

# futura



Shaping the future of fintech

What  
a time to  
lead the  
change

Solaris



## 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 1,4 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

2022

41%

58%

2021

37%

63%

2020

34%

66%

2019

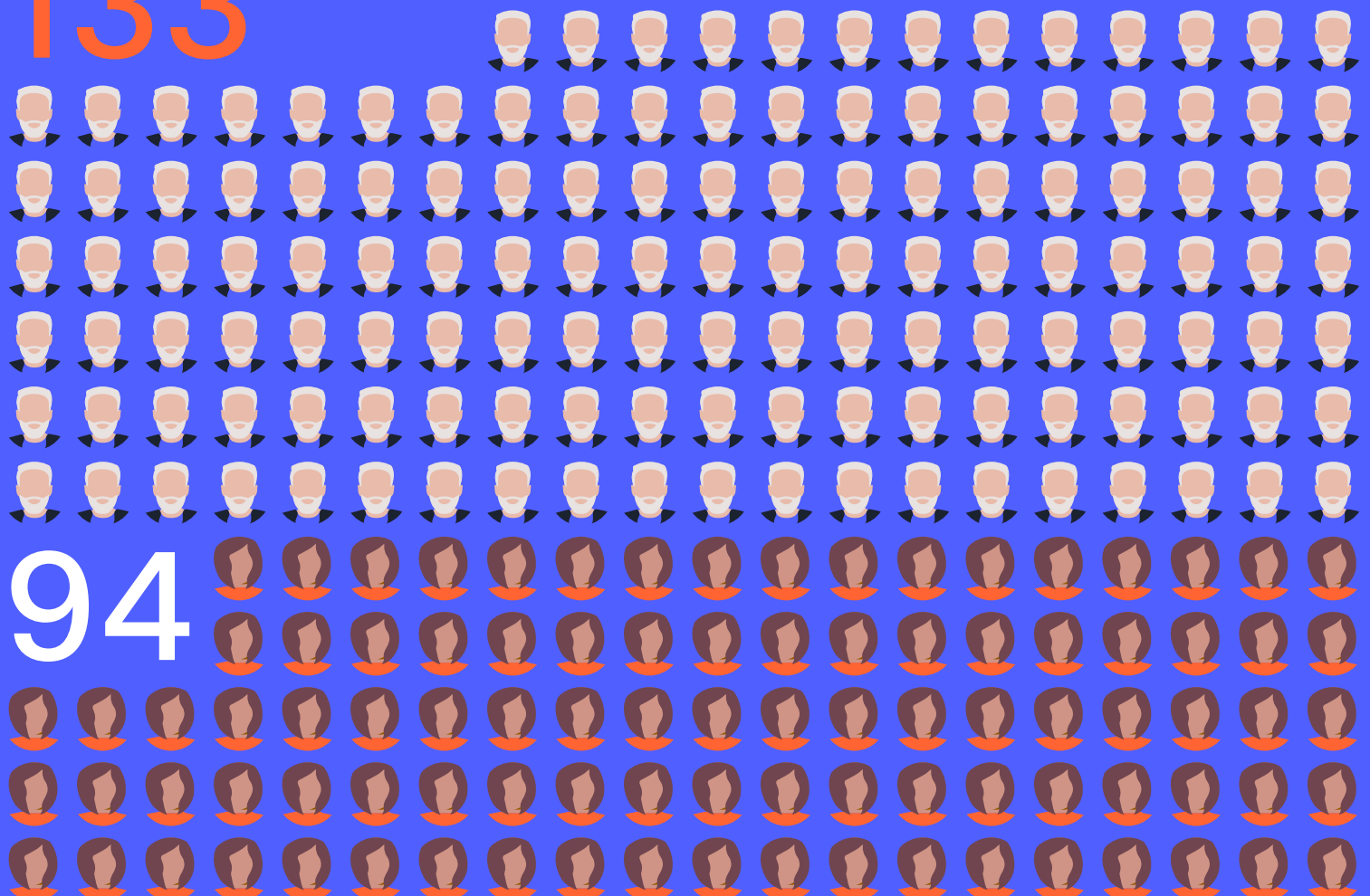
35%

65%

Women  
Men

New hires in 2022

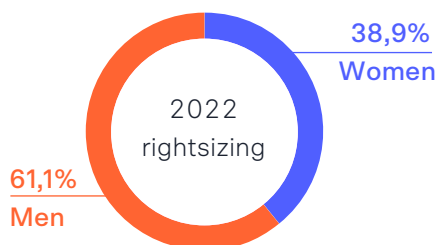
133



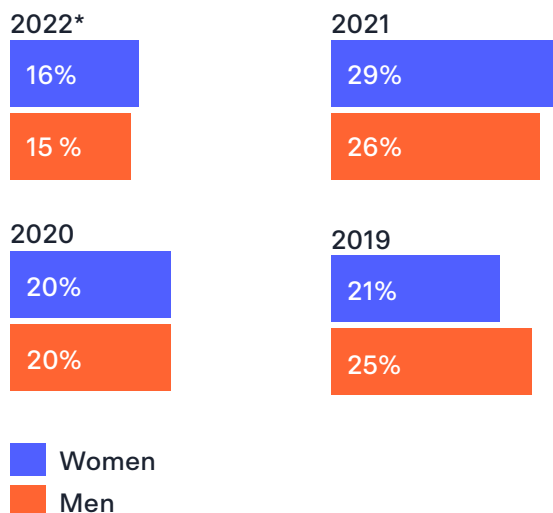
# Attrition

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.



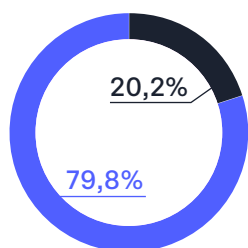
## Women vs. Men Attrition Rate



\*As is standard, layoff data is not included in the attrition rate to keep the data insightful. Please find a separate chart indicating this turnover in 2022 on the left.

