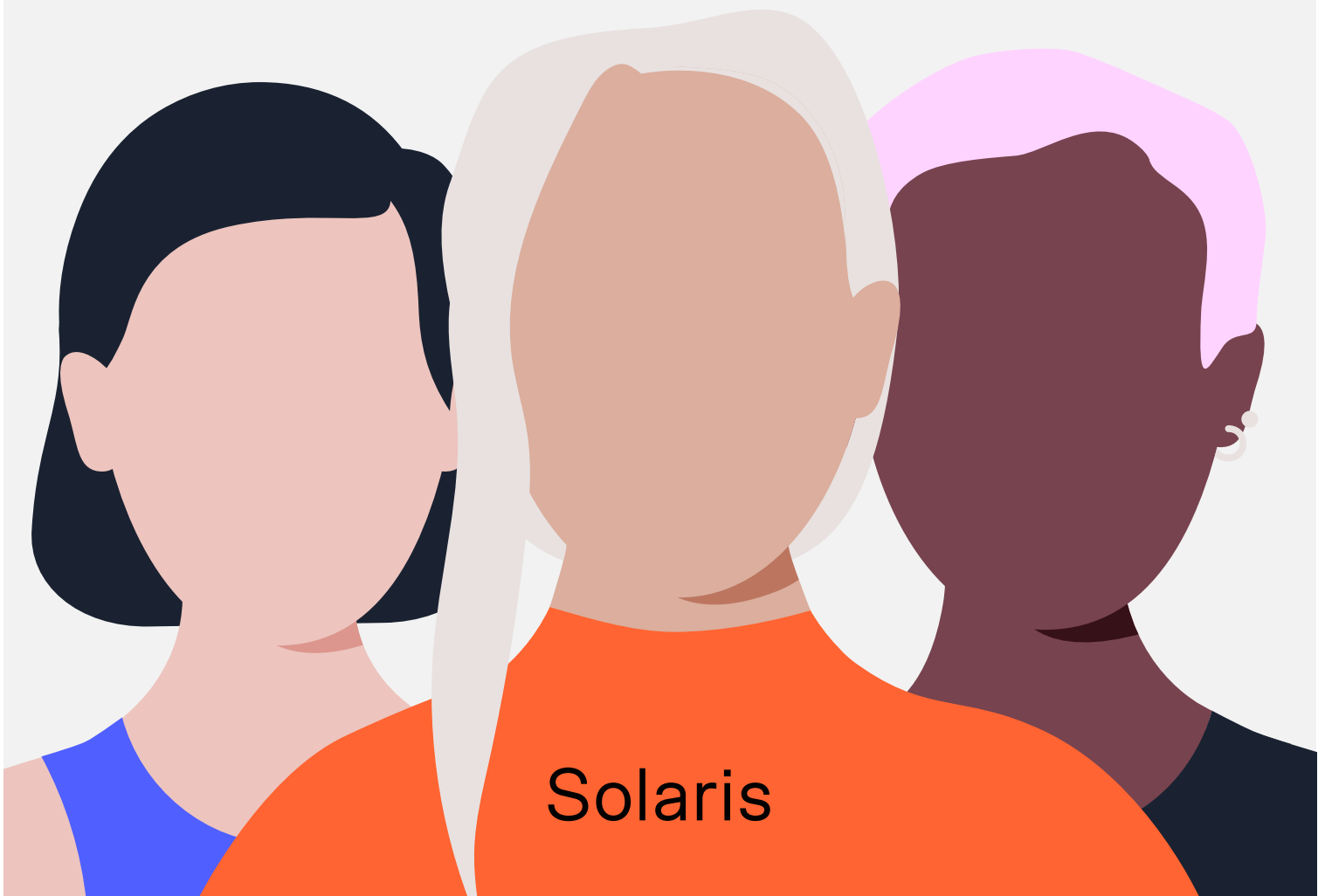


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ISSUE NO.7 MARCH 2024

Shaping the future of fintech

Gender Diversity Report Q4 2023



What we did

10+

Initiatives completed

12

Speaker series & events

4

Diversity Reports

5

Awards to recognize people driving change in the FinTech industry

300+

Community members engaged, mentored, educated and uplifted

1

Industry Whitepaper released
["Finance for everyone"](#)

As we reflect on the past year, we are honoured to share the diverse range of initiatives that Futura has undertaken to champion gender diversity and inclusivity at Solaris and within the FinTech industry.

