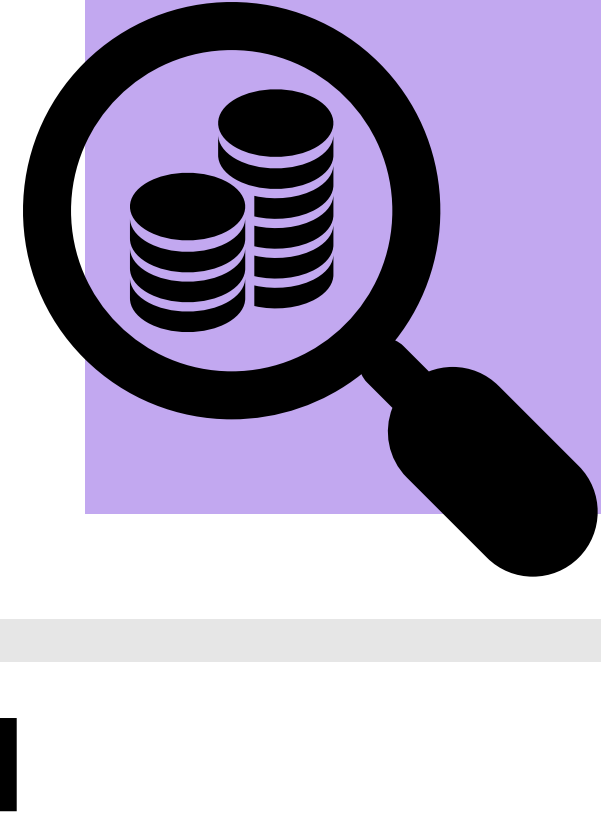


2023 pay trends in the Fintech industry

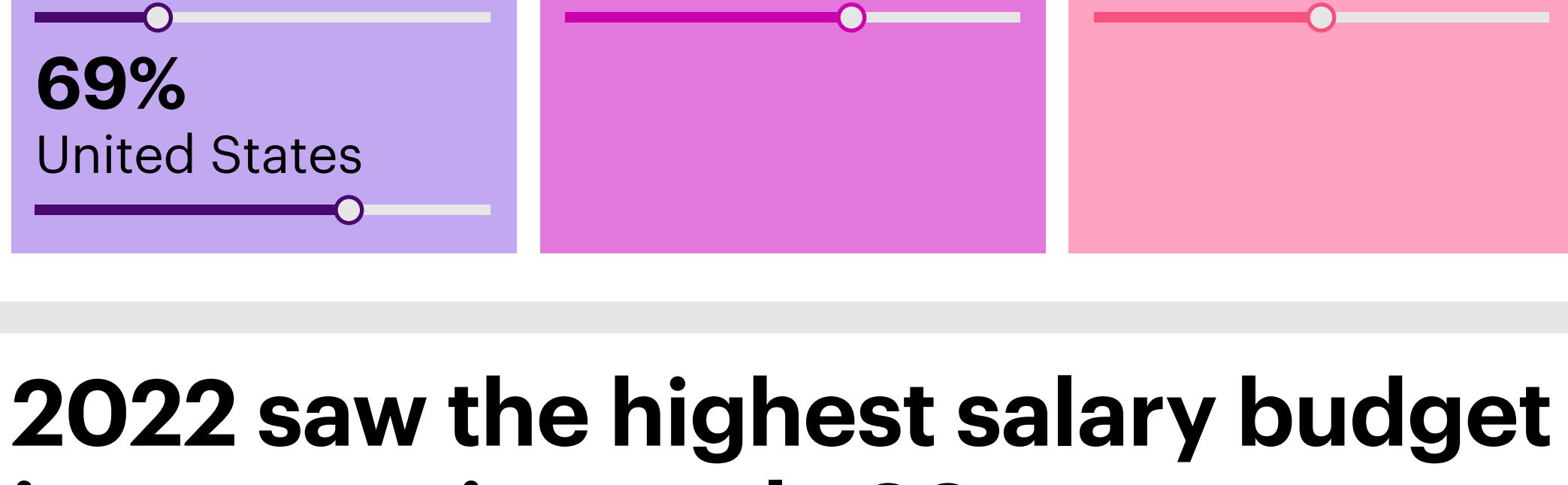


Employee attraction and retention plague organizations around the globe

Organizations are struggling to fill key roles at every level



Key roles for which employers will be recruiting in the next 12 months



2022 saw the highest salary budget increases in nearly 20 years

Given the fundamental role salary plays in an organization's ability to attract and retain talent, employers plan to carry this adjustment through to 2023 – yet remain cautious about how and when they allocate the overall budget

