

# Environmental, Social and Governance Report 2022

A Review of Our Corporate  
Responsibility Practices



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SVB ESG REPORT

# About This Report

The information and data included within this report reflect fiscal year ended December 31, 2021, unless otherwise noted.

Our ESG reporting is aligned with our long-standing commitment to transparency and accountability, and is designed to provide our stakeholders with meaningful ESG data and descriptive goals that are significant to our business. Our ESG disclosures are informed by, and updated to reflect, our business strategy, stakeholder feedback, evolving best practices and industry-leading ESG frameworks, standards and guidelines. We reference and report our information based on several disclosure frameworks, including the Sustainability Accounting Standards Board (SASB) Commercial Bank Sector Standard and the World Economic Forum's (WEF) Stakeholder Capitalism Metrics, in addition to separately responding to the Financial Stability Board's Task Force on Climate-Related Financial Disclosures (TCFD) and CDP. Where the report references specific metrics, they are denoted at the bottom of the relevant page. The environmental data in this report has been verified by Lloyd's Register Quality Assurance (LRQA).

Thank you for your interest in our ESG programs and practices. We are pleased to share how our long-standing commitment to innovation, combined with our deep experience supporting investors and evolving technology companies, enables us to contribute to a more just and sustainable world through our own business and the work of our clients.

Please share questions and comments about this report by contacting us at: [ESG@svb.com](mailto:ESG@svb.com)





SVB ESG REPORT

# A Message from Our CEO

At SVB, enabling economic opportunity and innovation for positive change is the hallmark of our business. We have succeeded by being the best financial partner to visionary innovators, investors and influencers bringing solutions to build a better world. As we — and our partners in the innovation economy — invest in what’s next, we believe we have a responsibility to help produce more benefits for more people and to pursue a just, fair and sustainable world. Our 2022 ESG report lays out our strategies and initiatives to accomplish that by addressing the issues that are important to SVB, our employees, clients and stakeholders.

## Investing in people

With nearly 7,000 employees around the world, SVB is committed to giving more people with diverse backgrounds and perspectives the opportunity to thrive, both at SVB and in the larger innovation sector. At the heart of this commitment is our effort to foster a more inclusive culture — one that demonstrates the value we place on respect, belonging and equal access to opportunity at SVB. We are committed to increasing racial, ethnic and gender representation. In the broader innovation economy, we are focused on breaking down systemic barriers to entry and success by investing in opportunities that ensure more founders and investors with a range of experiences and ideas are represented in our ecosystem and can access the funding and support they need to realize their dreams.

To better serve our clients with expanded capabilities, we added to our team in 2021 with the acquisition of Boston Private, a leading provider of wealth management, trust and banking services. Based on this growth, we are also able to expand our services to reach more low- and moderate-income communities. Last year, we also added a technology practice to SVB Securities, expanding our team of experts and building on our investment bank’s success in the healthcare sector.





## Financing solutions for a healthier planet

We believe that the transition to a low-carbon world will hinge on innovation across the full spectrum of climate-related activities and industries. Building on nearly 40 years of partnership with entrepreneurs and more than a decade of innovation supported by our Project Finance and Climate Technology & Sustainability teams, SVB has committed to provide at least \$5 billion in loans, investments and other financing by 2027 to support companies advancing sustainability technologies. Internally, SVB has set a goal to be carbon neutral by 2025, which will include use of 100% renewable energy.

## Supporting our communities and amplifying the efforts of our employees

Throughout our history, we have supported communities where we live and work, and we have recently expanded those commitments. In 2021, we unveiled our five-year \$11.2 billion Community Benefits Plan, which provides investments to expand our financing of affordable housing, address the financial needs of low- and moderate-income people, and support small businesses, entrepreneurship and economic development. In addition, we are collaborating with our community partners to drive greater support for their programs and goals, while working with our employees to increase the impact of their giving and volunteering efforts. I am particularly grateful for SVB employees who generously volunteer their time and skills to support our giving goals as a member of the Pledge 1% movement.

## Living our corporate values

Our values guide everything we do. We start with empathy, take responsibility, speak and act with integrity, embrace diverse perspectives, and keep learning and improving. These values inform our business decisions, determine how we support and reward our employees, shape our relationships with our clients and communities, and help drive our progress toward our ESG priorities.

SVB's long history of serving and championing the innovation economy has accustomed us to seizing opportunities and adapting to new conditions in a fast-changing world. We encourage you to follow our ESG progress as we take on the challenges and support the principles that we and our stakeholders value in the pursuit of innovation for a better world.

**Greg Becker**  
President and CEO  
SVB



# 01

SVB ESG REPORT

# The Financial Partner of the Innovation Economy

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# 2021 ESG Highlights



## Environmental

**4,643,500**

Tons of annual CO<sub>2</sub> avoided across 18 deals completed by SVB's Project Finance team



## Social

**6**

Employee Resource Groups established, fueling a culture of belonging



## Governance

**45%**

Of our Board of Directors are women, including our new Chair as of 4/21/2022

**52%**

Reduction in GHG emissions from 2019 baseline in alignment with our Carbon-Neutral Operations goal

**\$18 Million**

Donated approximately \$18 million to charitable causes in 2021, surpassing our annual Pledge 1% goal

**Outstanding**

Received our first ever Outstanding rating for our 2018-2020 CRA Strategic Plan

**\$5 Billion**

Sustainable Finance Commitment by 2027

**6,058**

Lives reached through events and mentorships via our Access to Innovation program

**4**

Disclosed against 4 ESG disclosure frameworks: CDP, SASB, TCFD and WEF

**TCFD**

Published our first TCFD Report in 2021

**\$11.2 Billion**

Established 2022-2026 Community Benefits Plan

**OKR**

Instituted OKR measurement system, enabling efficient review of results versus goals

# 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. Together SVB’s businesses — Silicon Valley Bank, SVB Capital, SVB Private and SVB Securities — offer services dynamic and fast-growing clients require as they scale, including commercial banking, venture investing, wealth management and investment banking. Headquartered in Santa Clara, California, SVB operates in centers of innovation around the world. Learn more at [svb.com/global](https://svb.com/global).

## Our Company

We serve our clients’ needs through four businesses



Where innovations can be found  
Global locations



● SVB’s offices

**International Offices**  
US | UK | Canada | China | Denmark | India | Ireland | Germany | Israel

Business development offices: Shanghai, Beijing, Dublin, Vancouver and Montreal.

Representative offices: Copenhagen, Hong Kong and Tel Aviv.  
Lending branches: Frankfurt and Toronto.

SVB’s joint venture bank, SPD Silicon Valley Bank: Shanghai, Beijing and Shenzhen.

## Deep sector expertise

- CLEANTECH AND SUSTAINABILITY
- HARDWARE AND FRONTIER TECH
- PREMIUM WINE
- CONSUMER INTERNET
- FINTECH
- PRIVATE EQUITY AND VENTURE CAPITAL
- LIFE SCIENCE AND HEALTHCARE
- ENTERPRISE SOFTWARE



## 2021 Company Snapshot

### Global Business Stats



**6,500+**  
employees



**56**  
offices in  
9 countries



**14<sup>th</sup>**  
largest  
US bank

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### Financial Highlights For year-end 2021



**\$211.5B**  
total assets



**\$399B**  
deposits and client  
investment funds



**\$66.3B**  
total gross loans

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### Core Business Highlights

SVB Capital opens doors to innovation

**\$7.3B**  
in assets under management

SVB Private supports individuals and families

**\$19.6B**  
in assets under management

SVB Securities investment banking

**\$538M**  
in revenue\*

### Core Business Highlights

We work with:

- Nearly half of all US venture-backed technology and healthcare companies
- 55% of US venture-backed technology and healthcare companies that conducted IPOs in 2021

### Highlights and Recognitions

SVB was recognized in 2021 for growth and sustainability efforts:

America's Most Responsible Companies

**NEWSWEEK**

Best Banks in America (#9)

**FORBES**

Best Regional Banks (#1)

**BANK DIRECTOR**

Fastest-Growing Companies

**FORTUNE**

Inclusion in the

**BLOOMBERG GENDER-EQUALITY INDEX**

Inclusion in the

**GOLDMAN SACHS JUST U.S. LARGE CAP EQUITY ETF**

Member of

**PLEDGE 1%**

\*Consists of investment banking revenue and commissions. This is a non-GAAP financial measure. All data is as of year-end 2021.



# 02

SVB ESG REPORT

## Living Our Values: Our ESG Strategy and Goals

# Living Our Values: Our ESG Strategy and Goals

## Our Values



We start with empathy for others



We speak and act with integrity



We embrace diverse perspectives



We take responsibility



We keep learning and improving

## Living Our Values

SVB's values guide our actions. We help investors and promising companies innovate, thrive and create jobs; provide a culture where our employees can learn and grow; and, together with our clients and employees, build a more equitable and sustainable world. Five core values define our culture and serve as a foundation for conducting business and guiding our ESG program.

## Our ESG Strategy and Goals

We are working holistically across SVB and with our stakeholders to continue to enhance our ESG initiatives, leveraging our deep relationships with investors and innovation companies, as well as our capabilities, resources and networks, to drive the most impact. We identified the most relevant ESG priorities based on our purpose and strategy, stakeholder feedback, ESG reporting frameworks and standards, and industry best practices. The results of our assessment informed our approach to address critical, long-term needs for our business and stakeholders. We grouped these ESG priorities into six strategic initiatives to focus our ESG efforts:

### Strategic Initiatives

**Engaging and Empowering Employees:** Our people are key to our success, and we invest to support their growth and well-being.

**Building a Culture of Diversity, Equity and Inclusion at SVB:** We embrace diverse perspectives and foster a culture of belonging.

**Championing Inclusion in the Innovation Economy:** We are committed to advancing inclusion and opportunity in the innovation economy.

**Supporting Communities Where We Live and Work:** We invest in and give back to the community to help those in need.

**Advancing the Transition to a Sustainable, Low-Carbon World:** We support companies driving positive environmental change while reducing our own carbon footprint.

**Practicing Responsible Corporate Governance:** We uphold ethical standards and act with transparency and accountability.

Supporting our employees, operating as a champion of innovation and giving back to our communities have consistently been core to our business. Our ESG goals are an extension of these objectives, and we set targets to make a meaningful difference while holding ourselves accountable to our stakeholders in a transparent manner.

Strategic Initiative	Goal	Target
Engaging and Empowering Employees	SVB employees to participate in diversity, equity and inclusion education	100% by 2023
Building a Culture of Diversity, Equity and Inclusion at SVB	Increase women in senior leadership roles globally	43% total by 2025
	Increase Black/African American representation in US senior leadership roles	5% total by 2025
	Increase Hispanic/Latinx representation in US senior leadership roles	6% total by 2025
	Increase total cumulative spend with diverse suppliers	8% total by 2026
Championing Inclusion in the Innovation Economy	Reach underrepresented individuals in the innovation economy with access to information, education and opportunities through our Access to Innovation program	10,000 individuals annually
Supporting Communities Where We Live and Work	Small business loans of \$1 million or less, as defined by the Community Reinvestment Act (CRA)	\$5 billion total by 2026
	CRA community development loans and investments	\$4.8 billion total by 2026
	Charitable contributions in CRA coverage areas	\$75 million total by 2026
	Residential mortgages to low- and moderate-income (LMI) borrowers and in LMI census tracts	\$1.3 billion total by 2026
Advancing the Transition to a Sustainable, Low-Carbon World	Increase loans, investments and other financing to support companies working to accelerate the transition to a more sustainable, low-carbon world	\$5 billion total by 2027
	Carbon-neutral operations	100% by 2025
	Renewable electricity use	100% by 2025
Practicing Responsible Corporate Governance	SVB employees to complete annual compliance training	100% annually
	Disclose against ESG frameworks	At least 3 annually



Our ESG program governance is aligned with our overall approach to strong corporate governance. Our ESG governance practices include board oversight, program management, involvement across our business units, and a commitment to transparency and accountability.