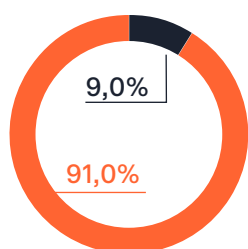
# Share of attrition

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.



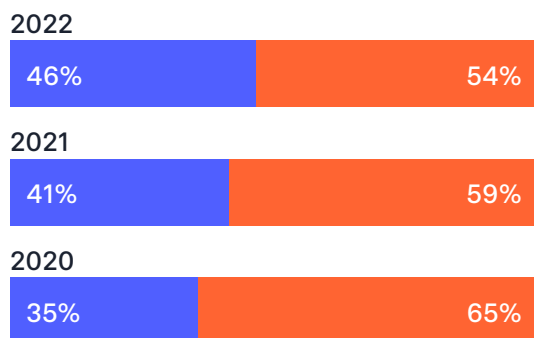
In 2022 we hired **94** women and **19** of them left the same year.

VS.

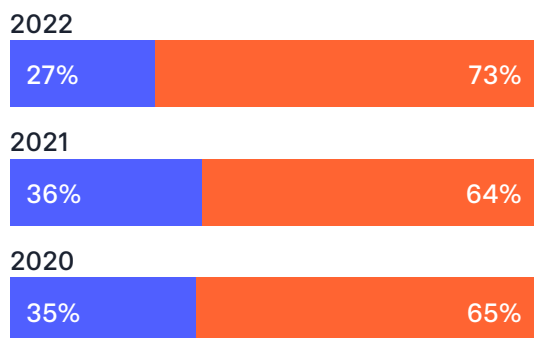


In 2022 we hired **133** men and **12** of them left the same year.

## Share of Attrition <1 Year



## Share of Attrition <2 Years



Of total tenure 0-1:

■ Women ■ Men



# Promotions

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

\*Note: promotion data for May 2020 is not statistically significant due to the heavily reduced cycle related to pandemic uncertainties.

