

svb



Silicon Valley Bank

# Corporate Responsibility Report 2020



# A Letter from Our CEO

At Silicon Valley Bank, we are moved by the hardships facing our employees and clients, our families and friends, and our communities and environment. We are inspired by the resilience of so many to handle adversity while helping others. As I reflect on the enormity of the changes we have all experienced in 2020, one overarching thought stands out:

**We all have to do more.**

SVB is dedicated to the success of the innovation economy. It's increasingly a larger part of the global economy, further raising the stakes for success. It's part of our business to be a vocal advocate for issues that we and our clients care about. These include helping the innovation economy grow, enabling promising companies to thrive and create jobs and taking care of the Earth while building a more just and fair society. Now more than ever, we need to be agents of change and take care of ourselves, our colleagues, our clients, our communities and our environment.

The devastating impacts of a global pandemic and failures to address systemic inequality in our society are the catalysts to do more and do better. The purpose of our Corporate Responsibility Report is to publicly describe our business and the impact our initiatives have on a variety of areas to increase collaboration, accountability, transparency and awareness. It's a snapshot in time, built on decades of commitment. SVB has a strong financial foundation and a 37-year record of supporting innovation and the well-being of our communities. Our values and market leadership require that we drive change, and we want to play a bigger role.



SVB and its employees around the world have directly contributed resources and expertise to local, regional, national and global initiatives focused on addressing important societal issues. Today, SVB and our nearly 4,000 employees give back in a variety of ways to improve our communities and expand opportunities for underserved and underrepresented individuals in the innovation ecosystem. Small businesses

are the backbone of our communities. Based on our experience and strategic focus, we can help entrepreneurs do what they do best: turn good ideas into great businesses. In 2019, we made \$221 million in loans to nearly 2,700 small businesses (as defined by the Federal Reserve). Our portfolio of loans to early-stage startups is \$1.8 billion as of June 30, 2020. We're creating opportunities, supporting development and increasing access to capital in this critical part of the economy, with the goal of reaching those who are underrepresented in the innovation sector. Welcoming more diverse and inclusive thinking makes us a better partner to our clients and allows us to find new audiences and underserved networks.

In recent months, we've expanded our philanthropic giving through corporate donations and employee matching programs. These programs focus on pandemic response, social justice, sustainability and supporting women, Black and Latinx emerging talent and other underrepresented groups. You'll find examples of these programs in this report, ranging from workforce development to affordable housing.

**CONTINUED:  
A LETTER FROM OUR CEO**

Our strong balance sheet enables us to fund these initiatives and support our clients during these exceptionally challenging times. I'm proud to say that throughout the COVID-19 pandemic, we've been able to provide more than \$3 billion in financial relief through SVB programs, and we facilitated another \$1.8 billion in Small Business Administration loans via the Paycheck Protection Program (PPP). In the UK, we're participating in the Coronavirus Business Interruption Loan Scheme (CBILS) and the Coronavirus Large Business Interruption Loan Scheme (CLBILS). All of these programs are intended to help clients navigate these uncertain times. Our clients are the most innovative companies in the world, and many are on the front lines, working on coronavirus vaccines, retooling supply lines to distribute protective equipment, designing leadership programs for women and people of color and providing support to struggling small businesses.

As we work to be better advocates and allies in the fight for equality, we continue to learn and evolve our efforts at our own workplaces. We have a multipronged approach to building and sustaining a more diverse, equitable and inclusive environment, including workforce and leadership development, new hiring strategies, strategic partnerships and an open-door policy that encourages employees to raise issues and address them.

Supporting sustainable, growing businesses, including our own, also requires a strong commitment to protecting our increasingly vulnerable planet and addressing a lack of access to basic human needs like



"How We Hire" luncheon with Silicon Valley Leadership Group and recruiters in Menlo Park, California, in October 2019

food, shelter and healthcare. We support companies that are working to address climate change, energy efficiency, food security, safe drinking water and housing, among other issues. One example I'm pleased to report is that SVB's Community Development Finance Division committed more than \$665 million in investments and nearly \$1.3 billion in loans to help build or rehabilitate more than 9,400 affordable-housing units in the San Francisco Bay Area since 2002 — with a target of an additional \$140 million to be deployed by the end of 2020.

Throughout this tumultuous year, the dedication of SVB employees has never been stronger; they are providing unwavering support to clients, colleagues and the community, and they remain our most valuable asset. I'm also proud of their candor, willingness to speak up and commitment to work with SVB leaders to build a more just workplace and society.

In closing, I'd like to share a recent discussion I had with aspiring young professionals from Year Up, one of SVB's partners that provides work experiences for young adults who don't typically have much exposure to innovation jobs or corporate life. They asked to hear lessons from my career. I told them that taking risks and trying new things are challenging. It's not easy or comfortable, but it's required. I'm applying that advice to myself and my SVB colleagues as we work even harder to make a meaningful and lasting impact, as you'll see throughout this report. At SVB, our vow is to never stop learning and improving and to hold ourselves accountable to benefit all of our stakeholders.

**GREG BECKER**

President and CEO, SVB Financial Group;  
CEO, Silicon Valley Bank

# Facts at a Glance

## Financing affordable housing\*

**\$665M**

in investments

**\$1.3B**

in loans

**9,418**

total affordable housing units

\*Since 2002

## Supporting small businesses\*

**\$221M**      **2,700**

in loans

total loans

\*Full-year 2019

A "small business loan" is defined as a loan amount less than or equal to \$1 million to businesses with gross annual revenue less than or equal to \$1 million.



## Contributing to not-for-profits

**\$8M**

in total corporate giving\*

**\$790K**

in SVB Foundation grants\*

**\$504K**

in employee matches\*

**27K**

employee volunteer hours\*

**\$5.5M**

committed to local, regional and global COVID-19 relief efforts\*\*

\*In 2019

\*\*As of August 2020



## In good company

- Top Corporate Philanthropist — *Bay Area Business Journals*
- America's Best Midsize Employers — *Forbes*
- Inclusion in the Goldman Sachs JUST U.S. Large Cap Equity ETF
- Among the 100 Most Sustainable US Companies — *Barron's*
- Selected for inclusion in the Bloomberg Gender-Equality Index
- Member of Pledge 1%

## Creating opportunities for the underrepresented

**\$1.6M**

for gender parity in innovation\*

**\$1.2M**

to support diverse emerging talent\*

**2K**

lives impacted by Access to Innovation\*\*

\*In 2019

\*\*2017 through August 2020

# Supporting Employees, Clients and Communities through the Pandemic

As the COVID-19 pandemic unfolded, SVB moved quickly to make the safety of our employees, clients and families our top priority. With a strong financial balance sheet, SVB delivered a variety of relief programs to clients facing hardships during this period of economic uncertainty. We also actively participated in government debt relief programs.