## ESG Governance Structure

**Board of Directors** Our Board of Directors has adopted clear corporate governance policies and is committed to providing oversight of our corporate governance process. The corporate governance guidelines, established by the Board of Directors, provide the framework for the governance of SVB, including oversight of ESG, and are reviewed annually.

Our Board Committees have various governance roles:

- In 2022, our Governance Committee changed its name to the **Governance and Corporate Responsibility Committee** and expanded its oversight of the ESG strategy and program. The committee's oversight now includes environmental sustainability, climate change and the company's external DEI initiatives (e.g., through our supply chain), as well as Board diversity. The committee also oversees our philanthropic strategy and advocacy activities.
- Our **Compensation and Human Capital Committee** oversees our human capital, including internal, employee-related DEI efforts.
- Our **Audit Committee** oversees our regulatory disclosures on ESG, such as on human capital.

With respect to the membership of SVB's Board of Directors, the primary areas of experience, qualifications and attributes we typically seek include, but are not limited to, the following areas related to ESG:

- Experience in public company governance, including corporate governance best practices and policies and managing relations with, and reporting to, key stakeholders.
- Knowledge of, or experience with, key risk oversight and risk management functions to help oversee the dynamic risks we face.
- Experience in managing DEI-related activities within a broader talent strategy.

**CEO** Our CEO oversees SVB's ESG strategy and program across businesses and functions. The CEO reviews and approves our ESG goals, commitments and budgets, and their alignment with our corporate strategy and objectives, and SVB's Sustainable Finance Commitment, providing relevant updates in company communications to internal and external stakeholders.



Executive Committee	Our Executive Committee (EC) oversees the integration of ESG strategy into our business and functions. Certain EC members have ESG leadership roles. Our Chief Marketing and Strategy Officer is the executive sponsor for ESG, responsible for championing and guiding our strategy and program. Our Chief Risk Officer is responsible for embedding ESG into our risk framework. Our SVB business leaders are responsible for implementing commercial strategies to advance our Sustainable Finance Commitment.
ESG Program Office	Our ESG Program Office develops SVB’s ESG strategy, road map, goals, policies, key performance indicators, budget and measurement. It is responsible for cross-functional collaboration, execution, coordination, reporting and communication. The Program Office is led by our Head of Corporate Social Responsibility, along with an ESG Director and a Climate Risk and Strategy Director.
ESG Advisory Committee	Our ESG Advisory Committee comprises SVB senior leaders from across the organization. It provides input and strategic direction to the ESG Program Office and ESG Working Groups, and ensures business or function accountability for program execution, as well as strategy and goal alignment.
ESG Working Groups	<p>Cross-functional working groups execute specific ESG initiatives:</p> <ul style="list-style-type: none"> <li>• <b>Sustainable Finance Working Group:</b> Develops strategy and monitors progress against SVB’s Sustainable Finance Climate Commitment</li> <li>• <b>Investments Working Group:</b> Reviews updates from our businesses on sustainability and investing-related initiatives and client engagement, and discusses opportunities to collaborate and share best practices</li> <li>• <b>Climate Risk Working Group:</b> Recommends, monitors and supports implementation of climate risks and opportunities</li> <li>• <b>Operational Climate Working Group:</b> Monitors and supports implementation of operational greenhouse gas reduction initiatives</li> <li>• <b>ESG Communications and Disclosures Working Group:</b> Recommends ESG disclosure strategy and writes and gathers approvals for ESG disclosures</li> <li>• <b>Risk Working Group:</b> Develops, monitors and supports implementation of ESG risk strategy and policy</li> <li>• <b>DEI Governance Working Group:</b> Oversees and manages DEI disclosures and response to related external inquiries and requirements</li> <li>• <b>Green Team:</b> Focuses on internal sustainability interests and activities, led by employee volunteers</li> </ul>



# 03

SVB ESG REPORT

## Engaging and Empowering Employees



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Engaged employees do their best work on behalf of our clients. We place a high value on understanding what we are doing well and what we could do better to ensure SVB is a place where our employees can perform at their best and bring their whole selves to work every day.

**Chris Edmonds-Waters**  
Chief Human Resources Officer

# Engaging and Empowering Employees

## Creating a Community of Engaged and Inspired Employees

By listening to our employees and investing in their professional development and well-being, we support their dedication to helping our clients succeed and delivering great outcomes for our shareholders and communities. SVB fosters a culture of respect, equity and belonging led by our corporate SVB Values. We offer holistic benefits to support the mental, physical and financial well-being of our employees and their families. We also offer learning and development opportunities to help our employees realize their potential and achieve their personal career goals for long-term success. Our comprehensive suite of employee benefits helps us attract and retain the talent we need to grow our business and help fuel the innovation economy.

More information about life at SVB can be found on our [Careers](#) website or on our Instagram channel [@siliconvalleybank](#) #lifeatsvb.

## Listening to Our Employees

We encourage regular and transparent feedback. Twice a year we survey all employees regarding happiness, retention and inclusion at SVB. We share the findings with all employees and take action in areas needing improvement. By leveraging technology, we deliver regular, targeted guidance to our managers based on their team's survey feedback. This helps managers make incremental improvements throughout the year.



## How We Listen

We listened to our employees when creating the Connected Workplace, our flexible working model that provides employees with options to shape the way they work. In the Connected Workplace we embrace the best of remote and in-person collaboration, with most employees managing their day-to-day work from home and using our offices to collaborate and connect with our clients, our business and, most importantly, each other.

## Talent Attraction, Retention and Promotion

### Professional Development

SVB's Value to keep learning and improving underpins our approach to the professional development of our employees. SVB's Associate Development Program (ADP) gives entry-level associates advanced, hands-on training in areas such as credit risk assessment, loan portfolio management and client relationship skills. Twice a year, we select more than 30 recent college graduates and working professionals (with up to two years' experience) to join a cohort. Each cohort completes 10 weeks of intensive training, followed by 8-18 months of direct team rotational support, with each rotation lasting six months and associates typically completing three rotations during their journey in the ADP program. Our Palo Alto/San Francisco, New York City and Newton, Massachusetts locations are regional hubs for this premier entry-level development opportunity, allowing the associates to work closely with SVB professionals supporting our clients.

Our Global Learning Delivery Center (GLDC) provides the learning management delivery framework to support SVB's strategic direction globally. GLDC drives commitment to learning objectives by serving as the core growth engine for SVB's business landscape to develop our talent. From LinkedIn Learning and degreed courses to formal leadership development programs, our learning and talent development offerings are expanding to equip our employees with the skills and knowledge they need today and tomorrow.

For employees seeking development through formal education programs, SVB offers Education Assistance, which includes reimbursement for tuition, fees and textbooks required to earn a certification, designation or degree relevant to their career path at SVB.



## Mental well-being

At SVB, your mental health is considered just as important as your physical health — and we provide access to a wide variety of training, coaching and counseling options to support you when you need it.



## Physical well-being

No matter which location you call home, we provide benefits, support and resources to help you stay active, healthy and connected.



## Financial well-being

Wherever you are in your financial journey, in addition to our robust compensation packages and retirement plans, we have targeted resources to help you along the way.

## Benefits

Supporting our employees with comprehensive and competitive benefits helps us attract and retain the best talent in the industry. We continuously seek new ways to support our employees, and added several new benefits to our package in 2021:

- **Mental well-being:** We introduced a service called Modern Health to provide our employees and their families with a new way to receive free, confidential mental health support during the uncertain times of the COVID-19 pandemic. We also increased the benefits offered through our Employee Assistance Program, which offers counseling on a variety of topics for our employees. All regular full- and part-time employees, their spouses (legal or common law) and dependent children (to age 26) are eligible for this program.
- **Physical well-being:** We expanded our health insurance to offer SVB employees an additional medical plan option at a lower monthly contribution. This new plan provides comprehensive medical and pharmacy coverage, uses the same robust provider network as other plans and allows employees to set aside pretax funds to pay for healthcare expenses via a Health Savings Account.
- **Financial well-being:** We also added an ESG Index Fund to our 401(k) and Deferred Compensation Plan so employees have additional investment opportunities that may align with their personal financial objectives and priorities. The Index excludes companies that do not meet the United Nations Global Compact principles and certain diversity standards.

SVB offers competitive benefits in all our international locations. For a full list of our benefits by region, please visit our [Global Careers](#) webpage.



# 04

SVB ESG REPORT

## Building a Culture of Diversity, Equity and Inclusion at SVB

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2021 was a transformative year for diversity, equity and inclusion at SVB. We made many strides by building a strong foundation; and we look forward to another great year of furthering our journey to create, nurture and sustain a global, inclusive culture — where different perspectives drive innovation.

**Angela Lovelace**

Chief Diversity, Equity and Inclusion Officer

# Building a Culture of Diversity, Equity and Inclusion at SVB

## Diversity, Equity and Inclusion Statement

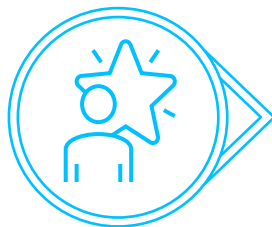
### Inclusion Ignites Innovation

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.

### Overview

Guided by our first Chief Diversity, Equity and Inclusion Officer (CDEIO) who has more than 20 years of experience, 2021 was a foundational year, setting the stage for all we will accomplish over the coming years. We created a diversity, equity and inclusion framework that enabled 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:



#### Talent

We will ensure equitable access and opportunity to increase the diversity of our global workforce



#### Inclusion

We will deliver a connected workplace where employees feel valued and are part of something greater, wherever they are



#### Ecosystem

We will harness the power of innovation to deliver transformative results to employees, shareholders and partners



## 2021 Highlights



Hired a team to form an Office of Inclusive Excellence



Launched our first six Employee Resource Groups



Designed an internal diversity dashboard



Ensured hiring leaders are exposed to a range of diverse candidates



Launched our first Inclusion Index



Introduced Conversation Circles, Real Talk gatherings and Next Now



Published our second annual UK Gender Pay Gap Report

Our CDEIO sits within Human Resources and partners with the CEO and Executive Committee to support and execute the DEI strategy. Our CDEIO also briefs management on various talent initiatives and key workforce metrics. We understand that systemic change requires a major commitment and we're in the early stages of a transformational journey to ultimately enable equitable access and opportunity within the SVB global workforce and the larger innovation ecosystem. We support these efforts with a Code of Conduct based on respect.

For additional information on how we are implementing our DEI strategy, please see our [DEI Overview](#).

## 2021 Highlights

- Hired a team of subject matter experts to form an Office of Inclusive Excellence that leads collaboration, designs practical solution-based outcomes and provides tools, research and advisory services across SVB's workforce.
- Launched our first six Employee Resource Groups (ERGs). We were strategic in our approach to ensure every group had the resources to accomplish their mission and allow ERG leaders to be recognized for their contributions.
- Designed an internal diversity dashboard to glean insights about our representation metrics and track employee life cycle trends, including employee mobility by gender, race and ethnicity. We also publicly disclosed our 2020 and 2021 EEO-1 workforce demographics to promote transparency.
- Implemented a diverse candidate slate mandate for US senior leader roles to ensure hiring leaders were exposed to a range of diverse candidates during the interview process.
- Launched our first Inclusion Index to understand how our employees currently experience SVB, and identified opportunities to strengthen our culture of inclusion, with the goal of enabling everyone to feel valued as a contributor at SVB.
- Introduced Conversation Circles, Real Talk gatherings and Next Now thought leadership sessions to encourage employee awareness and discussion on contemporary societal topics.
- Published our second annual [UK Gender Pay Gap Report](#), and launched employee DEI learning paths, leadership development and strategic partnerships to support our strategy and achieve long-term aspirations.