## Share of promotions (out of total promotions per round)

May 2022



December 2021



May 2021



October 2020





May 2020\*




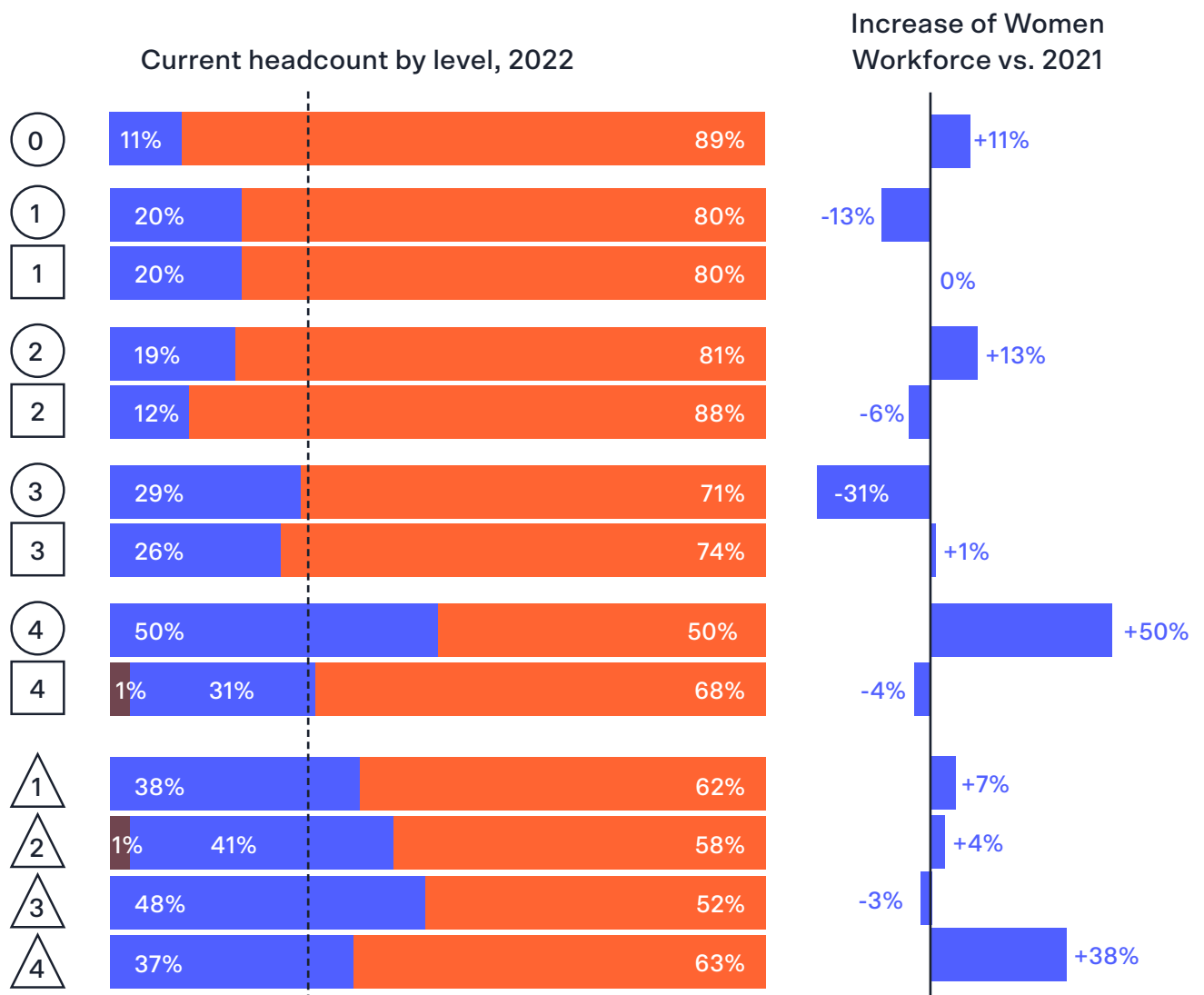
# Current headcount by level

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

 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.



We are currently working on the merged headcount gender split by level including Solaris EMI. While this is still in progress, we know that on the EMI side, there are overall 70% men and 30% women.

# Thank you!

Next edition: April 2023

## futura<sup>s</sup>

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