We kicked off 2023 with a Top Talent Program, comprising a 4-day leadership training, voice coaching, personal finance coaching, and mentor matching, which included eight women within Solaris. This was the first year of the program and served as a way to nurture and develop talent internally. We'd like to do more of this in 2024.

Futura's sponsorship of two major events, the Female Finance Festival and the Digital Female Leader Awards, provided platforms to share insights from our "Finance for Everyone" whitepaper. Alongside the seven Futura Talks organized throughout the year, open to both internal and external participants, have also facilitated knowledge sharing, networking, and discussions on pertinent topics.

A pivotal milestone for Futura was the Inaugural Futura Summit, an in-person industry which brought together over 70 DEI thought leaders. It also recognized five change makers for their impact within the FinTech industry.

In addition to these major initiatives, Futura has fostered community engagement through the launch of the Futura Newsletter. The quarterly meet-ups have provided valuable opportunities for our community to connect, share experiences, and build a supportive network within Solaris.

As we celebrate these achievements, we recognize that the journey towards greater diversity and inclusion is ongoing and we are just getting started. Futura remains dedicated to driving change, and we look forward to the continued positive impact on our organization and the FinTech industry.

Sincerely, The Futura Team

And why it matters

Futura testimonials:

“The energy of having so many incredible, knowledgeable women in one room was just wow. I loved the panel discussion too, I never laughed so hard at one. And the veggie food was amazing! Thank you Futura for driving such important initiatives.”

“Everything - the content is insightful and relevant; the host is great, the audience are really targeted and committed, and the food is vegan and tasty.”

“Very nice location, program and people, in particular women. I liked that it was so fun that the time went by so fast. I enjoyed every minute of it!”

“The program helped me network and meet a lot of lovely women. I particularly enjoyed the voice modulation sessions as it helped me understand how I can communicate more effectively and improve on my communication skills. I was also introduced to a great mentor who is helping me shape my career. I have had a lot to take away from this program and I am truly grateful.”

“The content and classes offered were very valuable, organized and pertinent to Futura's goals. They provided lessons that I will be able to use both at Solaris and in my life.”


“Program was rich and very considered, touching it from all different angles.”


“Overall it was a great combination of events. I thoroughly enjoyed voice coaching which is impressive and would like more on that.”




Current headcount by level

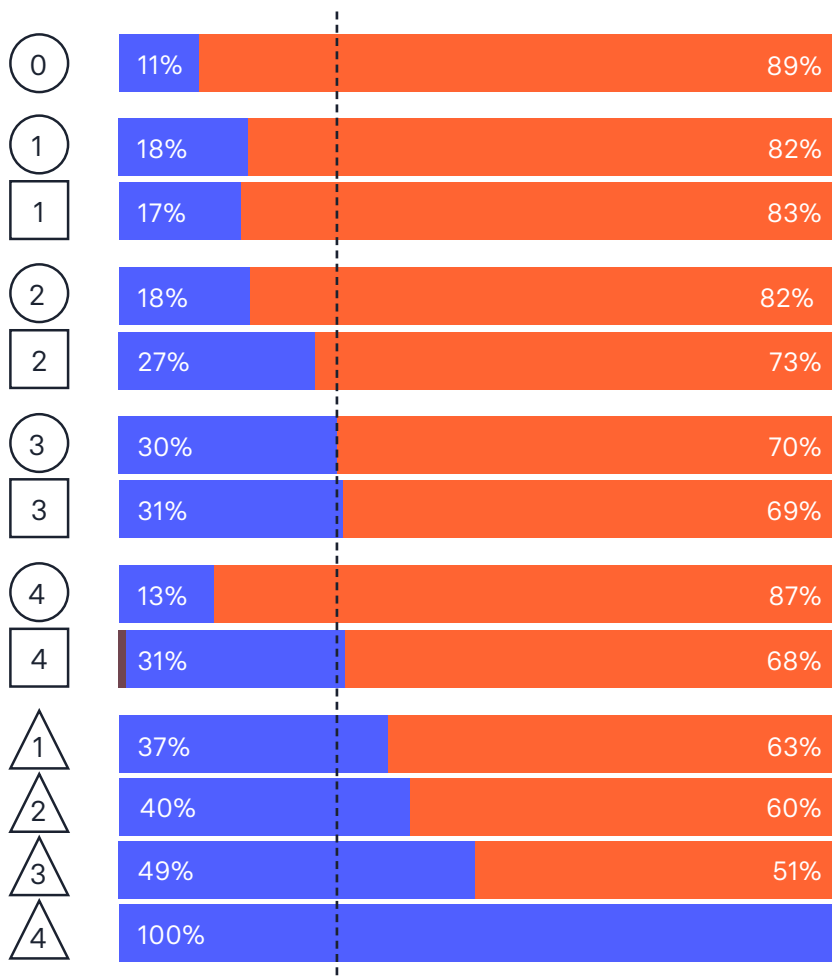
The Solaris learning framework consists of 3 tracks with 4 contribution levels each, covering all positions that exist at Solaris.