## Metrics

Gender  
(Global)

Race &  
Ethnicity (US)

Total Workforce



Senior Leadership



Board



- Women
- Men
- White
- Hispanic/Latinx
- Two or more races
- American Indian/Alaska Native
- Asian
- Black/African American
- Native Hawaiian/Other Pacific Islander
- Not disclosed

[See our 2021 EEO-1 report \(US only\) >](#)

We report demographic metrics using racial categories defined by the US Equal Employment Opportunity Commission. Race and ethnicity figures represent US 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. Senior leadership includes anyone in the following job levels: Executive Committee (includes our executive officers) and leaders from certain top levels of SVB's two highest bands of management. Categories with less than 1% representation do not appear in the graphs. Not disclosed represents individuals who chose not to disclose gender, race and ethnicity data. All data is as of 12/31/2021. Board data is as of 4/22/2022. Note: Refer to our [Diversity, equity & inclusion webpage](#) for more information, including our DEI report, UK Gender Pay Gap Report and EEO-1 data.

## Attracting Talent

Our employees are what make SVB successful, and if we don't have the best talent, we will not win in the marketplace. We understand there is continuous opportunity for improvement with regard to women and racial and ethnic populations in the workplace. We saw incremental progress in 2021 and acknowledge there's much more work to be done.

- Women represent **46%** of our global workforce, an increase of 1 percentage point since 2020.
- Black/African American employees represent **5%** of our US workforce, up 1 percentage point since 2020.
- Hispanic/Latinx employees represent **9%** of our US workforce, up 1 percentage point since 2020.
- Two or more races, Native Hawaiian/Other Pacific Islander and American Indian/Alaska Native employees, represent **4%** of our US workforce, and this percentage has remained flat since 2020.
- Asian representation, which includes several ethnic groups, represent **23%** of our US workforce, down 2 percentage points compared to 2020.

Attracting the best talent in the market will not happen without accelerated commitments. There is a clear opportunity to improve representation across all levels, especially for women, Black/African American and Hispanic/Latinx individuals in senior leadership. We are prioritizing these efforts and introduced goals earlier this year to strengthen hiring and amplify talent development initiatives to create paths to senior leadership. Please see [page 12](#) for more information on our goals. (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).

## Promoting an Inclusive Workplace

In 2021, we introduced the Inclusion Index, comprised of six questions to measure employee sentiment, as part of our semiannual employee happiness and retention survey. We also stay regularly informed by listening to employee sentiment shared at our quarterly DEI town halls, Real Talk conversations and other informal feedback loops. We successfully launched our first six Employee Resource Groups to raise the visibility of our diverse workforce and offer formal and informal development opportunities. In addition, we launched a learning journey series of courses focused on allyship.

We embrace and support diverse families globally, no matter how our employees choose to define family. We offer our inclusive family-building benefit for every path to parenthood, including for single parents by choice, LGBTQ+ individuals and couples, and those choosing to preserve their fertility. Our benefits offer adoption and surrogacy services, among other family benefits, and cover transgender reassignment surgery.

We are committed to providing human resource policies that are relevant, beneficial and reflective of our values. Our Code of Conduct, which is an extension of our values, provides a set of principles guiding professional and personal conduct for our employees as they engage with each other and interact with our clients and communities. Embedded in our Code are Anti-Discrimination and Sexual Harassment policies that express our zero tolerance for discriminatory or harassing behavior in our workplaces or while conducting business.

## Moving Forward

In 2022, we are positioned to further build on our foundation. In the first half of the year, we partnered with a premier consulting firm to measure how our employees individually experience belonging, measure the maturity of our talent pipeline, and measure our DEI infrastructure and initiatives. We facilitated focus groups in the US and international regions and captured the perspectives and experiences of more than 1,900 employees across SVB.

From our assessment, we learned our employees see and appreciate our commitment to DEI, and opportunities exist to increase representation for women and historically underrepresented groups in senior leadership in order to create a level playing field for all.

Our talent programs and initiatives will continue to evolve to address:

- Leadership accountability with a DEI lens in everyday behaviors, operations, recruiting and retention efforts
- Retention of women and diverse talent in the workforce
- Equitable access to growth opportunities for all remote teammates (or employees)

Lastly, we will continue to routinely seek action on employee feedback as a key mechanism for measuring overall sentiment as we build on our DEI foundation.

## Supplier Diversity

The value provided by our vendors has a direct impact on our business, which is why we consider the quality, experience, capability, local community commitment, prices and relationship of each vendor. As part of creating a more diverse, equitable and inclusive environment at SVB, we work closely with our vendors to expand our use of suppliers to include underrepresented racial and ethnic groups, women, veterans, people with disabilities and the LGBTQ+ community. By 2026, we will expand our corporate supplier annual spend with businesses owned by members of underserved communities to at least 8%.

Going forward, we will continue to build and optimize our partnerships with diverse organizations.



# 05

SVB ESG REPORT

## Championing Inclusion in the Innovation Economy

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Including a fuller spectrum of perspectives drives innovation. We launched Access to Innovation to boldly build an inclusive ecosystem — one that welcomes and celebrates all participants.

**Courtney Karnes**  
 Managing Director of  
 Access to Innovation

# Championing Inclusion in the Innovation Economy

Advancing women, Black and Latinx individuals to positions of influence in the innovation economy.

## Access to Innovation

Access to Innovation is SVB’s signature program designed to deliver on our commitment to advance inclusion and opportunity in the innovation economy, particularly for women, Black and Latinx individuals.



Increase  
**REPRESENTATION**  
 in the innovation economy

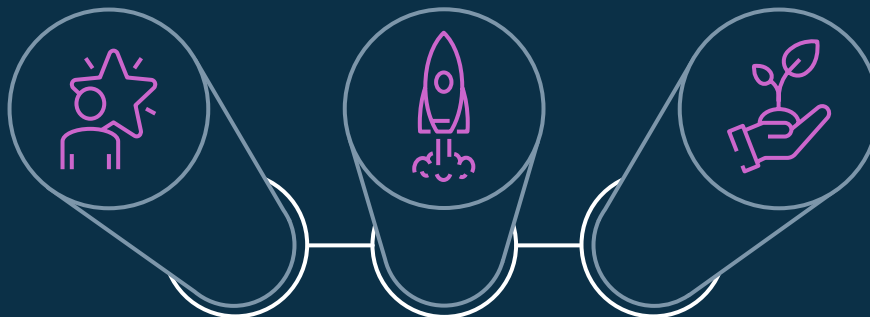


Increase  
**FUNDING**  
 in the innovation economy

We aim to harness SVB’s resources, experience and connections to address key barriers that prevent underrepresented groups from achieving positions of influence in the innovation sector, including access to information, capital and networks. We develop strategic partnerships — such as with Venture Forward, the nonprofit arm of the National Venture Capital Association focused on increasing diverse representation in the industry — and leverage our expertise to develop tools, programming and career experiences. The goal is to increase the pipeline of diverse talent for our client companies, from entry level to board member. We aim to reach 10,000 individuals annually with access to information, education and career opportunities. In 2021, we reached 6,058 lives through events and mentorship.



**Taking Action:**



**Talent**

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

**Founders**

Connect underrepresented groups to SVB's vast network within the innovation economy

**Funders**

Unlock greater access to capital, professional relationships and career opportunities

## Select Access to Innovation Programs

### SVB Fellows Program

In 2021, we launched our SVB Fellows Program, our initiative focused on supporting efforts to build a more diverse, equitable and inclusive innovation economy. The program is designed for Black, Latinx and women professionals looking to launch a career in venture capital. The fellowship program, created to address historically low diversity in the venture capital ecosystem, will connect talented, emerging professionals with entry-level positions at top venture capital firms. Fellowships last one to two years and are salaried with benefits or include a stipend to cover benefits.

SVB plans to support 20 fellows throughout 2022, identified in partnership with the Black Venture Capital Consortium (BVCC) on a rolling basis. Candidates are professionals who had previously participated in BVCC's career development programming. As the program expands, SVB will leverage additional recruitment channels to identify Latinx and women fellows.



### Expanding Opportunities for Women

SVB is a founding partner and investor in theBoardlist, which primarily connects women with global board opportunities. SVB is also a founding partner of All Raise, which aims to double the percentage of women in venture capital partner roles over the next decade and increase funding for female founders to 25% of total venture capital investment in five years. For the last 20 years, SVB has been a partner of Astia, which works to increase investment in women-led startups.

### Opening Doors for Emerging Talent

SVB partners with several organizations such as Career Ready in the UK, Year Up and ProMazo that help young people unlock their potential and prepare for a successful career. For example, Year Up encourages young adults ages 18 to 24 to reach their potential through an intensive one-year program that includes hands-on skills development, coursework eligible for college credit, a corporate internship and support for transitioning to a job in technology and other sectors. Since 2017, SVB has hosted close to 90 young professionals for six-month internships. We seek to help them identify long-term career opportunities with SVB or our client or partner companies once their internships conclude.

### Term Sheet DEI Statement

In 2021, our commercial banking team began including the SVB Global Commitment to Diversity, Equity and Inclusion in debt term sheets in order to raise awareness of our goal to create a more diverse innovation economy and increase awareness of Access to Innovation resources for clients.

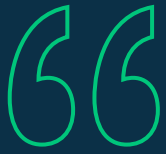
For more information on how SVB helps build partnerships and champions inclusion in the innovation economy, please visit our [Access to Innovation](#) webpage.



# 06

SVB ESG REPORT

## Supporting Communities Where We Live and Work



Strong communities serve us all with greater economic and social stability. We are proud to be in a position to contribute to the health and well-being of our communities.

**Craig Robinson**  
Head of Corporate Social Responsibility

# Supporting Communities Where We Live and Work

## Community Benefits Plan

As a leader in the innovation economy, 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. In 2021, we announced our \$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. The commitment will take place over a five-year period from January 2022 through December 2026.

**\$11.2 billion** Community Benefits Plan

2022-2026

A five-year plan to expand commitments to small businesses, increasing access to the innovation economy and investing in underserved communities in Massachusetts and California



**\$5.0**  
billion

in small business loans of \$1 million or less



**\$4.8**  
billion

in CRA 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



“

Our place and success in the innovation economy have fueled our expanding and increasing community development programs that help the most vulnerable populations in our communities access safe and affordable housing.

**Fiona Hsu**

Head of Community  
Development Finance

## Community Reinvestment Act

In 2021, we received our first “Outstanding” Community Reinvestment Act (CRA) rating for our 2018-2020 CRA Strategic Plan. We released a 2021-2023 CRA Strategic Plan, and then replaced it with our new 2022-2024 CRA Strategic Plan following the completion of our acquisition of Boston Private Bank and Trust Company. The plan covers new and expanded assessment areas: San Francisco Bay Area Assessment Area, Greater Los Angeles Assessment Area and Greater Boston Assessment Area.

The CRA requires the Board of Governors of the Federal Reserve System and the other federal bank regulatory agencies to encourage banks to help meet the credit needs of the entire community in which they conduct business while also operating in a financially safe and sound manner.

For more information on our new plan, please see our [Community Reinvestment Act Strategic Plan: 2022-2024](#).

## Affordable Housing

Affordable housing is essential for healthy communities. The rapid escalation of housing costs makes solving the affordability crisis in urban areas a critical issue. This is particularly true for several cities where SVB operates, notably the three assessment areas covered in our new CRA Strategic Plan, where access to affordable housing for low- and moderate-income families is a top priority. SVB is a longtime financier of affordable housing through an assortment of loans and investments, including supporting projects eligible for Low-Income Housing Tax Credits and providing grants and loans to affordable housing providers.

