

futura



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Shaping the future of fintech

What
a time to
lead the
change

Solarisbank



There's no priority like diversity.

We want to re-define banking and be at the forefront of Banking-as-a-Service. That means we need to be a leader in all aspects of life. This includes recognizing our responsibility as a growing company.

Gender-balanced teams are known to be a key driver for innovation. But it's more than that – it's about time to see social participations on all levels.

And we want Solaris to be the role model for the industry, empowering like the sun.

This gender diversity report is one of the first steps we take to commit to creating gender-balanced teams within Solaris.

We will share this report on a quarterly basis for full transparency and to keep ourselves accountable in improving the numbers over time.

Hiring

The world population is close to 50-50 in terms of the overall gender split. For example, in Germany, according to Statista, there are **49% of men and 51% of women**.

We are hiring almost two times as many men as women. So far in 2022, **for every women we hired, there was 1,7 men joining** Solaris. This is not a unique problem we are facing. The gender gap in our industry is a known fact – there are **less than 30% of women in fintech** with less than 5% of them being CEOs.

Futura actively works on bringing this ratio closer to balance.

Share of New Hires

Q1 2022

38%

62%

2021

37%

63%

2020

34%

66%

2019

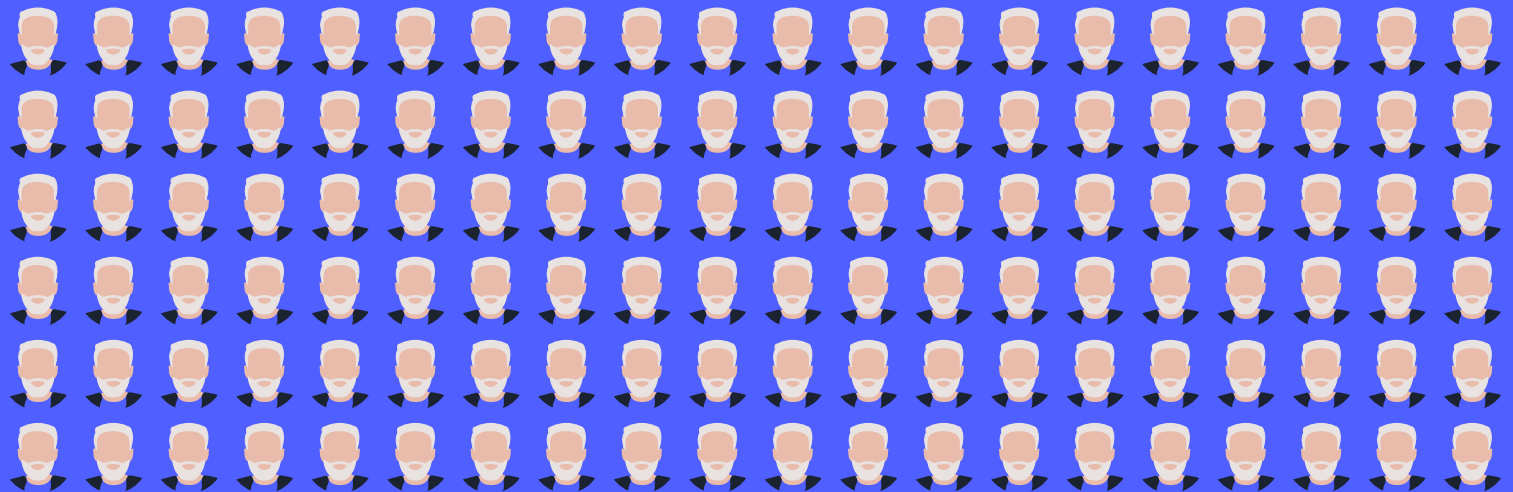
35%

