

# futura<sup>s</sup>

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Shaping the future of fintech

## Gender diversity report Q1 2024





# There's no priority like diversity.

Being at a forefront of Embedded Finance in Europe, we want to redefine the status quo. This encompasses not only product innovation but also 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 participation on all levels.

This gender diversity report is one of the first steps we take to commit to creating gender-balanced teams within Solaris. We share this report on a quarterly basis for full transparency and to keep ourselves accountable for improving the numbers over time. Hopefully, this level of transparency becomes a standard in the industry.

# Current headcount by level

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

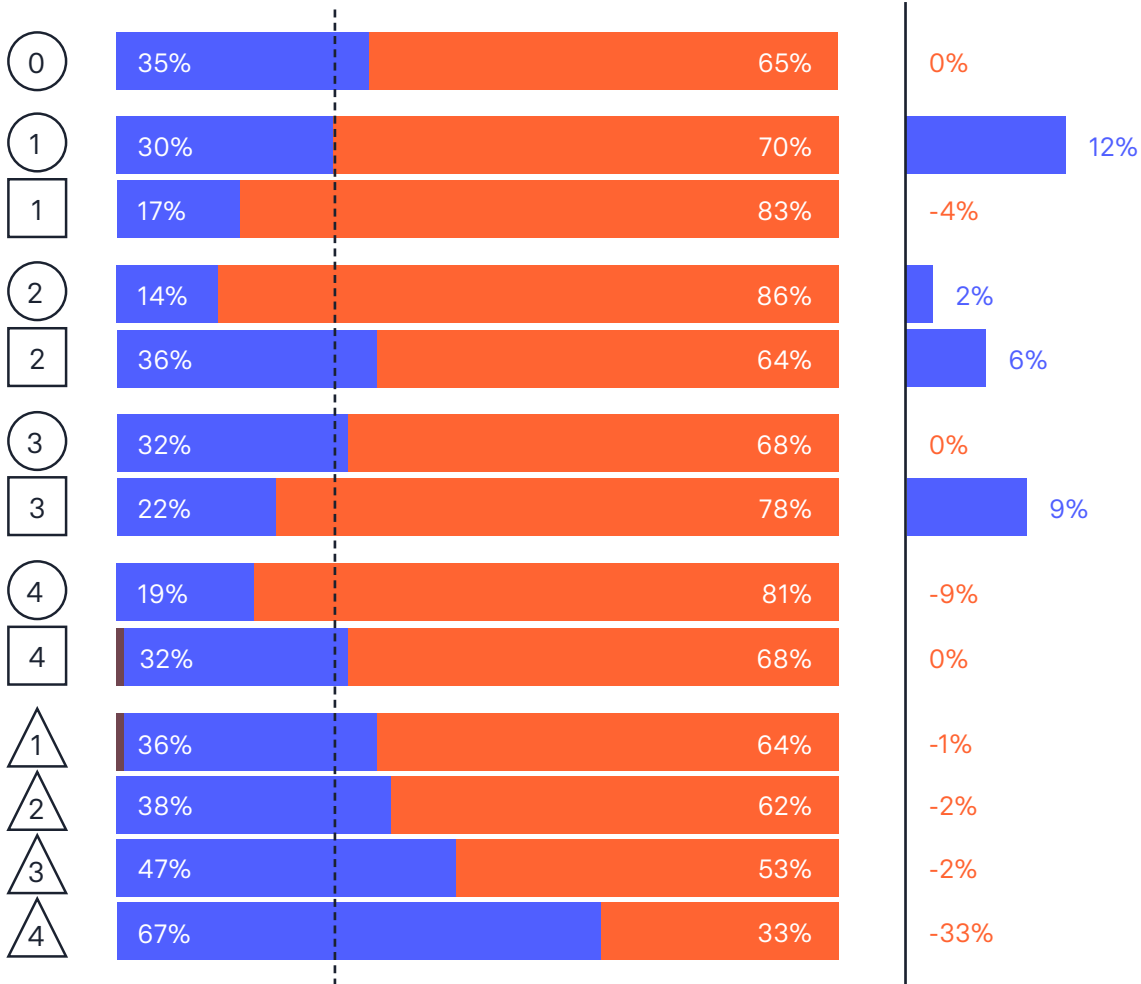
The expert track provides the possibility for Solarians who want to master a discipline and contribute with their knowledge.