Between 2002 and 2021, SVB’s Community Development Finance division has committed approximately \$1.1 billion in investments and almost \$1.6 billion in loans to help build or rehabilitate close to 10,000 affordable housing units in the San Francisco Bay Area. These homes are designed for low- and moderate-income seniors, veterans, working families, people with disabilities and those who are chronically homeless. As SVB continues to grow, we look forward to continuing to support affordable housing.

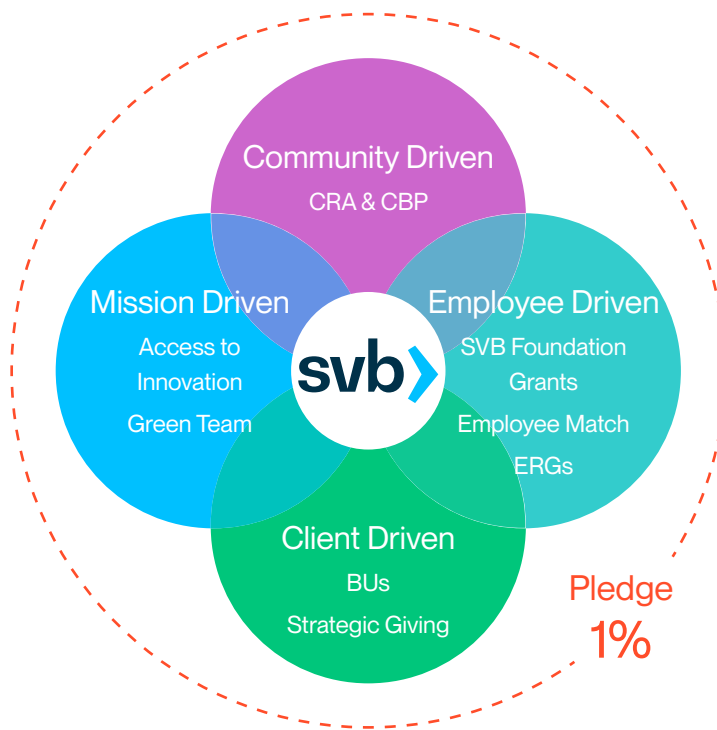




## Expanding Our Impact

We consider it our responsibility to give back by investing in people and organizations that promote strong communities. Our multipronged approach engages SVB employees, clients and community partners to more effectively address community needs. In recent years, we have invited our clients, partners and networks to participate in fundraising and volunteer opportunities, thereby increasing our overall impact.

We also support our employees who actively engage with charitable organizations by donating their time, expertise or funds. Many employees participate in SVB in the Community programs that fund various activities and organizations, some of which are highlighted in this section. We are particularly grateful for SVB employees who generously volunteer their time and skills to support our giving goals as a member of the Pledge 1% movement.



CRA: Community Reinvestment Act  
 CBP: Community Benefits Plan

ERGs: Employee Resource Groups  
 BUs: Business Units

## Special Programs

### Tech Gives Back

Tech Gives Back (TGB) is an annual week of community service hosted by SVB that engages our employees, clients and partners around the world to give back to the communities where they live and work. In 2021, we virtually celebrated TGB by offering global volunteer and fundraising opportunities with a diverse collection of nonprofits and our employees and clients completed more than 700 volunteer hours.

### Pledge 1%

We surpassed our annual goal of giving 1% of our net income to charitable causes in 2021 by donating approximately \$18 million via our various philanthropic programs. We also aspire to donate 1% of FTE time for volunteering and introduced a new benefit to provide one volunteer day to each employee annually.

In order to leverage the success of the innovation economy for the greater good, we donate to Founders' Pledge, which helps turn innovation economy success into contributions for the greater good.

Beginning in 2022, we will fund some of our charitable giving with a portion of income SVB gains from warrants when certain corporate clients are acquired or go public.

### Employee Matching

SVB's Matching Program supports employees' personal philanthropy by matching their individual donations to eligible nonprofit organizations. Each calendar year, every employee has a total of \$2,000 in matching funds available in addition to up to \$1,000 in Volunteer Rewards, based on \$25 per hour of volunteer time, that can be donated to a nonprofit organization. SVB employees may also make grant requests to the SVB Foundation. Grants are considered for nonprofit organizations where SVB employees volunteer.

## Select Community Partners and Programs

- **Supporting Youth Business:** Businesses United in Investing, Lending and Development (BUILD) has incubated more than 550 youth businesses and partnered with numerous schools across the US. SVB has given BUILD more than \$800,000, and our employees volunteer as BUILD board members, mentors and panel judges.
- **Helping Everyone Achieve Their Goals:** Best Buddies International is dedicated to ending the social, physical and economic isolation of the 200 million people in the world with intellectual and developmental disabilities. SVB partners with our clients to raise funds for the organization and has employed participants in the Best Buddies jobs program over the past 13 years. Since 2004, SVB has raised over \$7.1 million for Best Buddies International through events, including Best Buddies Challenge cycling events at Hearst Castle, California; Hyannis Port, Massachusetts; and Washington, DC, as well as Best Buddies Friendship Walks in the San Francisco Bay Area, Arizona and Washington, DC.
- **Promoting Financial Literacy:** We designed our financial literacy program, United and Counting, to teach primarily low- and moderate-income students key financial literacy skills. We offer the courses online to reach more students and increase the program's impact. Over the past three years, we have supported programs focused on financial education for grades 4-6, venture entrepreneurial exploration for grades 7-10 and financial literacy for high school. The three programs reach thousands of students annually:
  - **2019:** 2,155 active students representing over 6,000 cumulative learning hours
  - **2020:** 1,993 students representing over 5,000 cumulative learning hours
  - **2021:** 4,915 students representing over 10,000 cumulative learning hours



- Launching a Full-Ride University Scholarship Program:** In 2021, we launched a \$5 million needs-based University Scholarship Program and have funded approximately half to date. In total, SVB will provide 25 full-ride scholarships and SVB internships to students at four US-based universities: Arizona State University, Florida A&M University, Tulane University and Xavier University of Louisiana. Our scholarship program was funded by a portion of the net income SVB earned by participating in the Small Business Administration's Paycheck Protection Program (PPP) during the COVID-19 pandemic.

## COVID-19 Response and Community Support

Carrying over from 2020 and throughout 2021, SVB committed funding to support global, national and local COVID-19 relief activities focused on four areas: health, food security, shelter and small business relief. We donated a total of \$20 million in net PPP fees earned in 2020 in part for continued COVID-19-related relief.

## Support for India

Responding to the COVID-19 crisis in India, we increased support for our employees in need of medical care and equipment. In 2021, SVB and its employees made donations exceeding \$535,000 to causes supporting healthcare needs, including the installation of oxygen plants, ventilators, lab equipment, dialysis centers and oxygen concentrators in hospitals in the Bangalore region.





07

SVB ESG REPORT

# Advancing the Transition to a Sustainable, Low-Carbon World

[ABOUT SVB](#)

[ESG GOALS](#)

[TALENT](#)

[DEI AT SVB](#)

[ECONOMIC  
IMPACT](#)

[CITIZENSHIP](#)

[CLIMATE AND  
ENVIRONMENT](#)

[GOVERNANCE](#)

# TCFD Summary

As we continue to feel the evolving impact of climate change, we are more deeply integrating climate risks and opportunities into our business to support clients and drive our own decision-making. Rapid decarbonization of the economy will require innovative technology and new business models in every sector. For more details, please see our full TCFD report [here](#).

## Advancing the Transition to a Sustainable, Low-Carbon World

SVB recognizes the significant societal, ecological and economic threats of climate change. Given the work we do to support the innovation economy, we see our clients tackling the climate crisis in numerous ways through their innovations and investments. We enable entrepreneurs with inventions and new businesses that reduce greenhouse gas (GHG) emissions and take seriously the responsibility to reduce our own.

Through our Climate Technology & Sustainability and Project Finance teams, SVB finances businesses that are developing sustainable technologies to increase the efficient management and consumption of energy, food, clean water and other resources. To capture and accelerate this opportunity, we are deepening the integration of climate risks and opportunities into our governance structures, business strategy, risk management and public reporting.

To align with our objectives and industry best practices, we commit to disclosing and continuing to evolve our climate strategy in line with the recommendations of the Financial Stability Board's Task Force on Climate-Related Financial Disclosures (TCFD).

### TCFD Disclosure Summary

TCFD Disclosure	Summary
Governance	<p>In 2022, our Governance Committee changed its name to the Governance and Corporate Responsibility Committee and expanded its oversight of the ESG strategy and program. The committee's oversight now includes environmental sustainability, climate change and the company's external diversity, equity and inclusion initiatives (e.g., through our supply chain), as well as board diversity</p> <p>Executive Committee, chaired by SVB President and CEO Greg Becker, is responsible for the oversight of our ESG program and providing insight on ESG risks and opportunities related to SVB's business</p> <p>Chief Marketing and Strategy Officer is designated as the ESG Executive Sponsor, including responsibility for climate strategy</p> <p>Business unit leaders of the Climate Technology &amp; Sustainability team and the Project Finance team, who ultimately report to the President of Silicon Valley Bank through the Head of Technology and Healthcare Banking, are responsible for growing our climate finance business</p>



**TCFD Disclosure Summary**

Governance continued	Established ESG Program Office, reporting to the Head of Corporate Social Responsibility, to coordinate ESG working groups, strategy and implementation enterprise-wide, including hiring a Director of Climate Risk and Strategy to facilitate our climate strategy
	Our cross-functional, senior management-level ESG Advisory Committee helps guide our enterprise-wide ESG program, including climate strategy
	Various cross-functional working groups develop and implement climate strategy. This includes our Climate Risk Working Group, Sustainable Finance Working Group, ESG Communications and Disclosures Working Group, Investments Working Group and Operational Climate Working Group
Strategy	As part of our \$5 billion Sustainable Finance Commitment, we continue to actively pursue climate-driven opportunities through our Climate Technology & Sustainability and Project Finance business lines, which focus on disruptive technologies that support the transition to a low-carbon economy, including renewable energy project finance
Risk management	SVB joined the Risk Management Association's Climate Risk Consortium in 2022. As a member of the group, we are committed to:
	<ol style="list-style-type: none"> <li>1. developing standards and recommendations for governance, disclosure and risk management principles</li> <li>2. sharing experiences with peers</li> <li>3. helping to move the banking industry forward on the topic of climate change risk</li> </ol>
	Our Enterprise Risk Management (ERM) framework serves as our approach to identify, assess and manage risks our business is likely to experience as a result of climate change
	Through our ERM framework, business risk teams affected by acute physical risks, such as wildfire, have been able to respond during crises to rapidly identify and manage assets at risk
	We use business continuity plans to address physical climate risks to SVB's operations
	We continue to monitor emerging regulatory and industry developments globally
	To assess strategic resilience to climate change, we began a pilot scenario assessment of the risk of wildfire to our California-based mortgage and wine portfolios in 2021

**TCFD Disclosure Summary**

Metrics and targets	We committed to provide at least \$5 billion in loans, investments and other financing by 2027 to support client companies focused on climate tech and sustainability solutions
	We set a goal for SVB to achieve carbon-neutral operations by 2025
	In 2021, SVB’s Project Finance team completed 18 renewable-energy deals that will collectively avoid more than 4.5 million tons of CO <sub>2</sub>
	We revised our 2019 and 2020 GHG emissions inventory to reflect the 2021 acquisition of Boston Private
	SVB received limited assurance of 2019-2021 GHG emissions inventories
	Please see our “Greenhouse Gas Emissions & Energy Usage” section for additional details

### Sustainable Finance Commitment

For SVB, working with climate tech clients is deeply integrated into our long-term business strategy to support emerging technologies that aim to tackle large challenges.

The most effective way for SVB to address climate change is to support our clients that are advancing climate and sustainability solutions. SVB has committed to provide at least \$5 billion in loans, investments and other financing by 2027 to support client companies focused on climate tech and sustainability solutions.