65%

Women
Men

New hires in 2021

152



90

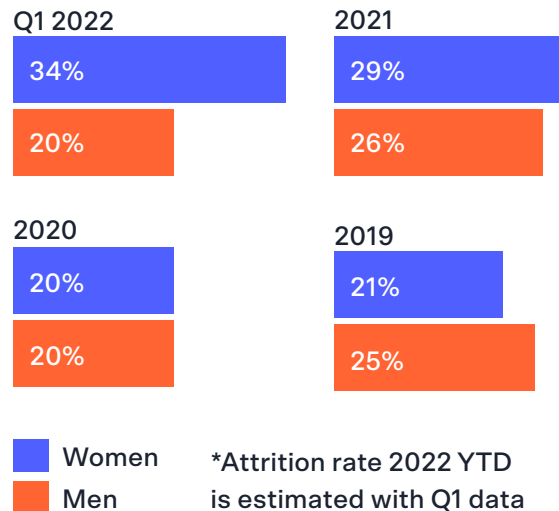


Attrition

Attrition rate is the rate at which people leave. If you break it down, it is the number of people who have left the company, divided by the average number of employees over a period of time.

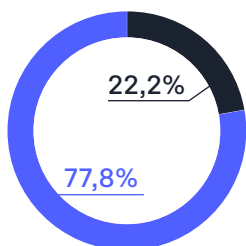
Even though we are hiring more men, we currently lose proportionally more women. This dynamic shifted significantly over the last two years.

Women vs. Men Attrition Rate



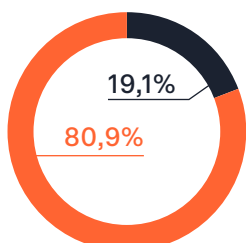
Share of attrition

According to the share of attrition within the first year and the first two years of employment, we are not only hiring fewer women but also losing proportionally a bit more of them in the first year.



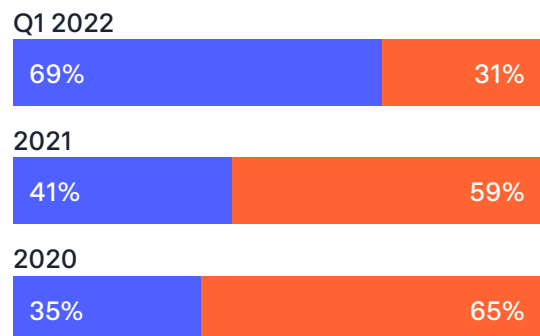
In 2021 we hired **90** women and **20** of them left the same year.

VS.

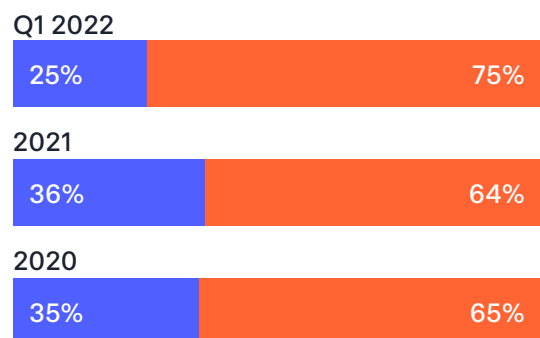


In 2021 we hired **152** men and **29** of them left the same year.

Share of Attrition <1 Year



Share of Attrition <2 Years



Of total tenure 0-1:



Promotions

The chart shows the share of the gender splitted promotions in our 6-month cycles.

The next promotion cycle data will be available in June 2022.

Share of promotions
(out of total promotions per round)

Women
Men

December 2021

31%

69%

May 2021

23%

73%

October 2020

50%

50%


May 2020*


100%


*Note: The May 2020 promotion data is not statistically significant because this promotion cycle was greatly reduced by the pandemic's contortions (4 promotions).