## Government Debt Relief

SVB is working with industry groups and government leaders around the world to help design and implement small business economic relief programs and initiatives to help stabilize the innovation ecosystem and prepare for recovery. For example, SVB participated in the Paycheck Protection Program under the US CARES Act. We received applications from more than 5,500 small businesses and startups and provided approximately \$1.8 billion in relief. In the UK, SVB also participated in the CBILS and CLBILS.

## SVB Debt Relief

Launched on April 1, 2020, our venture debt relief initiative has enabled more than 1,000 startups to defer for six months their principal payments on a combined \$2.1 billion in funded debt. The Premium Wine Division enabled a majority of clients to defer principal payments for three or six months, and SVB Private Bank clients were given the option to defer mortgage payments for 90 days.

**\$2.1B**

in deferred principal payments of venture debt loans for six months

**\$640M**

in deferred principal payments of loans for Premium Wine Division clients

**\$1.8B**

in Paycheck Protection Program relief

**\$5.5M**

committed to local, regional and global COVID-19 relief efforts

---

## A Safe Approach to Continuity

As we continue to serve our clients, it's of the utmost importance that we protect the health and safety of our employees. To that end, SVB has:

- Activated business continuity and pandemic plans
- Moved to a work-from-home plan and prohibited all business travel
- Postponed or moved online all SVB-hosted events
- Supported employees with expanded health, wellness and financial benefits

# Responding to Crises in Our Communities

We're doing everything we can to help ensure that our communities have the resources and support to manage successfully through the coronavirus crisis that challenges us all.

## Financial Support

SVB has committed \$5.5 million to support local, regional and global activities focused on three areas: health, food security and shelter, and small business relief. This includes direct community-based giving, a 3:1 match for donations from SVB employees, and corporate contributions to global, national and regional charities. In addition, SVB will contribute net PPP loan origination fees it receives from the Small Business Administration to COVID-19 relief efforts and social justice causes.

## The COVID-19 Global Impact & Innovation Fund

Established to identify and consolidate high-impact organizations that are creating solutions to the pandemic crisis, the fund focuses on activities to help slow the spread of COVID-19 and provide immediate relief to those affected. SVB made an initial \$1 million investment to fund this critical work, and SVB's network is invited to contribute.

## Business for All

SVB supports emergency and small business grants through our partner Hello Alice's Business for All initiative. This initiative provides support to small businesses and hosts a free [COVID-19 Business Resource Center](#) to link those businesses to relief programs, funding opportunities, mentors and other support programs designed for New Majority entrepreneurs.



Meals for the NHS volunteers

## Help around the Globe

SVB offices support many organizations in their respective regions. For example, SVB partnered with Meals for the NHS, a tech ecosystem initiative in the UK, to provide much-needed meals to frontline National Health Service staff who are dealing directly with COVID-19. Meals for the NHS is now operating in 75 hospitals in 21 towns and cities across the UK.

# Contents



01

Champion of Innovation

Page 8

02

Innovation through Inclusion

Page 13

03

Engaging and Empowering Employees

Page 21

04

SVB in the Community

Page 25

05

Supporting Affordable Housing

Page 30

06

Contributing to a Sustainable World

Page 33

07

Practicing Responsible Corporate Governance

Page 38

# CHAMPION OF INNOVATION

---

**01.**  
Champion of Innovation

**02.**  
Innovation through Inclusion

**03.**  
Engaging and  
Empowering Employees

**04.**  
SVB in the Community

**05.**  
Supporting Affordable Housing

**06.**  
Contributing to a  
Sustainable World

**07.**  
Practicing Responsible  
Corporate Governance





# Our Mission

**Helping innovators, enterprises and investors move bold ideas forward, fast.**

Silicon Valley Bank, the bank of the world’s most innovative companies and their investors, helps entrepreneurial companies of all sizes pursue their ambitious goals. Our technology and life science clients and their investors are inventing the future. They’re creating new jobs and career paths, more efficient commerce and healthcare, a better quality of life and a more sustainable planet. We provide our clients with a wide range of financial services, access to our expansive global networks and connections, and deep expertise to help them succeed. We also believe that we have the responsibility to support industry groups and initiatives that make diversity, equity and inclusion top priorities and create and promote opportunities for all.

01. Champion of Innovation

02. Innovation through Inclusion

03. Engaging and Empowering Employees

04. SVB in the Community

05. Supporting Affordable Housing

06. Contributing to a Sustainable World

07. Practicing Responsible Corporate Governance

# We're at the Intersection of Innovation and Capital

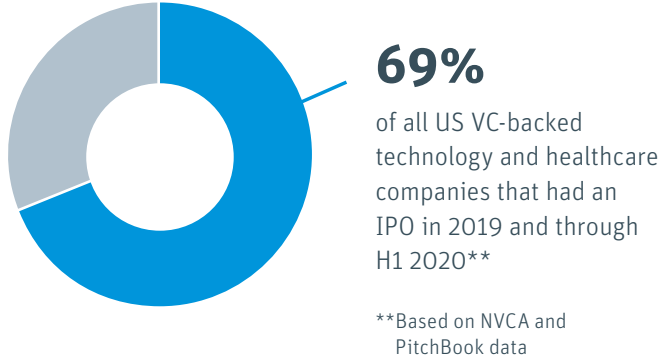
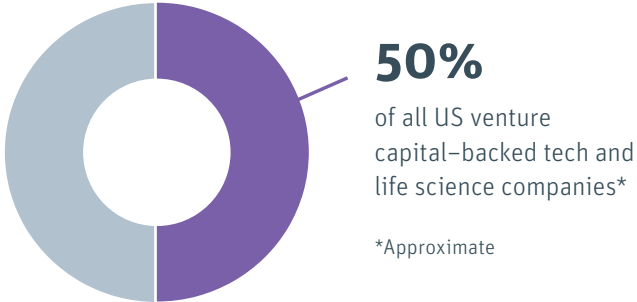