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 Q1 2024

Increase of Women Q1 2024



Our goal:  
**30%**  
across all levels

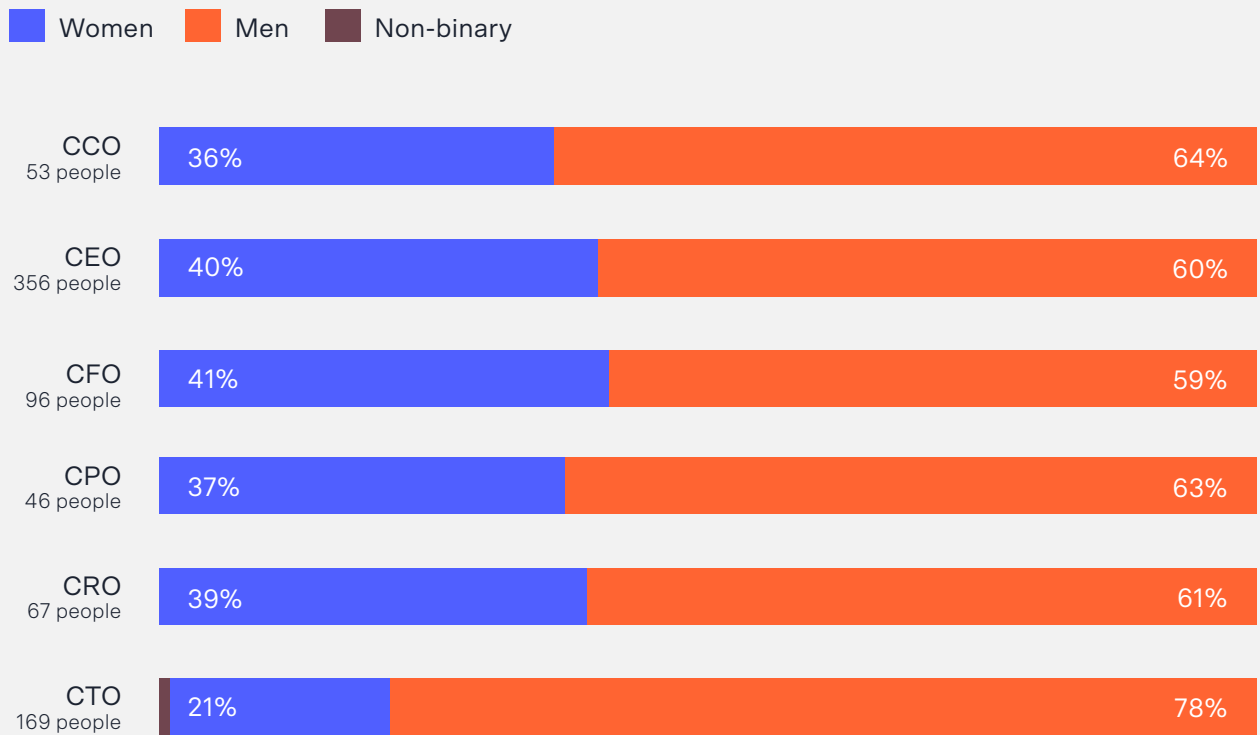
Women  
 Men  
 Non-binary

# Current headcount by function

Within Solaris Group we have eight main C-level areas. Currently the CTO area has the biggest gender diversity gap, while CEO, CFO, CPO, CRO and CCO areas are looking the most balanced.