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

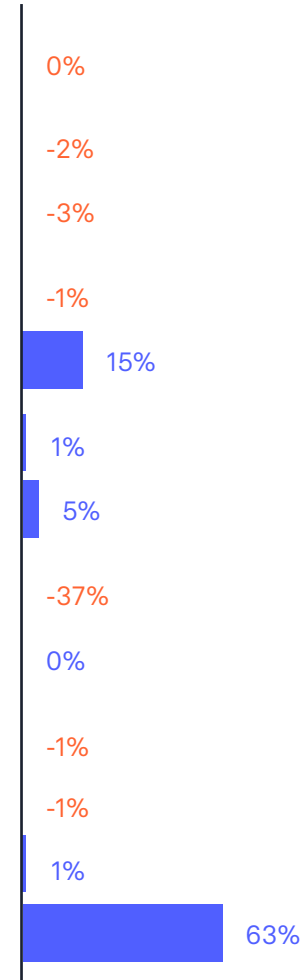
 The management track will be the track where people can develop into leadership and giving purpose is their desired wish.

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




Current Headcount by level Solaris Group Q4 2023



Increase of Women 2023



Our goal:
30%
across all levels

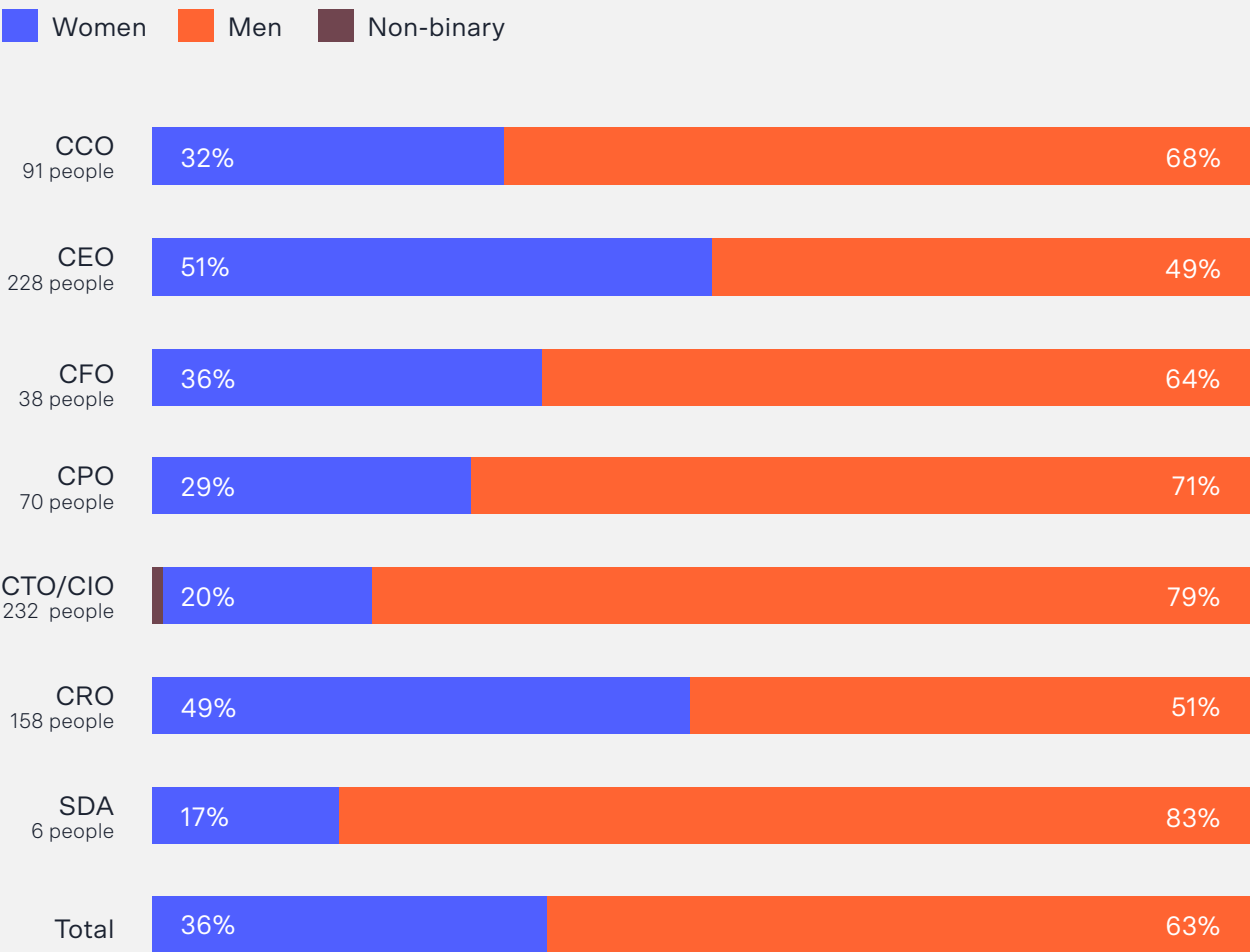
 Women
 Men