<p><b>01.</b> Champion of Innovation</p>	<p><b>02.</b> Innovation through Inclusion</p>	<p><b>03.</b> Engaging and Empowering Employees</p>	<p><b>04.</b> SVB in the Community</p>	<p><b>05.</b> Supporting Affordable Housing</p>	<p><b>06.</b> Contributing to a Sustainable World</p>	<p><b>07.</b> Practicing Responsible Corporate Governance</p>
--	--	---	--	---	---	---

# Our Employees Are Our Most Valuable Asset

Since our founding in 1983, SVB has been a financial partner for high-growth companies, some of which have become the world’s most visionary corporations. We opened in San Jose, California, and now have offices in innovation centers around the world. Against the backdrop of uncertainty, SVB employees remain our most valuable asset – providing unwavering support to SVB clients, bank colleagues and philanthropic partners addressing critical needs.

### OUR CLIENTS



### FINANCIAL HIGHLIGHTS

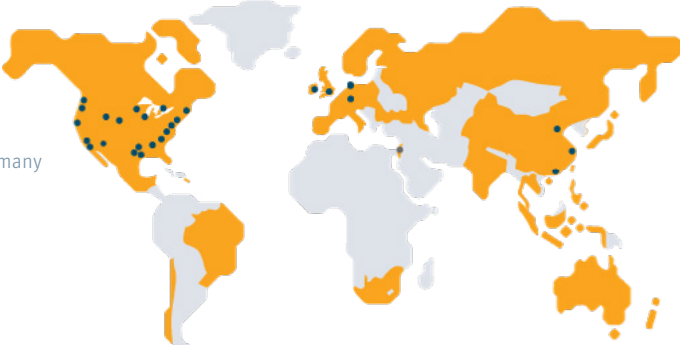


\*\*\*As reported on a consolidated basis as of June 30, 2020

[Learn about SVB’s investor relations](#)

### GLOBAL LOCATIONS

- SVB Financial Group’s offices  
United States | Canada | China | Denmark | Germany  
India | Ireland | Israel | United Kingdom
- SVB Financial Group’s international banking network



# Advocating for Pro-innovation Policies



Emily Leproust, PHD, CEO of Twist Bioscience

## Public Policy

SVB leaders help industry groups and policymakers around the world better understand how startup founders, enterprising companies and their investors fuel the innovation and job creation that supports local, national and global economies. We share insights and perspectives with global leaders from London to Beijing to Washington, DC, on a variety of issues, including access to talent, raising capital, cybersecurity, corporate taxes and the impact of regulations.

SVB makes political contributions only through the Silicon Valley Bank Political Action Committee (PAC). The SVB PAC lets employees participate voluntarily in the political process by pooling resources and making contributions to recipients whose views are aligned with the interests of SVB and our constituents.

CEO Greg Becker serves as the Chairman of TechNet, a national, bipartisan network of technology CEOs and senior executives that promotes the growth of the innovation economy. He also has leadership roles in influential government and technology advocacy groups, including the Federal Reserve Bank of San Francisco and the Silicon Valley Leadership Group. Other SVB executives serve in leadership roles on the Bay Area Council, the Housing Leadership Council of San Mateo County and Housing Trust Silicon Valley, among others.

<p><b>01.</b> Champion of Innovation</p>	<p><b>02.</b> Innovation through Inclusion</p>	<p><b>03.</b> Engaging and Empowering Employees</p>	<p><b>04.</b> SVB in the Community</p>	<p><b>05.</b> Supporting Affordable Housing</p>	<p><b>06.</b> Contributing to a Sustainable World</p>	<p><b>07.</b> Practicing Responsible Corporate Governance</p>
--	--	---	--	---	---	---

# INNOVATION THROUGH INCLUSION

---

**01.**  
Champion of Innovation

**02.**  
Innovation through Inclusion

**03.**  
Engaging and  
Empowering Employees

**04.**  
SVB in the Community

**05.**  
Supporting Affordable Housing

**06.**  
Contributing to a  
Sustainable World

**07.**  
Practicing Responsible  
Corporate Governance



# Building the 21st-Century Workforce

Innovation is global and is touching every aspect of our lives, revealing even more need for inclusiveness of ideas and approaches. SVB is committed to fostering a more diverse, equitable and inclusive workplace and connecting untapped pools of talent with career opportunities at all levels. Businesses that understand how to maximize diverse points of view will create new opportunities for themselves, as well as for their employees. Through our signature program, Access to Innovation, we work to increase funding for startups founded by women and by Black, Latinx and other underrepresented groups, and for support programs to advance diversity and gender parity in leadership.

01. Champion of Innovation

02. Innovation through Inclusion

03. Engaging and Empowering Employees

04. SVB in the Community

05. Supporting Affordable Housing

06. Contributing to a Sustainable World

07. Practicing Responsible Corporate Governance

# We Embrace Diverse Perspectives and Foster a Culture of Belonging

SVB takes a multipronged approach to **diversity, equity and inclusion (DEI)**, which includes employee awareness programs, regular training and educational opportunities, fair pay analysis, leadership development, hiring outreach programs and strategic partnerships.

SVB has an executive-led Diversity, Equity and Inclusion Steering Committee and an employee advocacy network focused on these objectives. We encourage employees to share their thoughts on DEI topics, and we support these efforts with a Code of Conduct based on respect. We're dedicated to creating a more diverse, equitable and inclusive company culture and innovation ecosystem, particularly when it comes to increasing representation for Black, Latinx and women at the senior leadership level.