Among the sectors we are targeting, we expect to include the following and may adjust the terminology as our reporting develops:

Circular economy	Sustainable agriculture and alternative foods
Climate resilience	Sustainable transportation
Energy efficiency and demand management	Technology solutions that mitigate GHG emissions
Green buildings	Waste management and pollution control
Renewable energy and energy storage	Water technology
Grid infrastructure	

# Climate Tech Report

US venture investments in climate tech companies hit

**\$56 billion**  
in 2021,  
representing an 80% increase year over year.

Please read our second **Future of Climate Tech Report** for more information. The report maps out the sectors that have potential for the greatest impact to address climate change in the shortest amount of time.



## Greenhouse Gas Emissions and Energy Usage

The following inventory of our 2021 GHG emissions and energy usage was conducted according to the guidelines of the Greenhouse Gas Protocol and reported to CDP.

GHG Emissions	2019 (mt of CO <sub>2</sub> e*)	2020 (mt of CO <sub>2</sub> e*)	2021 (mt of CO <sub>2</sub> e*)
<b>Scope 1</b>	673	575	306
<b>Scope 2 – Location-Based</b>	8,833	6,755	5,749
<b>Scope 2 – Market-Based</b>	8,712	6,781	5,581
<b>Scope 3</b>			
3. FERA**	1,472	1,579	1,428
6. Business Travel	14,001	2,692	1,065
7. Commuting	8,171	4,760	7,270
8. Upstream Leased Assets	692	525	585
<b>Total (Location-Based)</b>	<b>33,842</b>	<b>16,886</b>	<b>16,403</b>
<b>Total (Market-Based)</b>	<b>33,721</b>	<b>16,912</b>	<b>16,235</b>

\*mt of CO<sub>2</sub>e: Metric tons of carbon dioxide equivalent

\*\*FERA: Fuel- and Energy-Related Activities

Energy Usage	2019	2020	2021
MWh* from renewable sources	0	67	263
MWh* from non-renewable sources	26,904	25,593	21,594
<b>Total (renewable and non-renewable) MWh*</b>	<b>26,904</b>	<b>25,660</b>	<b>21,857</b>

\*MWh: Megawatt hour

Please see our Independent Assurance Statement from LRQA for our 2019, 2020 and 2021 inventories [here](#).



08

SVB ESG REPORT

# Practicing Responsible Corporate Governance

“

Our strong board oversight enables us to pursue ambitious goals as we serve the world's most innovative companies and investors.

**Greg Becker**  
President and CEO

# Practicing Responsible Corporate Governance

## Introduction

Strong corporate governance is essential for public trust, how we manage our business and ultimately our success. Governance is also critical to live our values, including speaking and acting with integrity. We are committed to upholding the highest ethical standards across all business operations to support responsible growth and enable us to help innovators, enterprises and investors move their bold ideas forward. Documents related to our corporate governance practices, including our [Corporate Governance Guidelines](#) and [2022 Proxy Statement](#), are available on our website. We have systems and processes to ensure regulatory compliance across our operations and jurisdictions where we operate.

## Board of Directors

Our Board of Directors provides oversight of our corporate governance, advises on our strategy and maintains six committees to oversee key areas of our business. Information about our Board members, charters, membership on Board committees and qualifications for Board membership is available in the Corporate Governance section of our website and in our annual Proxy Statement. In 2022, we updated the names and responsibilities of a number of Board committees. Click on any of the links below to learn more about our key corporate governance practices.

- [Audit Committee Charter](#)
- [Compensation & Human Capital Committee Charter](#)
- [Finance Committee Charter](#)
- [Governance and Corporate Responsibility Committee Charter](#)
- [Risk Committee Charter](#)
- [Technology Committee Charter](#)
- [Code of Conduct](#)





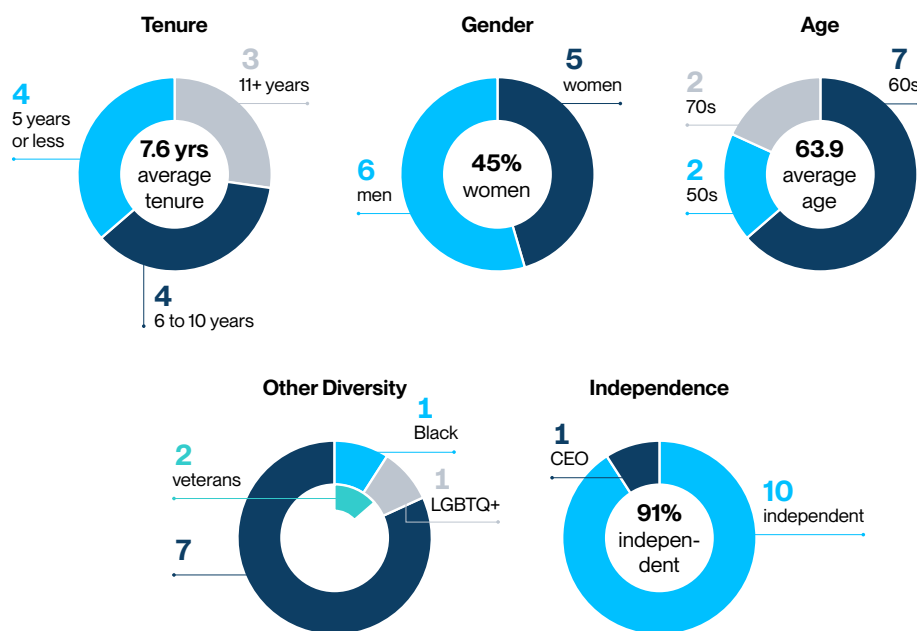
It's an exciting moment in SVB's history and a great opportunity to continue to share my tech and finance experience with board colleagues and SVB leaders, and together launch the next chapter.

**Kay Matthews**  
Chair of the Board

## Board Diversity

The SVB Board of Directors values well-rounded representation and business acumen that, taken together, reflect a balanced mix of skills, experience, backgrounds and attributes applicable to SVB's business, strategy and stakeholder interests. The Board takes a multidimensional approach to diversity and considers a variety of skills and attributes:

- Industry experience, particularly in banking and our clients' industries
- Functional, technical or other professional expertise
- Gender, age or racial/ethnic diversity
- Other important attributes, such as veteran status and geographical diversity



In 2021, the Governance and Corporate Responsibility Committee maintained its focus and emphasis on board diversity to achieve the optimal balance for our Board, including by working with its outside director search firm to include diverse candidates for consideration, and will continue to focus on board diversity into the future. In 2022, we announced Kay Matthews as our new Board chair. She is the first woman to hold the position.

## Executive Committee

### Strong, seasoned management team

Diverse experience and skills to help direct our growth

14  
years  
average  
tenure  
at SVB



**Dan Beck**  
Chief Financial Officer  
5 years at SVB



**Greg Becker**  
President and CEO  
29 years at SVB



**Marc Cadieux**  
Chief Credit Officer  
29 years at SVB



**John China**  
President SVB Capital  
26 years at SVB



**Phil Cox**  
Chief Operations  
Officer  
12 years at SVB



**Anthony DeChellis**  
CEO SVB Private  
1 year at SVB



**Mike Descheneaux**  
President Silicon  
Valley Bank  
16 years at SVB



**Michelle Draper**  
Chief Marketing &  
Strategy Officer  
9 years at SVB



**Chris Edmonds-Waters**  
Chief Human  
Resources Officer  
18 years at SVB



**Jeffrey Leerink**  
CEO SVB Securities  
3 years at SVB



**John Peters**  
Chief Auditor  
15 years at SVB



**Michael Zuckert**  
General Counsel  
8 years at SVB

## Executive Compensation

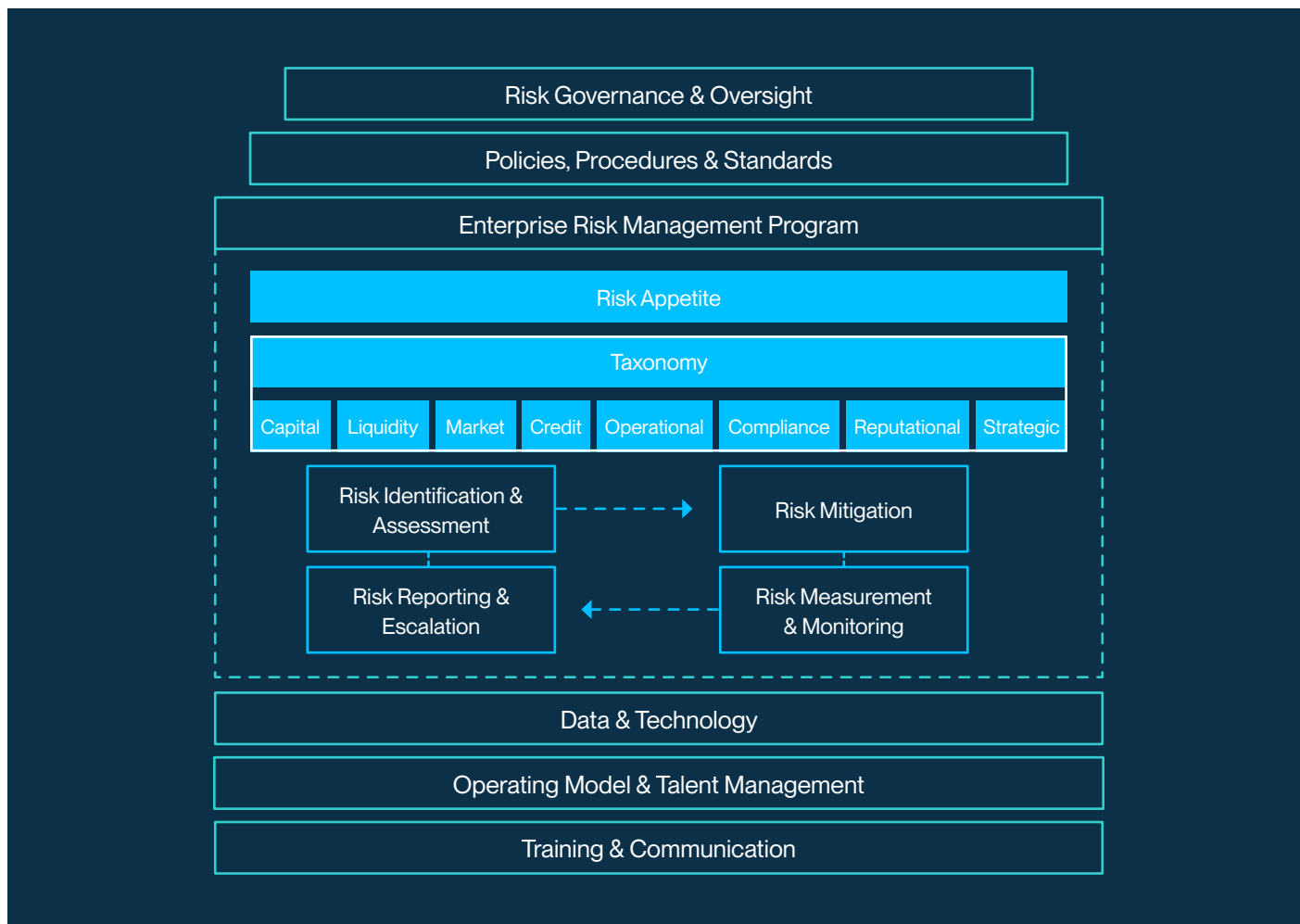
In designing our CEO 2021 compensation structure, we continued to emphasize long-term, performance-based pay; 87% of the CEO's total target pay is at risk and subject to company/individual performance. In fiscal year 2021, we experienced unprecedented growth of loans, client funds, core fees and SVB Leerink (now SVB Securities) revenue, and overall strong financial performance. SVB increased its human capital, with attention to growing key talent and

working in a hybrid environment. We also deepened the scope of existing business units, with a conscious focus on maintaining the company's commitment to engaging our people, advancing our values and culture, including DEI, and scaling our infrastructure, all as we continued to navigate the challenges presented by the pandemic. For additional information on CEO and Executive Compensation, please see our [2022 Proxy Statement](#).