 Non-binary

Current headcount by function

Within Solaris Group we have eight main C-level areas and one Solaris subsidiary counted separately – Digital Assets. Currently CTO/CIO and SDA areas currently have the biggest gender diversity gap, while CRO and CEO areas are looking the most balanced.



Current Headcount Share by function 2023



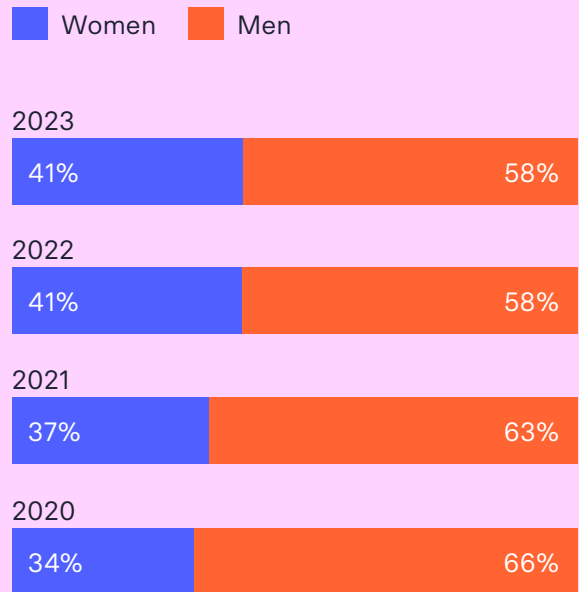
Hiring

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.