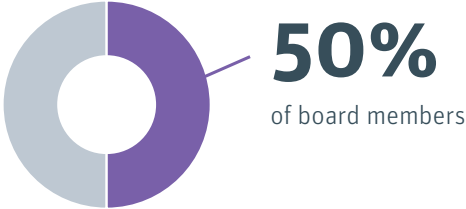
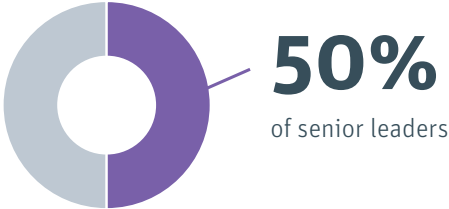
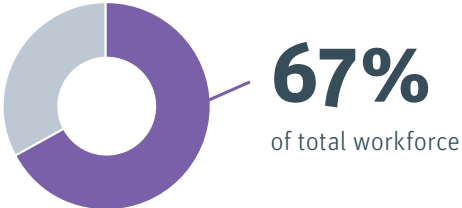
## SVB Programs & Sponsorships

 Leadership Vision & Goals	 Education & Awareness
 Strategic Partnerships	 Hiring and Development

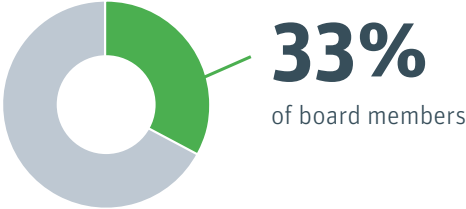
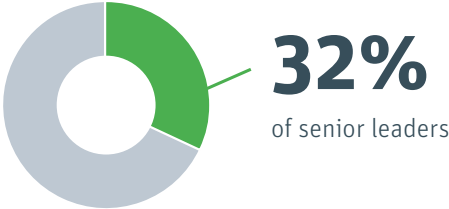
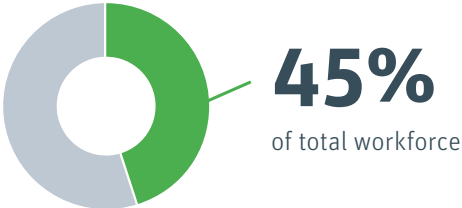
# Where We Stand on Workforce Diversity

As of July 2020

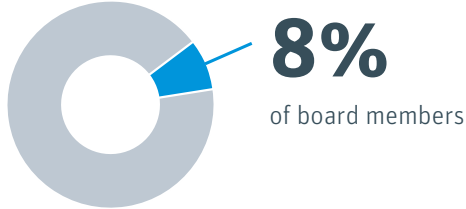
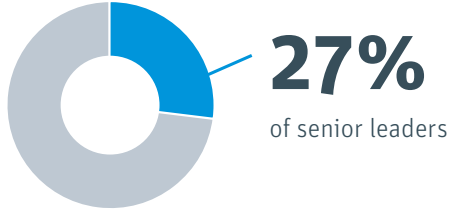
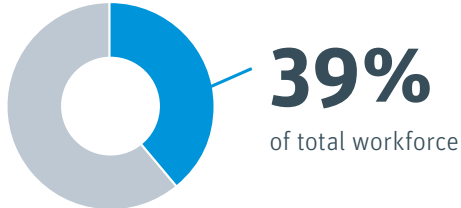
## DIVERSE REPRESENTATION (US)



## FEMALE REPRESENTATION (GLOBAL)



## RACIAL MINORITY REPRESENTATION (US)



We define diverse as a blended I&D measure, which includes any non-male, any person of color, veteran, or person with disclosed disability. Person of color refers to anyone who self identifies as any of the following: Hispanic/Latino, Black or African American, Asian, or Two or More Races/Other. Senior leader is defined as anyone in the following job levels: CEO, Executive Committee, and SVB’s top two bands of management.

We utilize this blended measure to include different backgrounds and social categorizations. Figures represent US employees only, as regulatory requirements governing data collection and privacy preclude comprehensive data collection in our international offices. We are actively exploring how we can effectively track and share data on our global workforce.



# Giving Future Innovators a Start

Since launching Access to Innovation in 2017, SVB has provided 61 interns with job experience in information technology, cybersecurity, compliance, global operations, project management and client services. As of spring 2020, half of those interns have joined SVB or leading tech companies as full-time or contract employees.

## Year Up

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. Since 2017, SVB has hosted 61 young professionals for six-month internships in multiple locations and seeks to help them identify long-term career opportunities at SVB or our client or partner companies once their internships conclude.

## Career Ready

Career Ready is a UK-based organization that links employers with schools and colleges to open up the world of work to underserved young people, unlocking their potential and preparing them for a career. In 2018, SVB in the UK partnered with Career Ready to bring interns to our London office.

## College Certifications

After analyzing our clients' open entry-level positions, SVB found a significant skills gap in business and data analytics. We partnered with our client Pathstream to deliver certification programs at three community colleges in the San Francisco Bay Area focused on teaching these skills and increasing opportunities in the innovation sector. So far, 350 students have enrolled since the program kicked off in summer 2019.



2019 SVB Year Up interns attending a professional development event

“  
**Interning at the bank was the bridge between my former life of wrapping burritos full time and my current career desire to become a leader within the information security community.**



**KRISMEN ORIAS**  
Former SVB Year Up intern; currently Senior Cyber Security / SOC Analyst at NASA

01. Champion of Innovation	02. Innovation through Inclusion	03. Engaging and Empowering Employees	04. SVB in the Community	05. Supporting Affordable Housing	06. Contributing to a Sustainable World	07. Practicing Responsible Corporate Governance
----------------------------	----------------------------------	---------------------------------------	--------------------------	-----------------------------------	---	---

# Enabling Access to the Innovation Economy

## Increasing Female Representation

SVB is a founding partner of All Raise, launched in 2018 with the goal of doubling the percentage of women in venture capital partner roles over the next decade and increasing VC funding for female founders to 25% within five years. For the past 20 years, SVB has partnered with Astia, a global organization that aims to level the investment playing field for startups that include female leaders. We're also a founding partner and global sponsor of theBoardlist, part of the #ChoosePossibility Project, which provides companies and investors with lists of qualified women who are interested in joining corporate boards.

## Venturing Forward Together

Venture Forward is a nonprofit founded by the National Venture Capital Association that is dedicated to promoting a strong and inclusive venture community that will fuel the economy of tomorrow. SVB is a founding partner, and Jennifer Friel Goldstein, Managing Partner at SVB Capital, is a member of the board of directors.

## Recruiting Black Talent

In 2020, SVB partnered with its Los Angeles client, Valence, a network of Black professionals, to provide talent recruitment opportunities for SVB and SVB clients and offer inspiring and educational virtual events. The 2020 Summer Event Series also featured the Valence Boost Challenge, which gives event attendees the opportunity to meet with event speakers for 30-minute "Boost" mentorship sessions.