## Enterprise Risk Management

Effective risk management is key to our success. Our Enterprise Risk Management (ERM) team is responsible for developing standards and guidelines to support programs that manage our risks, and helps us earn the trust of our stakeholders. As SVB grows, we continue to enhance our ERM approach to comply with new and applicable regulations and adopt appropriate strategies to ensure that our risk management function is fit for the current and future environment.

SVB is committed to maintaining and enhancing an ERM framework that is commensurate with our growing size and complexity. Our framework includes establishing the governance and standards for risk management programs that assist us with the identification and management of key risk types across the organization. We integrate ESG risks (including climate) into our Strategic Risk program.





## Ethical Conduct

At SVB, we harness our collective power to deliver on our commitments to our clients, the communities we serve and our fellow employees. Our Code of Conduct is an extension of our values. It provides a set of ethical principles to guide our professional conduct. We have processes in place for employees to follow if they suspect a conduct violation. Employees can report the conduct to their immediate supervisor, group manager or any people manager, Human Resources Business Partner, the Employee Relations team, the Chief Human Resources Officer, the General Counsel or any member of the Legal team, or any member of the Executive Committee. Employees can also make anonymous and confidential reports of unethical conduct online. We have a strict no retaliation policy. You can find a copy of our Code of Conduct [here](#).

## Anti-Money Laundering

At SVB, we are committed to following all laws and regulations pertaining to anti-money laundering. Our Bank Secrecy Act/Anti-Money Laundering (BSA/AML) program, which includes our BSA/AML Policy, is designed to ensure that we do not serve as a conduit for money laundering, terrorist financing or other financial crimes. Our BSA/AML program is developed, maintained and implemented by our BSA/AML Officer under the oversight of our Board of Directors and senior management.

We implement internal controls designed to provide reasonable assurance of compliance with all BSA/AML regulatory requirements. We also require our Internal Audit department or an independent third party to review our compliance with BSA/AML regulations and our BSA/AML Policy on an annual basis. In addition, we require all employees, senior management and the Board of Directors to receive appropriate BSA/AML training, consisting of new-hire training, annual training and supplemental training designed for functional responsibilities.



## Anti-Bribery and Corruption

Our Anti-Bribery and Corruption (ABC) Compliance Policy, which is designed to ensure compliance with anti-bribery and corruption laws and regulations in the areas where we operate, is part of our commitment to acting with integrity. All employees must adhere to our ABC Compliance Policy and the related sections of our Code of Conduct. We require all employees and senior management to receive ABC compliance training upon hire and annually. In 2021, 100% of SVB employees were assigned and completed our ABC course.

## Public Policy and Political Contributions

SVB participates in the political and public policy process, specifically in areas that affect the innovation economy and the banking industry. It is important that we engage with legislators and policymakers, where appropriate, and support initiatives to advocate constructively for the long-term interests of SVB and our key constituents. We focus our activities in the US and international locations where SVB has offices.

We conduct any political activity in compliance with applicable laws and regulations and as further described in our [Statement of Political Activity](#). Our political activities are managed by the Office of Government Affairs, headed by SVB's General Counsel. The function includes advocacy planning and activities, administering the SVB Political Action Committee, complying with applicable laws and establishing appropriate policies and processes to address relevant areas, including reporting, disclosures and internal approvals of political contributions (to the extent that there are any and as permitted by law).

The Governance and Corporate Responsibility Committee of the Board of Directors oversees and periodically reviews SVB's political activities, including political contributions, on at least an annual basis. The Board and its Governance and Corporate Responsibility Committee recognize

the importance of appropriate governance and risk management of our corporate political activities, and they review our activities for alignment with SVB's business strategy, reputation and mission, as well as for compliance with applicable laws and regulations. The Governance and Corporate Responsibility Committee also reviews and approves our Statement of Political Activity.

Our [Code of Conduct](#) provides guidelines on employees' personal political activities and political contributions funded by SVB and SVB Capital.

## Responsible Sales Practices

At SVB, our clients are at the center of everything we do, and we emphasize the importance of great client service, striving to not only meet our clients' needs but truly help them succeed. We believe that responsible and ethical business practices, including our sales practices, allow us to serve our clients with both empathy and integrity. Operating with these core values allows our clients to put their trust in us.

## Responsible Marketing and Privacy

Consistent with our core values, we work to maintain transparent communication with our clients and potential clients. We market our products in a responsible manner through clear and consistent dialogue with our clients and partners. Our marketing materials must adhere to our compliance guidance and disclosure requirements that are found in our Marketing Materials & Client Communications Policy.

We maintain our stakeholders' privacy through our marketing policies and procedures. We do not collect the identities of any person on our public website or social media channels unless an individual specifically signs up for an SVB offer or directly contacts us. Additionally, we do not share mailing lists or individual email tracking information with third parties, except as permitted or if required by law. More information about our privacy practices is available [here](#).

## Unfair, Deceptive, or Abusive Acts or Practices Policy

Our Unfair, Deceptive, or Abusive Acts or Practices Policy (UDAAP), a framework we use to meet regulatory expectations, guides our approach to ethical sales practices. We train employees annually to ensure that our team members have the awareness, skills and knowledge to perform activities in a manner that supports compliance with UDAAP standards and requirements.

## Fair Lending

SVB is committed to a policy and practice of fair lending. To that end, we take responsibility for treating clients fairly and consistently based on their financial standing in accordance with the Equal Credit Opportunity Act, the Fair Housing Act and other applicable state and local laws. Our compliance with these principles and consumer protections and policies is supported by our Compliance and Fair Lending Programs, which are regularly examined by the Federal Reserve Bank of San Francisco, the Consumer Financial Protection Bureau and the California Department of Financial Protection and Innovation.

## Wealth Advisory Practices

SVB offers wealth advisory services to complement our private banking offerings. Our Registered Investment Adviser (RIA) business, which is regulated and examined by the US Securities and Exchange Commission, delivers those services and has a fiduciary responsibility to provide independent, unbiased advice that is in the best interests of our clients and helps them achieve their goals. The RIA business:

- Sells advice, not products
- Has an open-source platform to give clients a wide range of investment options
- Focuses on client outcomes, not commissions

Through SVB Private, our wealth advisory team provides holistic advice that goes beyond an investment portfolio and aims to consider all aspects of our clients' financial lives.

## Client Feedback

Listening to client feedback is critical to our success and is a practice in which we invest to ensure that we are able to fulfill our mission to help increase the probability of our clients' success.

We have a sophisticated Voice of the Customer program that systematically monitors client sentiment and clients' perceptions of SVB. It provides input and feedback that help us learn about and improve on the experience we offer our clients when they work with us.

The program comprises two main types of studies:

- The relationship study gives an opportunity to every client in our Commercial Bank and our Private Bank to give us quantitative satisfaction scores and provide feedback on our strengths and opportunities for improvement. This data collection is performed throughout the year on a continuous basis. We use the feedback from this study to prioritize investments that improve the client experience, including the development of new products and services. Additionally, we have a "close the loop" practice, where our Relationship Managers reach out to clients who are dissatisfied with SVB, attempting to resolve any outstanding client issues.
- Touch-point studies monitor client feedback at specific points of interaction, for example, when contacting our service center or transacting online. The feedback we collect from these studies is used to continuously improve the products and services we provide.

This program, together with ad hoc client research and a strong client-centric culture, ensures that SVB is continuously improving our clients' experience, which is one of our top strategic priorities across the enterprise.

## Cybersecurity and Privacy

SVB is committed to respecting the right to data security and privacy. Maintaining the confidentiality, integrity and availability of our Information Systems is critical for the successful operation of the business, and is necessary to provide reliable communications and data exchange within the organization and to clients, business partners, vendors and service providers. We are committed to protecting and enhancing the security and privacy of our systems, networks and general technology environment. We aim to create a high level of awareness of security and privacy best practices among all employees through consistent communication and annual training.

### Cybersecurity

The Board of Directors is actively engaged in oversight of our cybersecurity practices. Our recently formed Technology Committee has primary oversight of the overall role of technology in executing the corporate strategy, our significant technology investments and programs, and our technology and operational performance. The Technology Committee receives management updates on at least a quarterly basis and in coordination with the Risk Committee, and oversees operational risk exposures related to technology, including cybersecurity risks, information security, fraud, data protection and privacy, and business continuity and resilience, among other topics. The Technology Committee also reviews and approves, as necessary and appropriate, the company's policies related to cybersecurity, information security and data privacy risk management.

We conduct annual third-party security assessments to assess our controls, governance and preparedness for cybersecurity threats. Additionally, the Cybersecurity Office reviews and updates relevant security policies annually to ensure they are aligned with industry best practices and all relevant laws and regulations. Continually strengthening and testing our security preparedness allows us to better partner with our clients and stakeholders in the innovation economy.

### Privacy

A top priority for SVB is maintaining the trust our clients and employees have in our data practices. We strive to continually demonstrate SVB's commitment to global privacy compliance and the highest ethical standards related to the collection, use, sharing and retention of personal information.

As a global firm, we are taking a global approach to privacy protection for our clients and employees. In all jurisdictions where we operate, we aim to go beyond regulatory compliance by providing our clients and employees rights and control over their personal data. Under the direction of our Chief Privacy Officer, we design our products and services according to the principle of Privacy by Design, ensuring ethical and compliant data collection, use, sharing and retention practices through technologies that focus on embedding privacy protections from the start.

SVB continues to make investments in our Global Privacy Office by focusing on key functions surrounding privacy operations, privacy engineering and privacy governance. A multiyear strategy has been developed with detailed Objectives and Key Results, which will help ensure we can measure our progress across privacy pillars such as transparency, choice, data collection, appropriate use and sharing, international transfer, incident management and accountability.

For more information on our privacy practices, please visit our [Privacy Notice](#) webpage.



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SVB ESG REPORT

## Conclusion



# Conclusion

Thank you for your interest in our ESG programs and practices. We will continue to share how our long-standing commitment to innovation, combined with our deep experience supporting investors and evolving technology companies, enables us to contribute to a more just and sustainable world through our own business and the work of our clients.

Please share questions and comments about this report by contacting us at: [ESG@svb.com](mailto:ESG@svb.com)





# Contact Us

Reach our ESG Program Office at [ESG@svb.com](mailto:ESG@svb.com)

Reach our Investor Relations team at [IR@svb.com](mailto:IR@svb.com)

## Disclaimer

This material, including without limitation to the statistical information herein, is provided for informational purposes only. The material is based in part on information from third-party sources that we believe to be reliable but which have not been independently verified by us, and for this reason we do not represent that the information is accurate or complete. The information should not be viewed as tax, investment, legal or other advice, nor is it to be relied on in making an investment or other decision. You should obtain relevant and specific professional advice before making any investment decision.

Nothing relating to the material should be construed as a solicitation, offer or recommendation to acquire or dispose of any investment or to engage in any other transaction. Client companies or individuals named in this report, along with any other non-SVB named organizations or individuals, are independent third parties and are not affiliated with SVB Financial Group.

This report contains forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995, including but not limited to SVB's efforts, commitments, goals and objectives in relation to ESG. These forward-looking statements are subject to numerous assumptions, risks and uncertainties, which change over time, and could cause actual results and events to materially differ from such forward-looking statements. Among those risks and uncertainties are risks related to SVB's business, including those described in SVB's reports filed with the U.S. Securities and Exchange Commission, as well as unexpected delays or expenses associated with executing against SVB's ESG goals and commitments. Forward-looking statements speak only as of the date they are made and we assume no duty to update forward-looking statements.