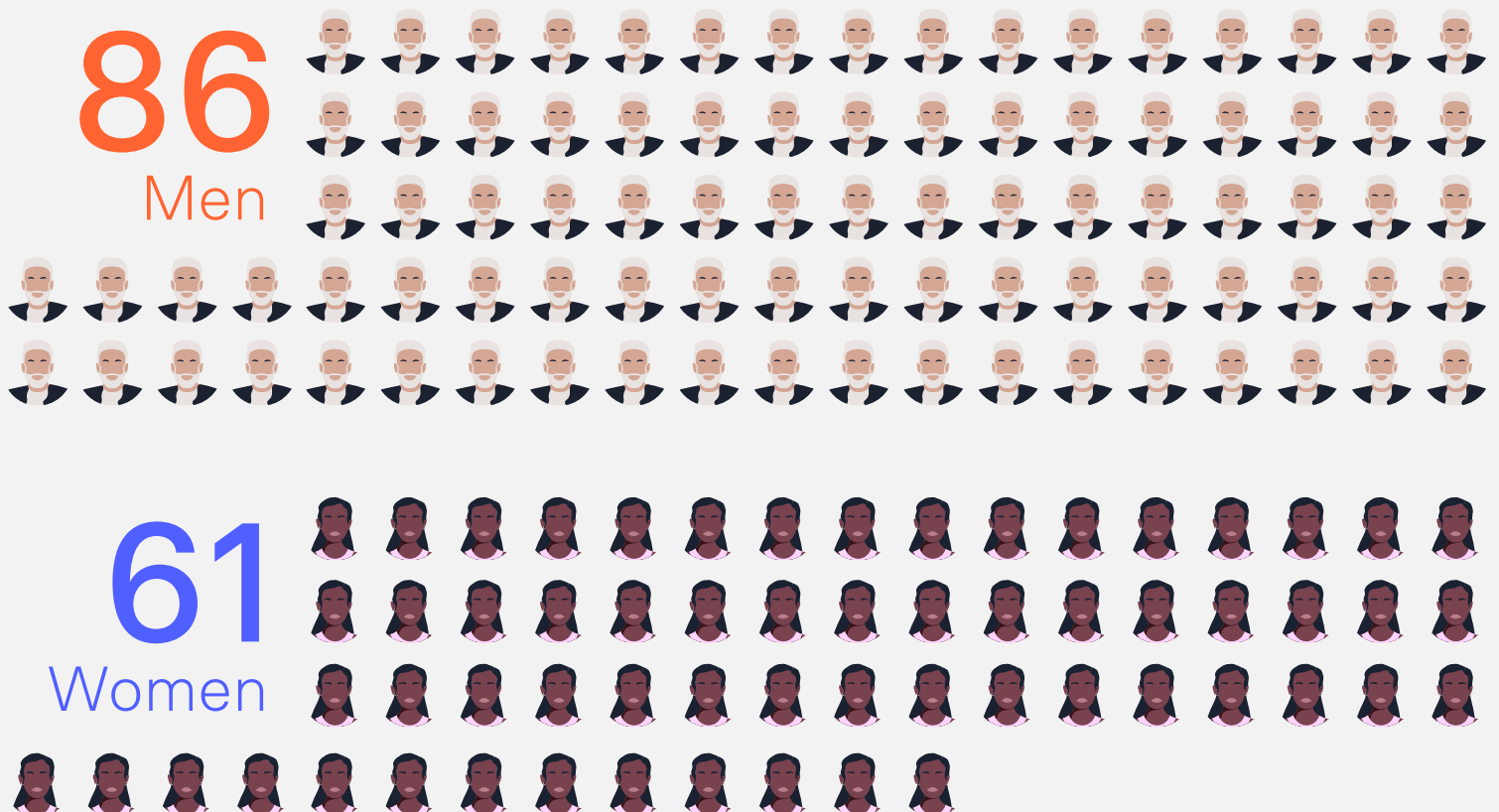
We are hiring almost two times as many men as women. So far in 2023, for every women we hired, there was 1,4 men joining Solaris. This is not a unique problem we are facing. The gender gap in our industry is a known fact – there are less than 30% of women in fintech with less than 5% of them being CEOs.

Futura actively works on bringing this ratio closer to balance.

Share of New Hires



New hires in 2023

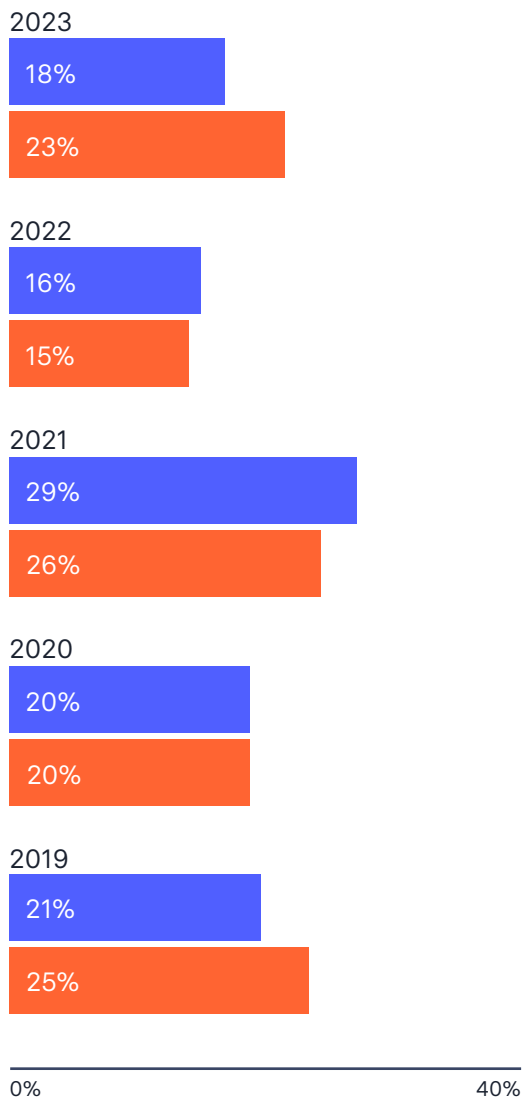


Attrition

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.