## Supporting LGBTQ+ Entrepreneurs

StartOut connects and educates LGBTQ+ entrepreneurs to empower great leaders and businesses. SVB employees participate on the board of directors and as mentors to StartOut members. In addition to being a financial sponsor, SVB hosts the organization's demo days in San Francisco, New York and Los Angeles.



Shivani Siroya, Founder and CEO, Tala

01. Champion of Innovation	02. Innovation through Inclusion	03. Engaging and Empowering Employees	04. SVB in the Community	05. Supporting Affordable Housing	06. Contributing to a Sustainable World	07. Practicing Responsible Corporate Governance
----------------------------	----------------------------------	---------------------------------------	--------------------------	-----------------------------------	---	---

# Promoting Entrepreneurship in Our Communities

## BUILD

Businesses United in Investing, Lending and Development (BUILD) has incubated more than 750 youth businesses and partnered with more than 30 schools across the US. SVB has given more than \$731,000 to BUILD, and our employees volunteer as board members, mentors and panel judges with BUILD in the San Francisco Bay Area, Boston, New York and Washington, DC.

## Opportunity Fund Drives Economic Mobility

Twenty-five years ago, SVB and the Silicon Valley Community Foundation partnered to establish the Opportunity Fund, which promotes economic opportunity and stronger communities by providing microloans, education and support to underserved small business owners. Since the Opportunity Fund’s launch, SVB has contributed more than \$6.25 million, helping extend 17,000 loans and invest \$905 million in small businesses.

## Hispanic Foundation of Silicon Valley

The Hispanic Foundation of Silicon Valley funds programs to promote research, engagement, educational excellence and leadership development for the Latinx community. Since 2016, SVB has given \$330,000 to support the organization’s Latinos in Technology Scholarship, which is designed for Latinx students majoring in science, technology, engineering or mathematics.

## Helping Women out of Poverty

Grameen America provides microloans and training to women in poverty who seek to build small businesses. SVB has committed \$2 million in loan capital to help launch women-led businesses. Since 2012, Grameen America’s San Francisco Bay Area offices have made loans to 11,094 women totaling \$124 million, creating 11,700 jobs.



Hello Alice website ([helloalice.com](https://helloalice.com))

## Providing Resources for Small Business Owners

Hello Alice is a platform that uses new technology to help New Majority business owners connect with relevant opportunities and resources. In 2019, SVB was the lead investor in Hello Alice’s Series A round. In the first half of 2020, SVB contributed \$750,000 to provide grants to small business owners through *Hello Alice’s COVID-19 Business for All Emergency Grant Fund*.

# Opening Our Doors to Promising Student Entrepreneurs with the SVB Trek

Each January, SVB invites ambitious, entrepreneurially minded college students from around the globe to join the four-day [SVB Trek](#). In sessions with world-class entrepreneurs, investors and industry leaders, participants get an immersive learning experience featuring hands-on workshops and salon-style events with industry luminaries. SVB Trek enables students to build a network of peers and advisors while gaining unique insights to take them to the next stage of their career.

“ If I were to share every lesson and insight I gained from this experience, this post would be a short novel. I can’t wait to keep in touch with all of my new friends and continue to support one another as we become visionary founders, investors and innovators in this entrepreneurial ecosystem!



**MIRACLE OLATUNJI**  
2020 SVB Trek participant

## SVB TREK: BY THE NUMBERS 2015–2020

6  
years

7  
countries



30  
universities

46%  
women

142  
students



# ENGAGING AND EMPOWERING EMPLOYEES

---

**01.**  
Champion of Innovation

**02.**  
Innovation through Inclusion

**03.**  
Engaging and  
Empowering Employees

**04.**  
SVB in the Community

**05.**  
Supporting Affordable Housing

**06.**  
Contributing to a  
Sustainable World

**07.**  
Practicing Responsible  
Corporate Governance

### At SVB

- 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 at SVB

At SVB, we turn our values into action. That means fostering an environment in which our employees are encouraged to do their best every day, recognizing that their engagement, diverse perspectives and creativity help SVB and its clients succeed. We offer industry-leading benefits and promote the principles of empathy, integrity and responsibility necessary for a vibrant workplace where employees can continuously learn and improve.

Year Up participants practicing their interview skills with SVB employees and clients in Los Angeles, California

01. Champion of Innovation

02. Innovation through Inclusion

03. Engaging and Empowering Employees

04. SVB in the Community

05. Supporting Affordable Housing

06. Contributing to a Sustainable World

07. Practicing Responsible Corporate Governance

# Promoting Professional and Personal Growth

Employee engagement is directly related to the ability to pursue professional and personal growth. SVB strives to build a collaborative and supportive environment, and we offer many resources, including programs and benefits designed to support our employees, from compensation, to health and wellness programs, to investing for the future. Here is a sample of SVB benefits:

Financial Well-Being	Health and Wellness	Life and Family	Professional Development
<ul style="list-style-type: none"> <li>– Competitive 401(k) match</li> <li>– Retirement investment advisory services</li> <li>– Employee stock ownership plan</li> <li>– Employee stock purchase plan</li> <li>– Employee home ownership plan</li> <li>– Commuter benefits</li> <li>– Corporate discounts and perks</li> <li>– Financial literacy education</li> <li>– One-on-one financial advice and counseling</li> <li>– Quarterly stipend to defray home office expenses during the pandemic</li> </ul>	<ul style="list-style-type: none"> <li>– Medical, dental, vision and disability insurance</li> <li>– Wellness program with physical and mental health education and rewards</li> <li>– Health and patient advocacy assistance</li> <li>– Transgender surgery services</li> <li>– Counseling and mental health services</li> <li>– Virtual medical services</li> <li>– Drop-in medical services</li> <li>– Ergonomic assessment and training</li> </ul>	<ul style="list-style-type: none"> <li>– Parental bonding leave</li> <li>– Adoption assistance</li> <li>– Special needs assistance</li> <li>– Leave-of-absence planning support</li> <li>– Backup child care and senior care assistance</li> <li>– College coach program</li> <li>– Pet care referral services</li> <li>– Fertility services</li> <li>– Surrogacy support</li> </ul>	<ul style="list-style-type: none"> <li>– Workshops and live webinars</li> <li>– Membership in professional development organizations</li> <li>– Access to online career development courses and business research</li> <li>– Education reimbursement program</li> <li>– Leadership and associate development programs</li> </ul>

# Infusing Ethics and Integrity in the Workplace



Danielle Civitillo, Senior FX Advisor in SVB's San Francisco office

Trust is the key to our business. We succeed only if our employees, clients, investors and the public have trust in us. We build trust with a clear, strong set of values that lay the foundation for ethical standards and conduct at SVB.

