



Inclusion Ignites Innovation

Diversity, Equity and Inclusion at SVB

Updated August 2022

Inclusion Ignites Innovation

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

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

Read on to learn more about our efforts.



Our values guide us



At SVB:

We start with
EMPATHY
for others.

We speak &
act with
INTEGRITY.

We embrace
DIVERSE
perspectives.

We take
RESPONSIBILITY.

We keep
**LEARNING
& IMPROVING.**

Our Approach:

Our Global Diversity, Equity & Inclusion Commitment

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

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

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

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

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



Greg Becker
President and CEO, SVB



Building a Culture of Diversity, Equity and Inclusion at SVB



Our approach

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

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

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

Our DEI work is categorized into three pillars:



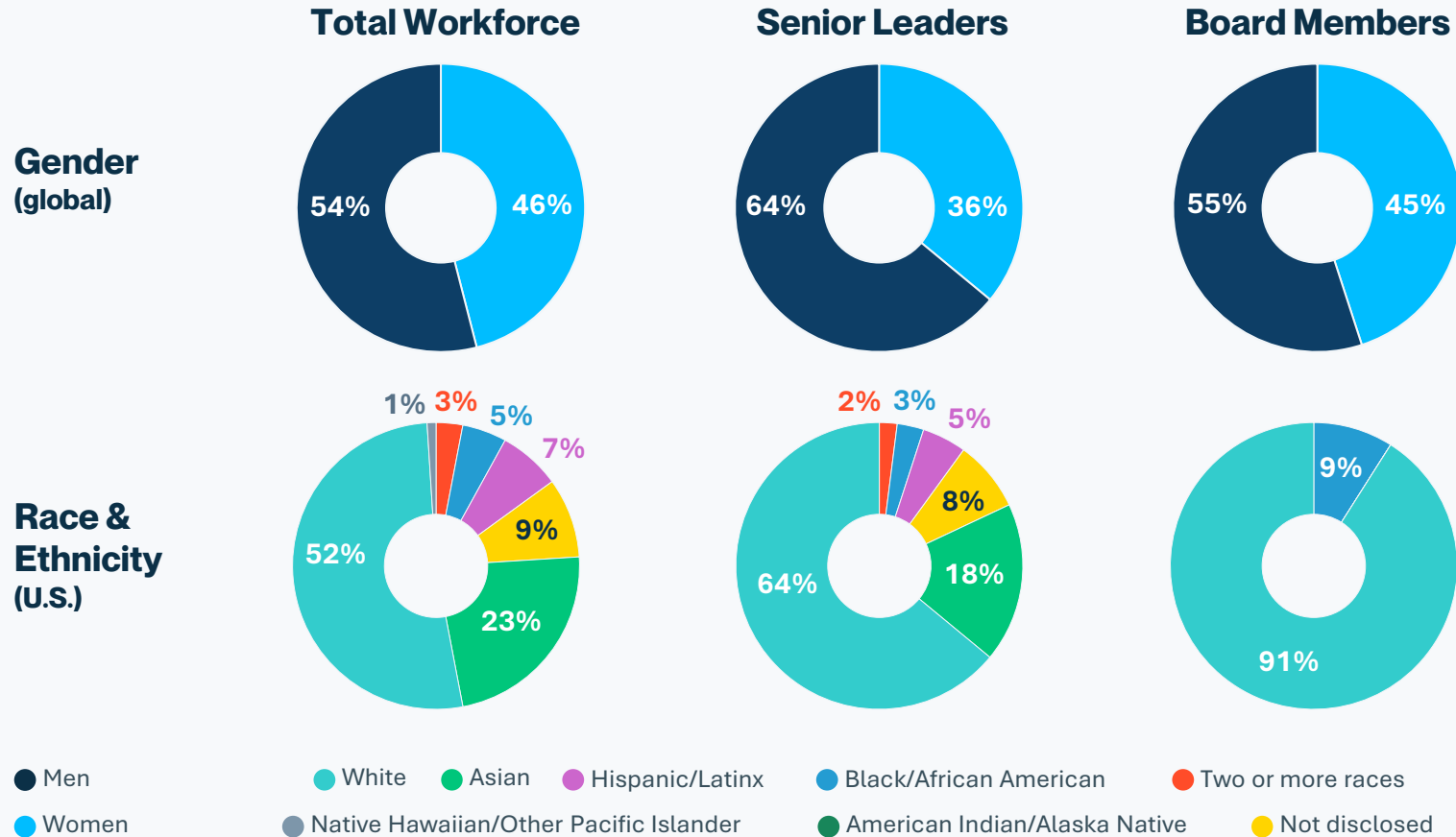
Angela Lovelace

Chief Diversity, Equity and Inclusion Officer, SVB

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

Diversity at SVB

Workforce Demographics*



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

*Workforce and senior leadership data is as of December 31, 2021. Board member data is as of April 22, 2022. To align with government reporting requirements, the data uses gender categories of male and female. SVB recognizes that this does not reflect all genders including people identifying as trans and non-binary. We report racial demographic metrics using categories defined by the US Equal Employment Opportunity Commission. Race & ethnicity figures represent U.S. employees only, as regulatory requirements governing data collection and privacy preclude comprehensive data collection in our international offices. We are exploring how we can effectively track and share data on our global workforce. Categories with less than 1% representation do not appear in the graphs. Not disclosed represents individuals who did not choose to disclose gender, race and ethnicity data. Senior leadership includes our Executive Committee (including executive officers) and leaders from certain top levels of SVB's two highest bands of management. Refer to www.svb.com/living-our-values/inclusion-diversity for more information, including our EEO-1 data.

Accountable to our goals



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

Goals are excerpted from our 2022 ESG report.