# 10

SVB ESG REPORT

## Appendix

## Sustainability Accounting Standards Board (SASB) Index

SVB is committed to providing investors and other stakeholders with meaningful data on our environmental, social and governance (ESG) performance, underscoring our long-standing pledge of transparency and accountability. We aim to enable relevant comparisons of our ESG performance with peer companies. This is our second disclosure in accordance with SASB. We are using SASB's Commercial Bank Standards, Version 2018-10, which are most applicable to our core operations. Unless otherwise specified, the data and descriptions are current as of year-end 2021.

There are two key contextual issues to take into account when reviewing our SASB disclosure. First, our client base includes startups, some of which are considered small businesses under Small Business Administration guidelines. Small business lending is at the core of SVB's business strategy, but the definition of "small business" varies. For Financial Inclusion and Capacity Building metrics, we use the US Community Reinvestment Act definition of small business, which covers businesses with less than \$1 million in gross annual revenues.

Section	Disclosure	Response
Data security	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of account holders affected	Consistent with SEC guidance, we disclose any material cybersecurity incidents and risks in our public filings. We currently do not have any material data breaches to report.
	Description of approach to identifying and addressing data security risks	Please see the " <a href="#">Cybersecurity</a> " section of our Proxy and the " <a href="#">Cybersecurity</a> " section of our 2022 ESG Report for more information.
Financial inclusion and capacity building	(1) Number and (2) amount of loans outstanding qualified to programs designed to promote small business and community development	2021 Small Business <sup>1</sup> : 5,014 loans totaling \$266,775,000 2021 Community Development <sup>2</sup> : 15 loans totaling \$348,285,000 2021 Community Development Investments <sup>3</sup> : \$335,224,575



Section	Disclosure	Response
Financial inclusion and capacity building	(1) Number and (2) amount of past due and nonaccrual loans qualified to programs designed to promote small business and community development	<p>SVB does not disclose the number and amount of past due and nonaccrual loans for small business lending or community development. We report early-stage client figures, which consist of pre-revenue, development-stage companies and companies that are in the early phases of commercialization, with revenues of up to \$5 million. Early-stage companies are typically engaged primarily in research and development activities and may have brought only a few products or services to market, if any. Due to their size, early-stage companies mostly closely resemble small business-related metrics for these purposes.</p> <p>To see our total nonaccrual loans, including “Early stage,” please see <a href="#">page 142</a> of our 2021 Form 10-K.</p>
	Number of no-cost retail checking accounts provided to previously unbanked or underbanked customers	<p>SVB partners closely with those in the communities where we work and operate. SVB’s Board of Directors and management recognize that the economic health and quality of life of all residents in its Community Reinvestment Act assessment area contribute to SVB’s and its clients’ success. For more information on SVB’s community development strategy, please see our <a href="#">2022-2024 Community Reinvestment Act Strategic Plan</a> on the Federal Reserve’s website.</p>
	Number of participants in financial literacy initiatives for unbanked, underbanked or underserved customers <sup>4</sup>	<p>SVB’s financial literacy program, United and Counting, is designed to teach students financial literacy skills, including principles of saving, banking, credit card use, financing higher education and other relevant topics. United and Counting is an online course offered in schools that serve primarily low- and moderate-income students. Over the past three years, we have supported programs focused on financial education for grades 4-6, venture entrepreneurial exploration for grades 7-10 and financial literacy for high school. Please find annual impact below:</p> <ul style="list-style-type: none"> <li>• 2019: 2,155 active students representing over 6,000 cumulative learning hours</li> <li>• 2020: 1,993 students representing over 5,000 cumulative learning hours</li> <li>• 2021: 4,915 students representing over 10,000 cumulative learning hours</li> </ul>

Section	Disclosure	Response
Incorporation of environmental, social and governance factors in credit analysis	Commercial and industrial credit exposure, by industry	Please view SVB's latest Form 10-K for more information on our composition of loans at amortized cost basis broken out by risk-based segment. SVB's 2021 year-end data can be found on <a href="#">page 135</a> of our 2021 Form 10-K. Please also refer to our <a href="#">TCFD report</a> .
	Description of approach to incorporation of environmental, social and governance (ESG) factors in credit analysis	Please view " <a href="#">Identifying Environmental, Social &amp; Governance (ESG) Opportunities &amp; Risks at Silicon Valley Bank</a> ." Please also refer to <a href="#">page 23</a> of our TCFD report.
Business ethics	Total amount of monetary losses as a result of legal proceedings associated with fraud, insider trading, anti-trust, anti-competitive behavior, market manipulation, malpractice or other related financial industry laws or regulation	Based upon information available to us, our review of lawsuits and claims filed or pending against us to date and consultation with our outside legal counsel, we have not recognized a material liability for any such matters. For more information on SVB's material legal proceedings, please view <a href="#">page 179</a> of our 2021 Form 10-K.
	Description of whistleblower policies and procedures	For more information on our whistleblower policies and procedures, please view <a href="#">page 9</a> of our SVBFG Code of Conduct.
Systemic risk management	Global Systemically Important Bank (G-SIB) score, by category	Global Systemically Important Banks (G-SIBs) are generally defined as financial institutions that could cause a financial crisis should they fail. Due to our size, SVB does not qualify as determined by the Financial Stability Board in consultation with national regulators. For more information, please view the Financial Stability Board's 2021 list of globally systemically important banks.
	Description of approach to incorporation of results of mandatory and voluntary stress tests into capital adequacy planning, long-term corporate strategy and other business activities	For more information on our approach to stress testing, please view pages 11, 12, 28, 29, and 85-88 of our <a href="#">2021 Form 10-K</a> .

Section	Disclosure	Response
Activity metrics	(1) Number and (2) value of checking and savings accounts by segment: (a) personal and (b) small business	SVB generally does not break out small business deposits by segment. We report early-stage client figures, which consist of pre-revenue, development-stage companies and companies that are in the early phases of commercialization, with revenues of up to \$5 million. Early-stage companies are typically engaged primarily in research and development activities and may have brought only a few products or services to market, if any. Due to their size, early-stage companies mostly closely resemble small business-related metrics for these purposes.  For more information on all of our deposits, including early stage, please view the “Deposits” section on <a href="#">page 81</a> of our 2021 Form 10-K. Please see <a href="#">page 63</a> of our 2021 Form 10-K for SVB Private Bank total average deposits.
	(1) Number and (2) value of loans by segment: (a) personal, (b) small business and (c) corporate	a) Personal: Please see <a href="#">page 135</a> of 2021 Form 10-K for more information on Private Bank loans. b) Small Business <sup>1</sup> : 5,014 loans totaling \$266,775,000 c) Corporate: Please see <a href="#">page 135</a> of our 2021 Form 10-K for more information on our corporate loans.

- 1 We use the US Community Reinvestment Act definition of small business, which covers businesses with less than \$1 million in gross annual revenues. These loans have original amounts of \$1 million or less and typically are either secured by non-farm or non-residential real estate or are classified as commercial and industrial loans.
- 2 Affordable housing (including multifamily rental housing) for low- or moderate-income individuals; community services targeted to low- or moderate-income individuals; activities that promote economic development by financing businesses or farms that meet the size eligibility standards of the Small Business Administration’s Development Company or Small Business Investment Company programs (13 CFR 121.301) or have gross annual revenues of \$1 million or less; or activities that revitalize or stabilize low- or moderate-income geographies.
- 3 Low-income housing tax credit funds that support affordable housing in the San Francisco Bay Area and California.
- 4 United and Counting is provided by SVB’s partnership with Everfi.

## World Economic Forum Index

SVB is committed to providing our stakeholders with meaningful data on our environmental, social and governance (ESG) performance, underscoring our long-standing pledge of transparency and accountability. We aim to enable relevant comparisons of our ESG performance with peer companies. This is our second disclosure in alignment with the Stakeholder Capitalism Metrics (SCM) published by the International Business Council of the World Economic Forum. Unless otherwise specified, the data and descriptions are current as of year-end 2021.

For this report, there are some SCM metrics that we are not including. In some cases, the SCM metric would require a new disclosure, and we are working through our disclosure governance process to evaluate best practice disclosure standards and new metrics for future release. In other cases, the metric is not relevant given the mission of our business, which we have noted with an explanation.

### Principles of Governance

Section	Disclosure	Response
Governance purpose	<p><b>Setting purpose:</b></p> <p>The company's stated purpose, as the expression of the means by which a business proposes solutions to economic, environmental and social issues. Corporate purpose should create value for all stakeholders, including shareholders.</p>	<p>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 management and investment banking. Headquartered in Santa Clara, California, SVB operates in centers of innovation around the world. Learn more at <a href="https://svb.com/global">svb.com/global</a>.</p>



## Principles of Governance (cont.)

Section	Disclosure	Response
Quality of governing body	<p><b>Governance body composition:</b></p> <p>Composition of the highest governance body and its committees by: competencies relating to economic, environmental and social topics; executive or non-executive; independence; tenure on the governance body; number of each individual’s other significant positions and commitments and the nature of the commitments; gender; membership of under-represented social groups; and stakeholder representation.</p>	<p>Please see the “<a href="#">Director Nominees, Selection, Composition and Other Information</a>” and “Biographies of Director Nominees” sections of our 2022 Proxy Statement for more information on the composition of our highest governance body, our Board of Directors. There is additional information on Board diversity metrics on our <a href="#">Diversity, equity &amp; inclusion</a> webpage.</p> <p>With respect to the membership of SVB’s Board of Directors, the primary areas of experience, qualifications and attributes we typically seek include, but are not limited to, the following areas related to ESG:</p> <ul style="list-style-type: none"> <li>• Experience in public company governance, including corporate governance best practices and policies and managing relations with key stakeholders</li> <li>• Knowledge of or experience with key risk oversight and risk management functions to help oversee the dynamic risks we face</li> </ul>
Stakeholder engagement	<p><b>Material issues impacting stakeholders:</b></p> <p>A list of the topics that are material to key stakeholders and the company, how the topics were identified and how the stakeholders were engaged.</p>	<p>For more information on the ESG topics we prioritize, please see the “<a href="#">Our ESG Strategy</a>” section of our ESG report.</p>

## Principles of Governance (cont.)

Section	Disclosure	Response
Ethical behavior	<p><b>Anti-corruption:</b></p> <p>1) Total percentage of governance body members, employees and business partners who have received training on the organization’s anti-corruption policies and procedures, broken down by region.</p> <p>2) (a) Total number and nature of incidents of corruption confirmed during the current year, but related to previous years; and (b) Total number and nature of incidents of corruption confirmed during the current year and related to this year.</p> <p>3) Discussion of initiatives and stakeholder engagement to improve the broader operating environment and culture in order to combat corruption.</p> <p><b>Integrating risk and opportunity into business process:</b></p> <p>Company risk factor and opportunity disclosures that clearly identify the principal material risks and opportunities facing the company specifically (as opposed to generic sector risks), the company’s appetite in respect to these risks, how these risks and opportunities have moved over time and the response to those changes. These opportunities and risks should integrate material economic, environmental and social issues, including climate change and data stewardship.</p>	<p>1) In 2021, 100% of SVB employees were assigned and completed our Anti-Bribery and Corruption (ABC) course.</p> <p>2) Based upon information available to us, our review of lawsuits and claims filed or pending against us to date and consultation with our outside legal counsel, we have not recognized a material liability for any such matters, nor do we currently expect that these matters will result in a material liability to the company. Please see the “<a href="#">Legal Matters</a>” section of our 2021 Form 10-K for more information on material legal and regulatory proceedings.</p> <p>3) For more information on our anti-corruption procedures, please see the “<a href="#">Anti-Money Laundering, Sanctions and Anti-Corruption Regulations</a>” section of our 2021 Form 10-K, our <a href="#">Code of Conduct</a> and the “<a href="#">Ethical Conduct</a>” section of our ESG report.</p> <p>Please see the “<a href="#">Enterprise Risk Management</a>” section of our ESG report and “<a href="#">Climate Risks and Opportunities Affecting SVB over the Short, Medium and Long Term</a>” section of our TCFD report for more information on integrating risk and opportunities into our business processes. Additionally, please see the Risk Factors listed in our 2021 Form 10-K starting on <a href="#">page 17</a>, our <a href="#">Identifying ESG Opportunities and Risks</a> document and <a href="#">slide 25</a> of our Q4 2021 Financial highlights deck.</p>