Our Code of Conduct, which applies to all of our directors, executive officers and employees, establishes the principles that help guide and reinforce our professional and personal behavior. It is designed to deter wrongdoing, promote honest and ethical conduct and ensure compliance with governmental laws, rules and regulations. Complying with the Code of Conduct, as well as with all other SVB policies, procedures and guidelines, is a condition of employment. Our Code of Conduct is available in the [Corporate Governance](#) section of our website.

SVB also has a process for anonymously collecting reports online and by phone about behavioral, legal or ethical issues related to actions by SVB employees and our partners and suppliers, including accounting practices and audit controls.

01. Champion of Innovation	02. Innovation through Inclusion	03. Engaging and Empowering Employees	04. SVB in the Community	05. Supporting Affordable Housing	06. Contributing to a Sustainable World	07. Practicing Responsible Corporate Governance
----------------------------	----------------------------------	---------------------------------------	--------------------------	-----------------------------------	---	---



# SVB IN THE COMMUNITY

---

**01.**  
Champion of Innovation

**02.**  
Innovation through Inclusion

**03.**  
Engaging and  
Empowering Employees

**04.**  
SVB in the Community

**05.**  
Supporting Affordable Housing

**06.**  
Contributing to a  
Sustainable World

**07.**  
Practicing Responsible  
Corporate Governance



# Partnering for Progress

Since our founding in 1983, SVB has been a committed philanthropic partner in the communities where we live and work. We are proud to support our employees who generously contribute their time, expertise and money to improve their communities. As SVB grows, so has our philanthropic footprint around the world. Moving forward, we aim to donate 1% of our time and net income annually.

2019 Tech Gives Back volunteers in Los Angeles

**01.**  
Champion of Innovation

**02.**  
Innovation through Inclusion

**03.**  
Engaging and Empowering Employees

**04.**  
SVB in the Community


**05.**  
Supporting Affordable Housing


**06.**  
Contributing to a Sustainable World


**07.**  
Practicing Responsible Corporate Governance

# Expanding Opportunities for Students and Teachers

**UNITED AND COUNTING:  
BY THE NUMBERS**

 **100**  
schools

 **10,298**  
students

 **31,677**  
hours of financial literacy education

## Promoting Financial Literacy

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. Since 2014, United and Counting has reached 10,298 students in 100 schools in the San Francisco Bay Area, providing nearly 32,000 hours of online education.

## Cristo Rey Network Internships

The Cristo Rey Network encompasses high schools in underserved communities that combine college preparatory academics with professional work opportunities. The work-study program offers students experience working alongside professionals while helping offset tuition costs. SVB hosted six interns in 2019.

## Ignited Education

Through Ignited Education, SVB annually hosts an Ignited Teacher Fellow, who works with our Talent Development Team’s Change Management Center of Excellence to learn new change management approaches that can be applied in an educational setting. Stacy French, a past SVB Ignited Teacher Fellow, says her experience gave her new ideas: “I became a student this summer, with the whole Talent Development Center Team as my amazing teachers. I am excited to return to school and be able to share all I have learned at SVB with my students, parents, faculty, staff and administration.”

01. Champion of Innovation	02. Innovation through Inclusion	03. Engaging and Empowering Employees	04. SVB in the Community	05. Supporting Affordable Housing	06. Contributing to a Sustainable World	07. Practicing Responsible Corporate Governance
-------------------------------	-------------------------------------	--	-----------------------------	--------------------------------------	--	--

# Giving Back

At SVB, giving back is a key part of who we are. We have well-established giving strategies and are actively expanding the focus and scope of our initiatives.



Cyclists at the Best Buddies Challenge finish line at Hearst Castle in San Simeon, California

## Pledging Volunteer Time and Financial Support

In 2018, we took an important step to quantify our community commitments by joining the Pledge 1% movement. Along with hundreds of other companies, we aspire to give 1% of our time and dollars to charitable causes.

Key among the many charitable activities we support, SVB matches employee donations of money and volunteer time up to \$2,000 per employee annually. Additionally, the SVB Foundation contributes larger grants to organizations in which employees volunteer or take on leadership roles.

In the first half of 2020, SVB launched its Missions program through Benevity. This program engages employees around the causes they care most about by providing education and gamified activities that encourage them to take action. One of the first Missions was focused on justice and equity for Black Americans. Employees donated \$400,000 in the first month, which supplemented SVB’s corporate donations to the NAACP, ACLU, National Urban League and other organizations.

We also maintain our strong, long-standing commitment to the Community Reinvestment Act, focused in the San Francisco Bay Area. We provide financing for affordable-housing construction and rehabilitation to help address the severe housing shortage, including loan capital for local community development financial institutions.

## 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 employs participants in the Best Buddies jobs program.

Since 2004, SVB has raised \$6.7 million for Best Buddies through events, including Best Buddies Challenge cycling events at Hearst Castle, Hyannis Port and Washington, DC, as well as Best Buddies Friendship Walks in the San Francisco Bay Area, Arizona and Washington, DC.

01. Champion of Innovation	02. Innovation through Inclusion	03. Engaging and Empowering Employees	04. SVB in the Community	05. Supporting Affordable Housing	06. Contributing to a Sustainable World	07. Practicing Responsible Corporate Governance
-------------------------------	-------------------------------------	--	-----------------------------	--------------------------------------	--	--

# Empowering Giving through the SVB Network

## Tech Gives Back

Each fall, SVB and Technology Underwriting Greater Good (TUGG), host Tech Gives Back in a growing number of innovation hubs across the country and around the world. At the ninth annual Tech Gives Back event in 2019, more than 3,000 volunteers participated, including SVB employees and clients in Massachusetts, New York, California, Colorado, Texas, Utah, Illinois, Oregon, Washington, Washington D.C., Arizona, Canada, UK, Israel and China – making it the tech industry’s largest single day of community service. Tech Gives Back is a constructive, interactive community event that encourages corporate teams to work alongside their colleagues and clients to contribute to their communities.



