

- Transparent EEO-1 workforce data
- Diverse candidate slate initiative
- DEI goals and action plans
- DEI metrics dashboards to advance accountability and representation
- Talent development programming

INCLUSION

- Employee Resource Groups (ERGs)
- Conversation Circles, Real Talk and thought leadership sessions
- Employee Inclusion Index survey
- Quarterly, CEO-led DEI Town Halls
- DEI learning paths – topics include fair pay, allyship

ECOSYSTEM

- UK Gender Pay Gap Report
- Included in Bloomberg Gender-Equality Index
- Partnership with client base to support their DEI objectives and growth
- Strategic alignment with diverse organizations to amplify brand

Spotlight on our Impact



David Escamilla

Lead Analyst, Financial Intelligence Unit
SVB

"ERGs are crucial for SVB as they serve as a vehicle to help recruit, retain and develop employees from underrepresented groups, while creating a place of belonging and ensuring everyone feels empowered to bring their whole selves to work. Embracing diverse perspectives is not only an important SVB value, but it is imperative for the company's success. It has been an honor being Chair of SVB's HOLA ERG, or Hispanic/Latinx Organization for Leadership and Advancement, and I am excited for our continued work to create a more diverse and inclusive workplace."



Marisa Nzekwe

Vice President, Global Markets
Silicon Valley Bank UK Limited

"Co-leading the BLAC ERG has been an exciting journey of growth and opportunity which has given me a platform to inspire, ignite and foster an inclusive culture at SVB. I've also been inspired by my fellow co-leaders who I've had the privilege to work with. Together, we amplify the work of our Black ERG to ultimately increase employee engagement, inclusive of our allies. It has been a transformational experience, which has afforded me the opportunity to drive change on topics that I am truly passionate about."

In 2021, we launched our first **Employee Resource Groups (ERGs)**. More than **1,450** SVB employees participate in at least one ERG in the US, UK and other international regions.

Our ERGs raise the visibility of multiple dimensions of diversity in our global workforce and offer formal and informal development opportunities.

David Escamilla, Chair of the Hispanic/Latinx ERG, and Marisa Nzekwe, Co-Chair of the Black ERG and sub-committee lead for the EMEA Racial Equity ERG, share their experiences.

Employee Resource Groups



Championing Inclusion in the Innovation Economy



Our commitment to advance inclusion and opportunity

Access to Innovation

We launched our signature Access to Innovation program to create opportunities across the innovation economy – because when more people get the chance to share unique perspectives and ideas, there’s no limit to where bold thinking can take us.

By leveraging powerful connections among founders, funders and talent, SVB is helping advance equity and inclusion.

How we take action



Increase the pipeline of diverse talent for our clients with powerful partnerships.



Connect diverse groups to SVB’s vast network within the innovation economy.

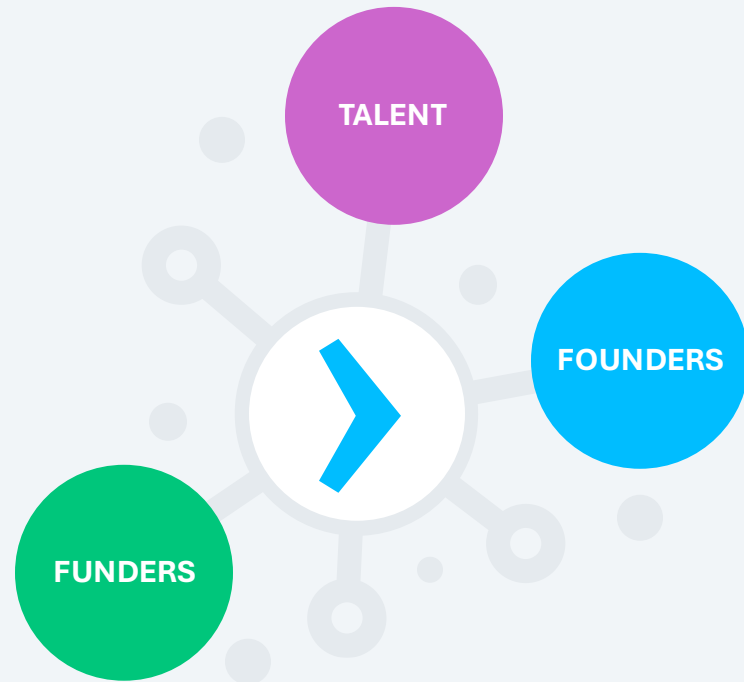


Unlock greater access to capital, professional relationships and career opportunities.



Increasing representation of and funding to underrepresented groups in the innovation economy

By connecting diverse groups to SVB's vast network



Supporting professionals as they join the innovation economy or advance to positions of greater influence.

- Specialized training & upskilling, including board readiness
- Emerging career development, including SVB VC Fellows Program
- Vast network of clients across innovation industries

Supporting founders to improve their companies' probability of success.

- Startup support
- Access to funding
- Leadership development opportunities

Supporting funders to increase representation among check writers.

- Investment opportunities
- Education and professional development



OUR PARTNERS

ALL RAISE

BLCK VC

THE boardlist

bolster

BVCC

LATINX VC

PATHSTREAM

VALENCE

venture forward

yearup

“Access to Innovation is changing the face of the innovation economy. This work is an imperative for the continued success of the sector and our program is an enormous value-add for SVB clients looking to grow.”