## Planet

Section	Disclosure	Response
Climate change	<p><b>Greenhouse gas (GHG) emissions</b></p> <p>For all relevant greenhouse gases (e.g., carbon dioxide, methane, nitrous oxide, F-gases, etc.), report in metric tonnes of carbon dioxide equivalent (tCO<sub>2</sub>e) GHG Protocol Scope 1 and Scope 2 emissions. Estimate and report material upstream and downstream (GHG Protocol Scope 3) emissions where appropriate.</p>	<p>Our 2021 GHG emissions was conducted according to the guidelines of the Greenhouse Gas Protocol and reported to CDP. It is publicly available on our <a href="#">ESG Reporting</a> webpage.</p>
	<p><b>TCFD implementation</b></p> <p>Fully implement the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD). If necessary, disclose a timeline of at most three years for full implementation. Disclose whether you have set, or have committed to set, GHG emissions targets that are in line with the goals of the Paris Agreement — to limit global warming to well below 2°C above preindustrial levels and pursue efforts to limit warming to 1.5°C — and to achieve net-zero emissions before 2050.</p>	<p>We are guided by the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD) as we enhance our management of climate risks and opportunities, and we disclosed in line with the TCFD’s recommendations in 2021. To see the report, <a href="#">click here</a>.</p> <p>In January of 2022, SVB committed to reducing its own emissions and is taking steps to achieve carbon-neutral operations, including business travel, and 100% renewable electricity by 2025. For more information, please see the “<a href="#">Advancing the Transition to a Sustainable, Low-Carbon Economy</a>” section of our ESG report.</p>
Nature loss	<p><b>Land use and ecological sensitivity</b></p> <p>Report the number and area (in hectares) of sites owned, leased or managed in or adjacent to protected areas and/or key biodiversity areas (KBA).</p>	<p>We currently do not track our adjacency to key biodiversity areas. Our locations are in major metropolitan and suburban areas. For more information on SVB’s locations, please see <a href="#">SVB.com/locations</a>.</p>

## Planet (cont.)

Section	Disclosure	Response
Freshwater availability	<p><b>Water consumption and withdrawal in water-stressed areas</b></p> <p>Report for operations where material: megalitres of water withdrawn, megalitres of water consumed and the percentage of each in regions with high or extremely high baseline water stress, according to WRI Aqueduct water risk atlas tool. Estimate and report the same information for the full value chain (upstream and downstream) where appropriate.</p>	<p>We currently do not track our water usage. The nature of our operations does not rely on water consumption; however, we do adhere to all applicable water policies and regulations.</p>

## People

Section	Disclosure	Response
Dignity and equality	<p><b>Diversity and inclusion (%)</b></p> <p>Percentage of employees per employee category, by age group, gender and other indicators of diversity (e.g., ethnicity).</p>	<p>An inclusive workplace expands opportunities for everyone. SVB benefits from a diverse workforce and aims to continue to increase diverse representation at all levels of the company. To see a full breakdown of our workforce demographics, please visit our <a href="#">Diversity, equity &amp; inclusion</a> webpage.</p>
	<p><b>Pay equality (%)</b></p> <p>Ratio of the basic salary and remuneration for each employee category by significant locations of operation for priority areas of equality: women to men, minor to major ethnic groups, and other relevant equality areas.</p>	<p>Since 2018, SVB has engaged an external expert to complete an annual fair-pay analysis to ensure that all employees are paid fairly and there are no discrepancies across gender and race. In the handful of instances where we could not explain minor differences in compensation, we adjusted salaries as part of the review process. We publicly disclose our SVB UK Gender Pay Gap Report on our <a href="#">UK webpage</a>. It is important to realize that these figures capture the whole workforce and do not compare men and women performing the same roles.</p>



## People (cont.)

Section	Disclosure	Response
Dignity and equality	<p><b>Wage level (%)</b></p> <p>a) Ratios of standard entry-level wage by gender compared to local minimum wage.</p> <p>b) Ratio of the annual total compensation of the CEO to the median of the annual total compensation of all its employees, except the CEO.</p>	<p>a) We are working through our reporting governance process to evaluate best practice disclosure standards as this metric would require a new disclosure.</p> <p>b) In 2021, the ratio of the annual total compensation of our CEO to the median of the annual total compensation of all employees was 79 to 1. For more information, please see the “<b>CEO Pay Ratio</b>” section of our 2022 Proxy Statement.</p>
	<p><b>Risk for incidents of child, forced or compulsory labor</b></p> <p>An explanation of the operations and suppliers considered to have significant risk for incidents of child, forced or compulsory labor. Such risks could emerge in relation to: a) type of operation (such as manufacturing plant) and type of supplier; and b) countries or geographic areas with operations and suppliers considered at risk.</p>	<p>To us, doing the right thing goes beyond following laws, regulations and checklists. It’s about the integrity, respect and well-being of ourselves and others that extends throughout our operations, including our supply chain. We set forth the principles we expect our vendors to follow in our <b>Supplier Code of Conduct</b>, which includes our expectations for vendors related to labor and human rights. Please refer to our <b>Anti-slavery and Human Trafficking Transparency Statement</b> for more information on our approach to human rights in the United Kingdom.</p>
Health and well-being	<p><b>Health and safety (%)</b></p> <p>The number and rate of fatalities as a result of work-related injury; high-consequence work-related injuries (excluding fatalities); recordable work-related injuries; main types of work-related injury; and the number of hours worked. An explanation of how the organization facilitates workers’ access to non-occupational medical and healthcare services, and the scope of access provided for employees and workers.</p>	<p>We are committed to providing a safe and healthy workplace for all SVB employees. Protection of employees from workplace injury or occupational disease is a continuing company objective and SVB makes every effort to provide a safe and healthy work environment. However, we do not publicly disclose our health and safety data as we do not consider this topic to be material to our industry.</p> <p>For more information on workers’ access to non-occupational medical and healthcare services, please see our <b>Global Careers</b> page.</p>

## People (cont.)

Section	Disclosure	Response
Skills for the future	<p><b>Training provided (#, \$)</b></p> <p>Average number of hours of training per person that the organization's employees have undertaken during the reporting period, by gender and employee category (total number of hours of training provided to employees divided by the number of employees).</p> <p>Average training and development expenditure per full-time employee (total cost of training provided to employees divided by the number of employees).</p>	<p>We are working through our reporting governance process to evaluate best practice disclosure standards as this metric would require a new disclosure.</p> <p>However, SVB provides numerous resources to our employees to receive training across a broad range of topics. While we require employees to receive training on topics related to regulatory compliance, we also offer employees optional, on-demand, live and online training so they can develop their professional and personal skills. As an example, we incorporate DEI content into our overall learning experiences for employees. DEI courses range from raising awareness of unconscious bias to building inclusive leadership.</p> <p>We also offer our employees a number of professional development opportunities, including: an education reimbursement program, Leadership and Associate Development Programs, membership in professional development organizations and ongoing coaching as part of the performance review process.</p>

## Prosperity

Section	Disclosure	Response
Employment and wealth generation	<p><b>Absolute number and rate of employment</b></p> <p>1. Total number and rate of new employee hires during the reporting period, by age group, gender, other indicators of diversity and region.</p> <p>2. Total number and rate of employee turnover during the reporting period, by age group, gender, other indicators of diversity and region.</p>	<p>1. In 2021, our full-time equivalent employees grew by just over 47% to 6,567 full-time equivalent employees. To learn more about our workforce demographics, please visit our <b>Diversity, equity &amp; inclusion</b> webpage.</p> <p>2. We are working through our reporting governance process to evaluate best practice disclosure standards as this metric would require a new disclosure.</p>
	<p><b>Economic contribution</b></p> <p>1. Direct economic value generated and distributed (EVG&amp;D), on an accruals basis, covering the basic components for the organization's global operations, ideally split out by:</p> <p>a. Revenues</p> <p>b. Operating costs</p> <p>c. Employee wages and benefits</p> <p>d. Payments to providers of capital</p> <p>e. Payments to government</p> <p>f. Community investment</p> <p>2. Financial assistance received from the government: total monetary value of financial assistance received by the organization from any government during the reporting period.</p>	<p>1.</p> <p>a. \$5,917 million in total revenue</p> <p>b. \$3,070 million in noninterest expense</p> <p>c. \$2,015 million in total compensation and benefits</p> <p>d. We do not currently pay cash dividends on our common stock. We have not paid any cash dividends since 1992. In 2021, we did pay \$63 million in preferred stock dividends and \$48 million interest expense on borrowings.</p> <p>e. In 2021, cash paid during the period for income taxes totaled \$739 million.</p> <p>f. In 2021, we donated nearly \$18 million to nonprofit causes. You can find additional information on community and small business investment in our <b>SASB response</b>.</p> <p>2. Please see <b>pages 161 and 162</b> of our 2021 Form 10-K for more information on our effective tax rate and deferred tax assets and liabilities.</p>

## Prosperity (cont.)

Section	Disclosure	Response
Employment and wealth generation	<p><b>Financial investment contribution</b></p> <p>1. Total capital expenditures (CapEx) minus depreciation, supported by narrative to describe the company's investment strategy.</p> <p>2. Share buybacks plus dividend payments, supported by narrative to describe the company's strategy for return of capital to shareholders.</p>	<p>1. SVB does not report "Total capital expenditures." However, we do break down our Noninterest expense, including "Premises and equipment" which totaled \$178 million. See <a href="#">page 59</a> of our 2021 Form 10-K.</p> <p>2. We do not pay a dividend on our common stock. We only pay dividends on our preferred stock, which totaled \$63 million in 2021. See <a href="#">page 99</a> of our 2021 Form 10-K for more information.</p> <p>For additional information, please see the Consolidated Statements of Stockholders' Equity on <a href="#">page 101</a> of our 2021 Form 10-K.</p>
Innovation of better products and services	<p><b>Total R&amp;D expenses (\$)</b></p> <p>Total costs related to research and development.</p>	<p>We continue to invest in our strategic priorities, which are included in part of our total noninterest expense, to drive future growth and scalability. We prioritize enhancing our client experience, improving employee enablement, driving revenue growth and enhancing risk management. These categories, which we describe in more detail on <a href="#">slide 14</a> of our Q4 2021 Financial Highlights presentation, broadly define how SVB thinks of research and development. This includes taking advantage of opportunities to develop new or strengthen existing products and services. These opportunities span across our business units and strategic priorities. As an example, climate-related opportunities have influenced our strategy for over a dozen years. SVB has identified opportunities in response to climate over the short, medium and long terms. In 2022, in light of the growth in climate-related opportunities, SVB committed to provide at least \$5 billion in loans, investments and other financing by 2027 to support sustainability efforts. Additionally, our dedicated Innovation team develops new products and services for our clients.</p>

## Prosperity (cont.)

Section	Disclosure	Response
Community and social vitality	<p><b>Total tax paid</b></p> <p>The total global tax borne by the company, including corporate income taxes, property taxes, non-creditable VAT and other sales taxes, employer-paid payroll taxes and other taxes that constitute costs to the company, by category of taxes.</p>	<p>In 2021, our income tax expense totaled \$651 million. Please see the “Income Taxes” section of our 2021 Form 10-K, starting on <b>page 161</b>.</p>





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