 **3,000+**  
participants\*

 **1,000+**  
companies\*

 **110+**  
nonprofit organizations\*



\*In 2019

01. Champion of Innovation

02. Innovation through Inclusion

03. Engaging and Empowering Employees

04. SVB in the Community

05. Supporting Affordable Housing

06. Contributing to a Sustainable World

07. Practicing Responsible Corporate Governance

# SUPPORTING AFFORDABLE HOUSING

---

**01.**  
Champion of Innovation

**02.**  
Innovation through Inclusion

**03.**  
Engaging and  
Empowering Employees

**04.**  
SVB in the Community

**05.**  
**Supporting Affordable Housing**

**06.**  
Contributing to a  
Sustainable World

**07.**  
Practicing Responsible  
Corporate Governance

# Finding Solutions to the Housing Shortage

Finding affordable housing is increasingly difficult for many residents in major urban centers. Since 2002, SVB’s Community Development Finance Division has committed more than \$665 million in investments and nearly \$1.3 billion in loans to help build or rehabilitate 9,418 affordable-housing units in the San Francisco Bay Area. By the end of 2020, an additional \$140 million will be deployed. These homes are designed for low- and moderate-income working families, seniors, veterans, people with disabilities and those who are chronically homeless.

SVB has also committed more than \$2 million to Housing Trust Silicon Valley, which finances affordable housing in Silicon Valley. Housing Trust has facilitated more than 36,700 affordable-housing opportunities and invested \$335 million since 2001.



Mercy Housing’s Colma Veterans Village in Colma, California

01. Champion of Innovation

02. Innovation through Inclusion

03. Engaging and Empowering Employees

04. SVB in the Community

05. Supporting Affordable Housing

06. Contributing to a Sustainable World

07. Practicing Responsible Corporate Governance

# SVB Community Development Finance in Action

SVB is committed to supporting the communities in which we live and work, often by investing in transformative affordable-housing projects like the ones below. For more information about SVB’s efforts to increase the stock of affordable housing in the San Francisco Bay Area, visit [www.svb.com/living-our-values/community-involvement](http://www.svb.com/living-our-values/community-involvement).



Berkeley Way and Hope Center in Berkeley, California

## Berkeley Way and Hope Center

This project in Berkeley, California, will provide 89 units designated for low-income working families, 53 units of permanently supportive housing for people with disabilities or who are homeless or at risk of being so and 44 shelter beds for men who are homeless, including 12 transitional beds for veterans. SVB is providing a \$7.1 million investment to finance the new construction, which is the largest affordable-housing project in Berkeley.

As a joint development between the Berkeley Food & Housing Project and BRIDGE Housing, this project will establish a continuum of affordable housing that is integrated into the fabric of a vibrant downtown community. It will serve as a place where those facing housing insecurity can begin a journey out of homelessness into a welcoming community of warmth, respect and dignity.



Maceo May Apartments in Treasure Island, San Francisco

## Maceo May Apartments, Treasure Island, San Francisco

Maceo May Apartments is the first new affordable-housing project built during the redevelopment of Treasure Island. The project will provide 105 affordable units for veterans who are homeless or formerly homeless. It is a collaboration between the Chinatown Community Development Center and Swords to Plowshares, a veterans rights organization. SVB provided a \$43.7 million construction loan and a \$15.6 million investment to finance the new construction.

The project is a modular, all-electric development designed for resiliency to protect from sea level rise and to continue operations and remain safe and comfortable during periods of extreme heat, power outages, wildfire smoke and seismic events.

<p><b>01.</b> Champion of Innovation</p>	<p><b>02.</b> Innovation through Inclusion</p>	<p><b>03.</b> Engaging and Empowering Employees</p>	<p><b>04.</b> SVB in the Community</p>	<p><b>05.</b> Supporting Affordable Housing</p>	<p><b>06.</b> Contributing to a Sustainable World</p>	<p><b>07.</b> Practicing Responsible Corporate Governance</p>
--	--	---	--	---	---	---



# CONTRIBUTING TO A SUSTAINABLE WORLD

---

**01.**  
Champion of Innovation

**02.**  
Innovation through Inclusion

**03.**  
Engaging and  
Empowering Employees

**04.**  
SVB in the Community

**05.**  
Supporting Affordable Housing

**06.**  
Contributing to a  
Sustainable World

**07.**  
Practicing Responsible  
Corporate Governance

# Building a Better Future

SVB finances businesses that are developing sustainable technologies to increase efficient creation and consumption of energy, food, clean water and other resources. In its business operations, SVB seeks to reduce consumption with the latest advancements in office design and use-reduction strategies.



**01.**  
Champion of Innovation

**02.**  
Innovation through Inclusion

**03.**  
Engaging and Empowering Employees

**04.**  
SVB in the Community

**05.**  
Supporting Affordable Housing

**06.**  
Contributing to a Sustainable World

**07.**  
Practicing Responsible Corporate Governance

# Making the Most of Our Resources

## Building a Renewable Drinking Water Source

Zero Mass Water has created the world’s first renewable drinking water system, making clean, safe water available to anyone, anywhere. Its sustainable technology, the SOURCE Hydropanel, uses the power of the sun to extract an endless supply of reliable drinking water straight from the air. Zero Mass Water empowers people around the world to take control of their water supply.

SVB provided Zero Mass Water with venture debt to further develop its technology and expand operations.



## Addressing Food Security

Iron Ox builds advanced autonomous robotics and data-enabled greenhouses that leverage natural sunlight and consume 90% less water than traditional farms. The outcome: natural herbs, fruits and vegetables. Iron Ox is driven to make healthier food more accessible, with fewer resources, to address food security globally.

SVB provided Iron Ox with venture debt to help scale the development and deployment of its autonomous robotics technology.



# Building Environmentally Friendly Workplaces



## Smart Resource Use to Protect the Planet

Since SVB began installing Bevi water dispensers in our offices four years ago, we have kept nearly 1.2 million plastic bottles and cans from entering the landfill and recycling ecosystem and our oceans. In 2019, SVB activities translated to conserving 544,000 bottles and cans and 236,000 pounds of carbon emissions.

We also saved 669,450 pieces of paper through our partnership with DocuSign. This translates into 80 trees protected, 76,496 gallons of water conserved, 18,749 pounds of carbon emissions averted, 6,433 pounds of waste eliminated and 953 gallons of gasoline saved. And through our Project Finance commitment to supporting long-lived infrastructure, we'll help offset 1.7 tons of CO<sub>2</sub> emissions in 2020.