Current Headcount Share by function Q1 2024

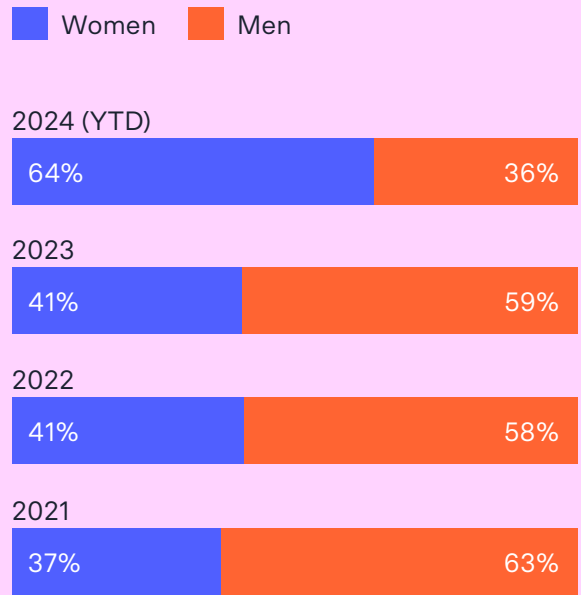


# Hiring

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. However, there is a notable gender gap in our industry – there are less than 30% of women in fintech with less than 5% of them being CEOs.

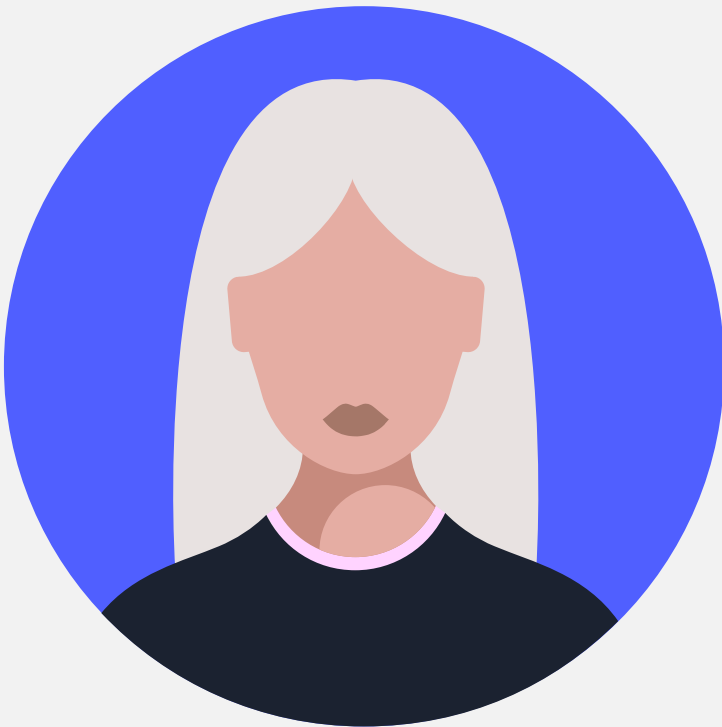
Futura actively works to bridge this gap and bring this ratio closer to balance. So far in 2024, for every man we hired, 1.8 women joined Solaris.