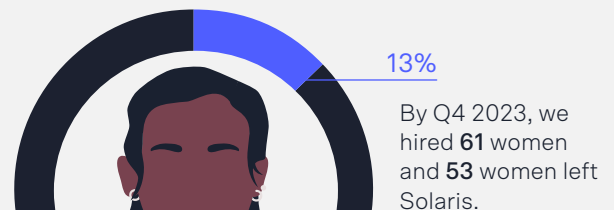
Women Men

Women vs. Men Attrition Rate

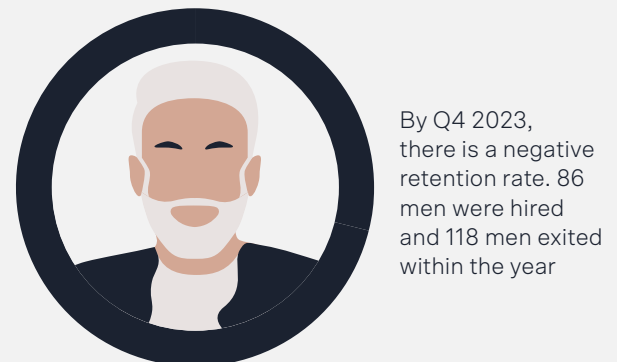


Tenure

A tenure is defined as the duration of employment of an employee. Share of tenure shows us the gender split of women, non-binary people and men that stayed at Solaris for a year or less.

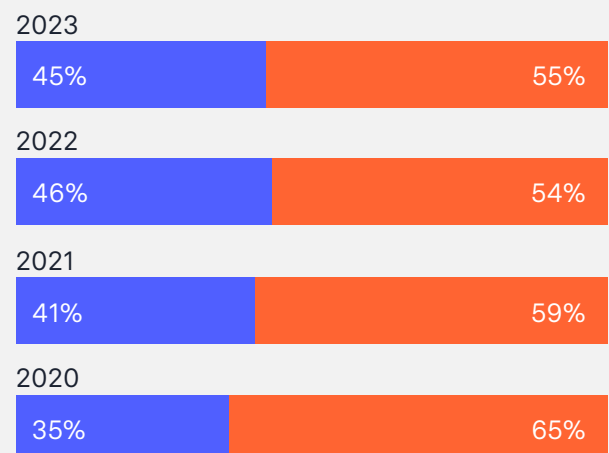


VS



Women Men

Share of Tenure <1 Year

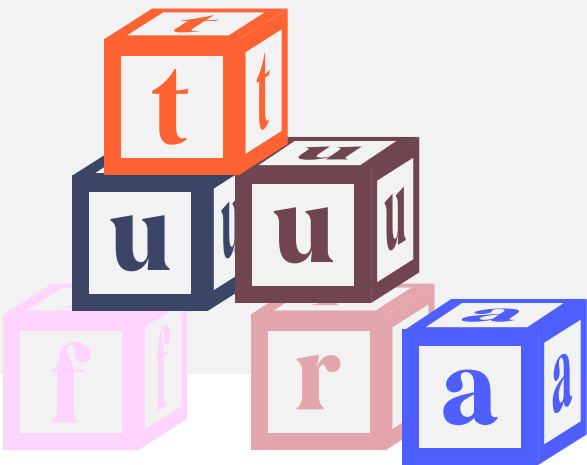
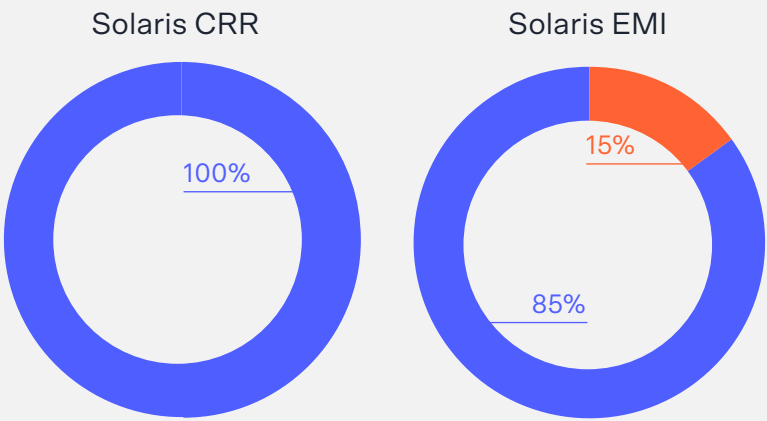


Parental leave share

At the moment, we look at Solaris CCR and EMI parental leave data separately because both sides of the business have different schemes which could distort the insights.

Share of parental leave (Q4 2023)

Women Men



Average duration of parental leave (Q4 2023)

Solaris CCR



Solaris EMI



Thank you!

Next edition: May 2024

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