## A View of SVB Sustainability

SVB aims to enable its employees to reduce the carbon footprint of their commute. About 85% of SVB employees work in offices near public mass transit. We have implemented a carpool coordination service with client Scoop and provided electric vehicle charging stations at larger offices.

At our office in Salt Lake City, Utah, for example, sustainability efforts are incorporated throughout the 27,800-square-foot complex, from energy-efficient layouts and lighting to an HVAC system programmed for efficiency; even the carpeting is made from 100% recycled materials.

## Sustainable Eats

The cafe at SVB's headquarters in Santa Clara, California, is in the forefront of sustainable food sourcing, minimizing waste and giving back to the community. Ninety-three percent of food products are sustainable, and many consider animal welfare. Local is always the first choice for ingredients, and seafood is sustainably sourced. For nonfood items, the cafe uses earth-friendly or compostable materials, and we have a food donation program that supports the local community.

## Green at SVB

In 2020, SVB launched its Green Team, a group of employees who are passionate about the environment and sustainability. The team's mission is to inform, raise awareness and champion SVB's green practices and initiatives.



01. Champion of Innovation	02. Innovation through Inclusion	03. Engaging and Empowering Employees	04. SVB in the Community	05. Supporting Affordable Housing	06. Contributing to a Sustainable World	07. Practicing Responsible Corporate Governance
----------------------------	----------------------------------	---------------------------------------	--------------------------	-----------------------------------	---	---

# Combating Climate Change

SVB recognizes the significant economic, societal and ecological threats of climate change. We enable entrepreneurs with innovations that reduce greenhouse gas (GHG) emissions, and we take seriously the responsibility to reduce our own. The following inventory of our 2019 GHG emissions was done according to the guidelines of the [Greenhouse Gas Protocol](#) and reported to CDP.

COVID-19 has had a significant impact on the way we work and, consequently, our GHG emissions. This is particularly relevant in business travel, our largest source of emissions. Our second-largest source of emissions is purchased energy from our offices and four data centers – all of which we lease. Moving forward, we plan to apply best practices in reducing emissions associated with our leased space, as well as lessons learned from remote work, as we strive to reduce our climate impact.

## SVB Financial Group FY 2019 Greenhouse Gas Emissions Results

GHG Scope	Emissions Source	Emissions (MTCO <sub>2</sub> e) *	% of Total Footprint
Scope 1	Stationary and mobile fuel sources	618	3%
Scope 2	Purchased energy (market based)	7,224	37%
Scope 2	Purchased energy (location based)	7,258	<1%
Scope 3	Business travel and upstream leased assets	11,726	60%
<b>Total emissions</b>	<b>Scope 1 + Scope 2 (market based) + Scope 3</b>	<b>19,568</b>	

\*Metric tons of carbon dioxide equivalent

## 2019 PROJECT FINANCE GROUP ACHIEVEMENTS



# 10

deals closed



# 1,356 MW

generation financed



# 615 MW

equipment financed



# 1,667,384

tons of annual CO<sub>2</sub> avoided

# PRACTICING RESPONSIBLE CORPORATE GOVERNANCE

---

**01.**  
Champion of Innovation

**02.**  
Innovation through Inclusion

**03.**  
Engaging and  
Empowering Employees

**04.**  
SVB in the Community

**05.**  
Supporting Affordable Housing

**06.**  
Contributing to a  
Sustainable World

**07.**  
Practicing Responsible  
Corporate Governance



# Rigorously Upholding the Principles of Good Corporate Governance

SVB is committed to sound oversight consistent with the best interests of our stakeholders, ethical business principles and the letter and spirit of the law. Our Board of Directors has adopted clear corporate governance policies and is committed to providing effective oversight of our corporate governance process.

01. Champion of Innovation

02. Innovation through Inclusion

03. Engaging and Empowering Employees

04. SVB in the Community

05. Supporting Affordable Housing

06. Contributing to a Sustainable World

07. Practicing Responsible Corporate Governance

# Leading with Responsibility and Accountability

The following corporate governance highlights demonstrate our commitment to sound practices that promote responsibility, accountability and transparency.

## Board Composition and Independence

- 12 directors, all of whom are independent except for the CEO director
- Representation of a diverse mix of skills, experiences and backgrounds (with a particular focus on efforts to enhance racial and ethnic diversity)
- Separate board chair and CEO roles
- Independent board chair, committee chairs and committee members
- Limited other public company directorships to avoid “overboarding” concerns

## Risk Management

- Board and committee oversight of risk
- Separate Risk Committee composed of board chair and all committee chairs to focus on enterprise-wide risk management
- Risk Appetite Statement that provides a risk management framework and is reviewed annually by the board

## Accountability

- Annual election of directors
- Majority voting standard with director resignation policy
- Annual board and committee evaluations
- Regularly-held executive sessions of independent directors
- Robust executive and director equity ownership guidelines

## Stakeholder Interests

- Board and committee oversight of risk
- Separate Risk Committee composed of board chair and all committee chairs to focus on enterprise-wide risk management
- Risk Appetite Statement that provides a risk management framework and is reviewed annually by the board

Further 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. Click on any of the links below to learn more about our key corporate governance practices.

[Audit Committee Charter](#)

[Compensation Committee Charter](#)

[Credit Committee Charter](#)

[Finance Committee Charter](#)

[Governance Committee Charter](#)

[Risk Committee Charter](#)

[Code of Conduct](#)

[Corporate Governance Guidelines](#)





## About Silicon Valley Bank

For more than 35 years, Silicon Valley Bank has helped innovative companies and their investors move bold ideas forward, fast. SVB provides targeted financial services and expertise through its offices in innovation centers around the world. With commercial, international and private banking services, SVB helps address the unique needs of innovators.

[svb.com](https://svb.com)

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.

©2020 SVB Financial Group. All rights reserved. SVB, SVB FINANCIAL GROUP, SILICON VALLEY BANK, MAKE NEXT HAPPEN NOW and the chevron device are trademarks of SVB Financial Group, used under license. Silicon Valley Bank is a member of the FDIC and the Federal Reserve System. Silicon Valley Bank is the California bank subsidiary of SVB Financial Group (Nasdaq: SIVB).