## Share of New Hires



## New hires in 2023

### Women



61

### Men



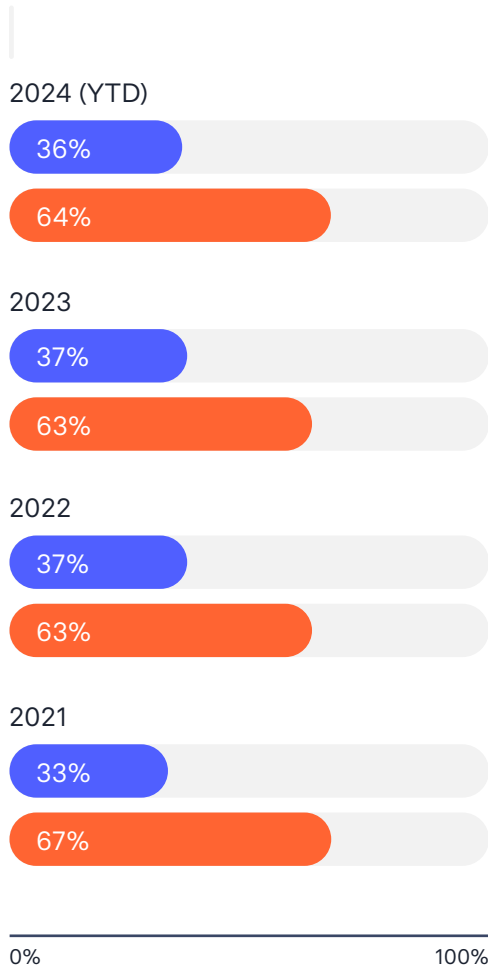
86

# 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.

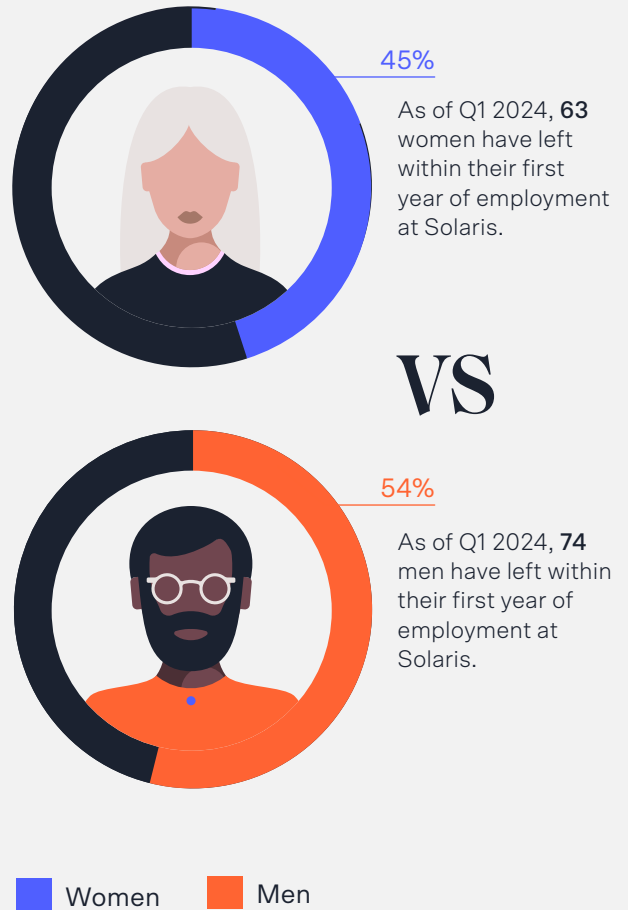
■ Women
 ■ Men

## Women vs. Men Attrition Rate

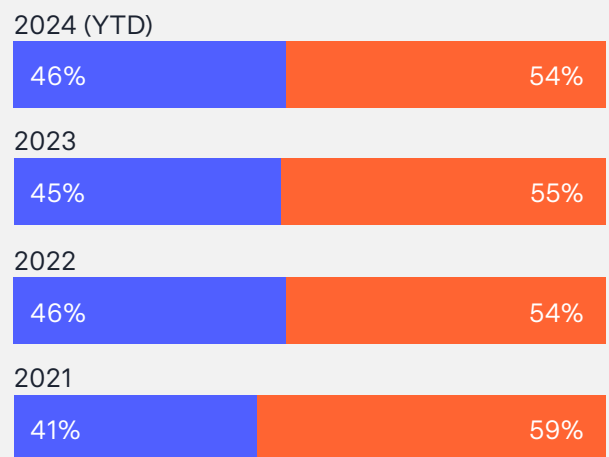


# Tenure

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.



## Share of Tenure <1 Year



# Thank you!

Next edition: July 2024

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