Tosh Ernest

Head of Access to Innovation, SVB



Spotlight on our Impact



Lewis Campbell

SVB Fellow placed with Material Impact

“One of the biggest inhibitors to success for people coming from underrepresented backgrounds is a lack of exposure – they don’t know what is possible for their future. That is why programs like this are critical – to give us a glimpse of what is possible. Over the past year, this opportunity to witness motivated individuals working on their passion projects has emboldened me to pursue challenges that spark my own curiosity and begin building my career.”



Corinna X. Chen

Partner, Material Impact

“It is so important to cultivate a next generation of professionals who represent the inherent diversity of our communities. The SVB Fellows Program provides opportunity, experience and mentorship to talented young professionals from communities that have traditionally lacked access. This program enables Fellows to broaden their networks and achieve their ambitions. Greater diversity among investors will lead to greater diversity in entrepreneurs funded, resulting in more successful companies.”

The SVB Fellows Program connects talented emerging professionals with distinguished VC firms.

Launched in 2022, SVB and our partners designed the SVB Fellows Program to create pathways for a new generation of women, Black and Latinx investors to succeed in the VC industry, and benefit VC firms by helping them find talent with diverse backgrounds, experiences and ideas.

Our aspiration is that this program will accelerate the flywheel effect of innovation investing while increasing representation in the industry.

Supporting Our Communities



SVB engages in our communities

CONTRIBUTING TO
NOT FOR PROFITS

\$20M

DONATED

28K hrs

VOLUNTEERED

2022

\$1.6B*

LOANED TO SMALL BUSINESSES

Outstanding

CRA RATING – 2021**

AFFORDABLE HOUSING
FROM 2002–2021

\$1.6B

LOANED

\$1.1B

INVESTED

10,000+

AFFORDABLE
HOUSING UNITS



*Community Reinvestment Act reportable small business loans. 2021
**Received Outstanding rating for SVB's 2018-2020 CRA Strategic Plan in 2021.

Investing in our communities

Community Benefits Plan

In 2021, we announced our five-year, \$11.2 billion Community Benefits Plan that builds on our long-standing commitment to support small businesses, finance affordable housing, reinvest in low-and moderate-income communities in Massachusetts and California, and support charitable causes via philanthropy and volunteering.

\$11.2 billion Community Benefits Plan

2022-2026



\$5.0
billion

in small
business loans
of \$1 million
or less



\$4.8
billion

in Community
Reinvestment Act
community development
loans and investments



\$75
million

in charitable
contributions in CRA
coverage areas



\$1.3
billion

in residential
mortgages to LMI
borrowers and in
LMI census tracts



Craig Robinson
Head of Corporate Social Responsibility

“Strong communities serve us all with greater economic and social stability. We are proud to contribute to the vitality and well-being of our communities.”

Spotlight on our Impact



Fiona Hsu

Head of Community Development Finance,
Silicon Valley Bank

“The affordable housing units and small businesses financed by CDFIs are essential for thriving communities. We are pleased to continue our longstanding relationships with these CDFI partners, who will use the investments to make a positive impact in the historically under-resourced communities they serve.”

In December 2022, Silicon Valley Bank announced investments totaling \$17.5 million to four community development financial institutions (CDFIs) dedicated to delivering responsible, affordable lending to low-income and underserved communities.

The investment recipients are: Accion Opportunity Fund, Community Vision Capital & Consulting, Grameen America, Inc. and Housing Trust Silicon Valley. The recipients are all organizations led by women and people of color, a priority area of investment defined in SVB’s Community Benefits Plan.

The investments were led by Silicon Valley Bank’s Community Development Finance division, which works with community development organizations, nonprofits and government agencies to finance building projects and assistance programs in low- and moderate-income areas to create stronger and more resilient communities.

DEI Developments Q4 2022

Recent highlights from our work towards a more diverse, equitable and inclusive innovation economy



SVB Celebrates the Black Innovation Community at AFROTECH Conference October 2022

SVB returned to AFROTECH, the largest Black tech conference in the world, for the 4th consecutive year as a sponsor, joining a global community of 15,000+ Black tech innovators.

SVB's presence at the conference was its boldest yet, with more than 200 SVB representatives and partners sharing our story, building relationships, networking with prospective clients and recruiting future talent.



SVB was proud to host a memorable discussion with Grammy Award-winning rapper turned tech investor Chamillionaire. In our standing-room-only panel, joined by SVB's Head of Access to Innovation Tosh Ernest and Director of Private Bank and Wealth Advisory Relationship Management Courtney Leffall, Chamillionaire discussed his entrepreneurial ventures, his investment philosophy, and the ways he's working to make the tech ecosystem more inclusive and accessible to the Black community.

SVB's presence at AFROTECH and similar efforts continue to strengthen and showcase our deep commitment to advance inclusion and opportunity in the innovation economy.



About SVB

SVB is the financial partner of the innovation economy, helping individuals, investors and the world's most innovative companies achieve their ambitious goals. SVB's businesses — Silicon Valley Bank, SVB Capital, SVB Private and SVB Securities — together offer the services that dynamic and fast-growing clients require as they grow, including commercial banking, venture investing, wealth planning and investment banking. Headquartered in Santa Clara, California, SVB operates in centers of innovation around the world. Learn more at svb.com/global.

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