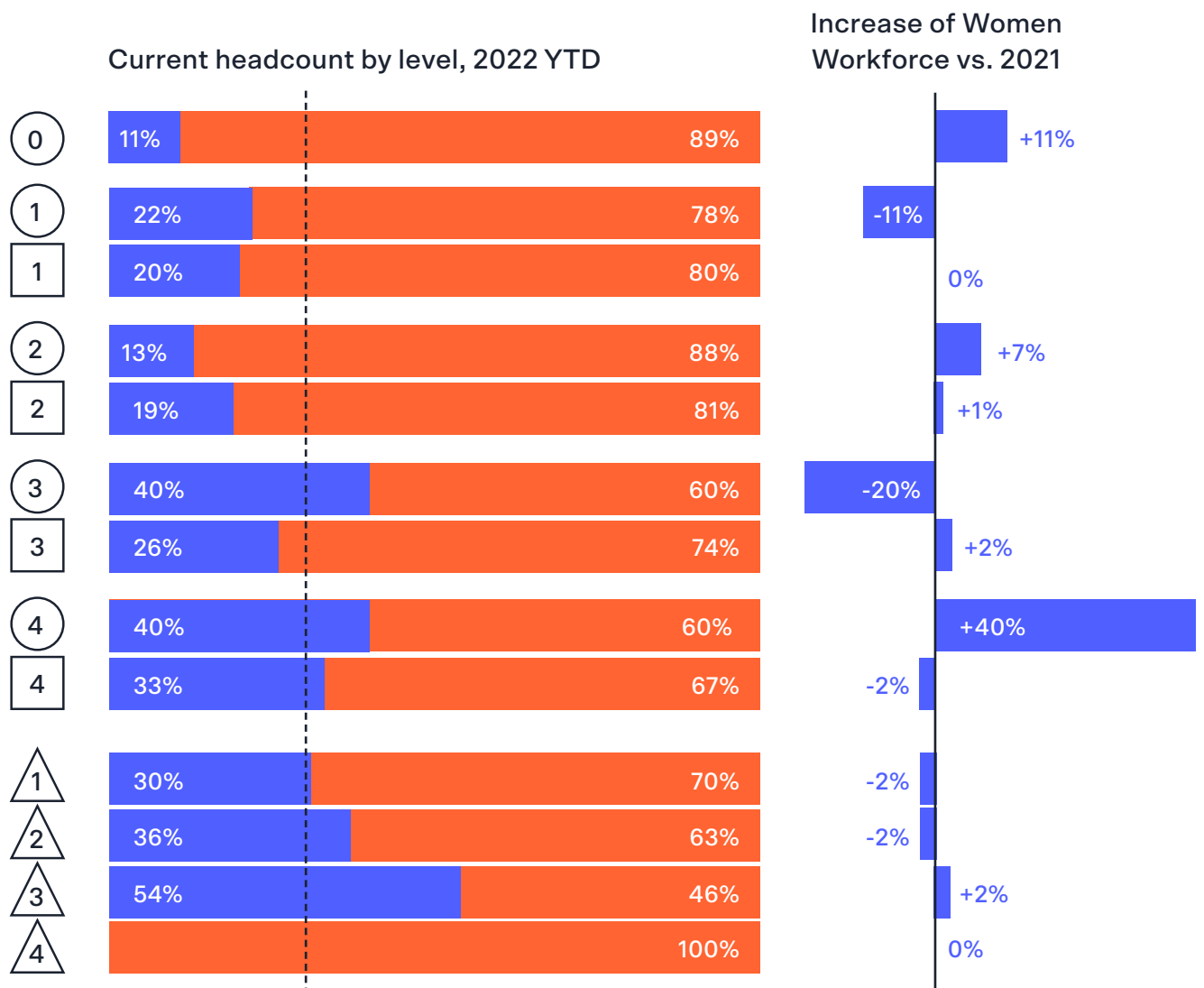
Current headcount by level

The Solarisbank learning framework consists of 3 tracks with 4 contribution levels each, covering all positions that exist at Solarisbank.



 The expert track provides the possibility for Solarians who want to master a discipline and contribute with their knowledge.

 The management track will be the track where people can develop into leadership and giving purpose is their desired wish.

 The individual contributor is the track in which most Solarians kick off their career journey and more importantly professionalize.



Our goal:
30%
across all levels

 Women and Diverse*
 Men

*Note: In order to keep the report anonymous, we've merged the data points of women and non-binary people.

Thank you!

Next edition: July 2022

futura^s

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