EMPLOYEES TO PARTICIPATE IN **DEI EDUCATION**

100%
by 2023

INCREASE **WOMEN** IN SENIOR LEADERSHIP ROLES GLOBALLY

43%
by 2025 (total)

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

5%
by 2025 (total)

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

6%
by 2025 (total)

INCREASE TOTAL CUMULATIVE SPEND WITH **DIVERSE SUPPLIERS**

8%
by 2026 (total)

SELECT ACCOLADES



CORPORATE PLEDGES



KEY PARTNERSHIPS



THE EXECUTIVE LEADERSHIP COUNCIL



DEI in action



TALENT

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

INCLUSION

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

ECOSYSTEM

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

Telling Our Stories



Cheryl Bass

Director of Solutions Delivery
Silicon Valley Bank

“As the Chair of SVB’s Veteran & Military ERG, I have made many new connections across SVB; and the ERG is making great strides in the areas of recruiting, military benefits and inclusion.

ERGs provide employees a place where they feel a sense of belonging, can share stories and increase empathy for others. They enhance SVB’s culture by providing an inclusive environment while educating people in a safe space.”



Jay Ersapah

Head of Financial Risk Management & Model Risk
Silicon Valley Bank UK Limited

“The phrase ‘you can’t be what you can’t see’ resonates with me. As a queer person of color and a first generation immigrant from a working class background, there were not many role models for me to ‘see’ growing up.

I feel privileged to co-chair the LGBTQ+ ERG and help spread awareness of lived queer experiences, partner with charitable organizations, and above all, create a sense of community for our LGBTQ+ employees and allies.”

In 2021, we launched our first six Employee Resource Groups (ERGs). More than 1,150 SVB employees in the US, UK and other international regions participate in at least one ERG.

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

Cheryl Bass, Chair of the Veteran & Military Community ERG, and Jay Ersapah, Co-Chair of the EMEA LGBTQ+ Pride ERG, share their experiences.

Employee Resource Groups



Championing Inclusion in the Innovation Economy



Our commitment to advance inclusion and opportunity

Access to Innovation

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

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

How we take action



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



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

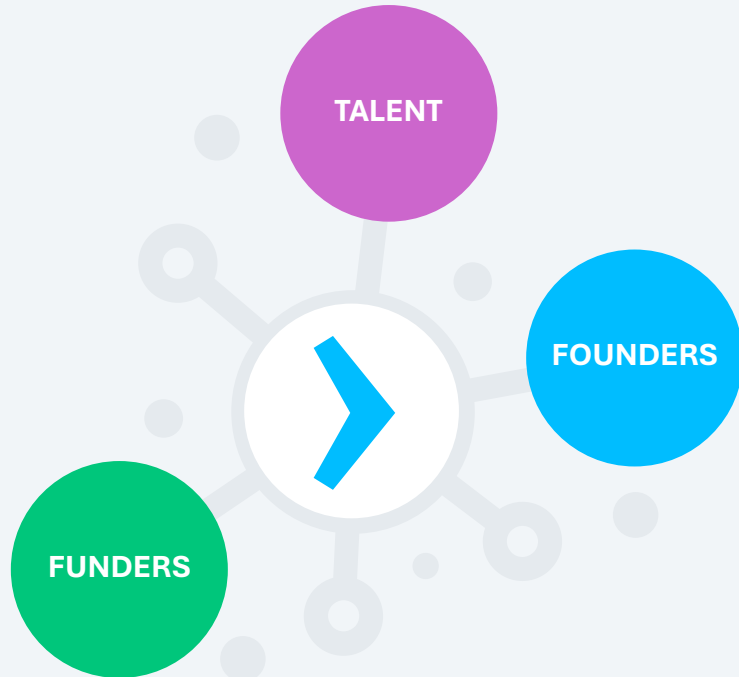


Unlock greater access to capital, professional relationships and career opportunities.



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

By connecting diverse groups to SVB's vast network



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

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

Supporting founders to improve their companies' probability of success.

- Startup support
- Access to funding
- Leadership development opportunities

Supporting funders to increase representation among check writers.

- Investment opportunities
- Education and professional development



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



Tosh Ernest

Head of Access to Innovation, SVB



Supporting Our Communities



SVB engages in our communities

CONTRIBUTING TO
NOT FOR PROFITS

\$18M
DONATED

21K+ hrs
VOLUNTEERED

2021

\$1.6B*
LOANED TO SMALL BUSINESSES

Outstanding
CRA RATING – 2021**

AFFORDABLE HOUSING
FROM 2002–2021

\$1.6B
LOANED

\$1.1B
INVESTED

10,000+
AFFORDABLE
HOUSING UNITS



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



Investing in our communities

Community Benefits Plan

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

\$11.2 billion Community Benefits Plan

2022-2026



\$5.0
billion

in small business loans of \$1 million or less



\$4.8
billion

in Community Reinvestment Act community development loans and investments



\$75
million

in charitable contributions in CRA coverage areas



\$1.3
billion

in residential mortgages to LMI borrowers and in LMI census tracts



Craig Robinson

Head of Corporate Social Responsibility

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



Tosh Ernest Hired as Head of Access to Innovation

June 2022

SVB reinforced our commitment to inclusion in the innovation economy, hiring Tosh Ernest as Head of Access to Innovation. With more than 10 years of DEI expertise and executive leadership, Ernest will help to expand SVB's Access to Innovation program and broaden opportunities across SVB's four core businesses.



Kay Matthews Becomes Chair of SVB Board of Directors

April 2022

Following the annual shareholder meeting in April, Kay Matthews was named chair of SVB Financial Group's board of directors, becoming the first woman to hold the position. We now have near gender parity on our board; the 11-member board includes five women.



About SVB

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

Disclosures

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