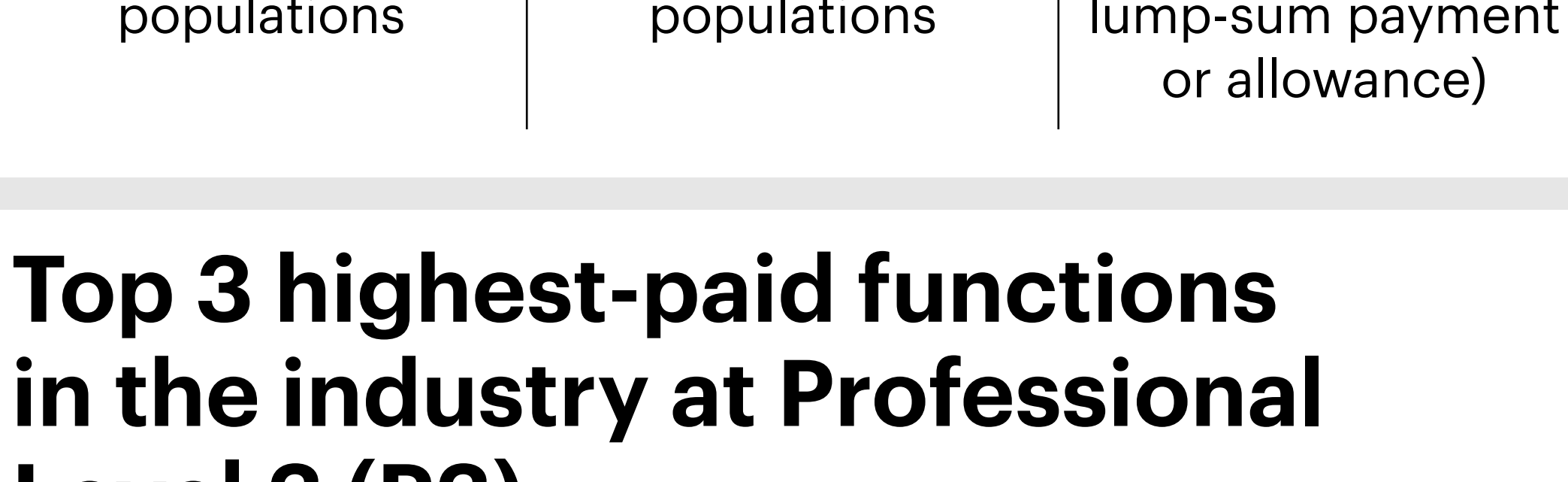


Additionally, organizations leveraged bonus payouts in 2022 and, again, are on track to the same in 2023

17%: Average 2022 projected variable payout for middle managers and professionals



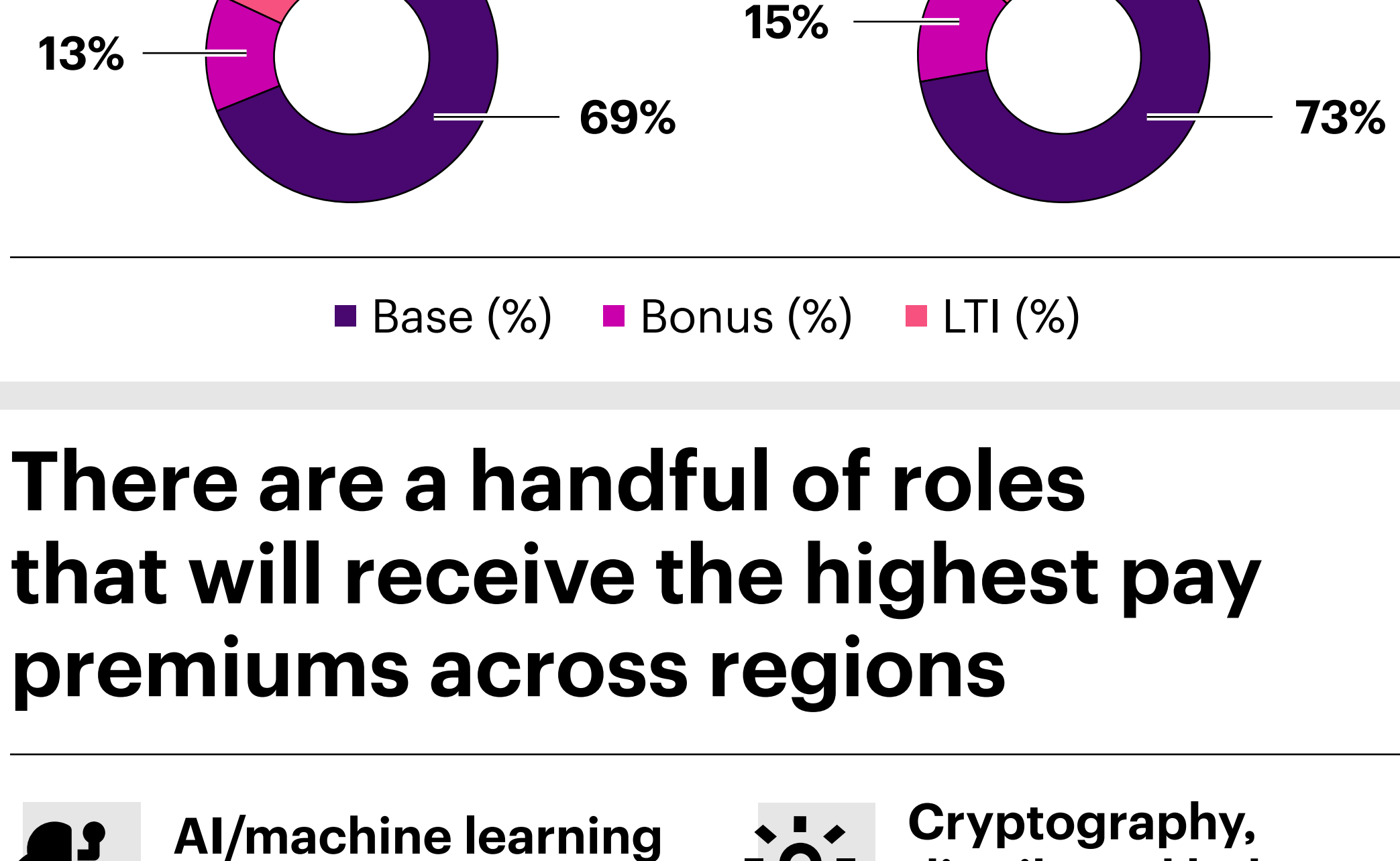
Organizations in every industry around the world have taken or are considering the same three actions



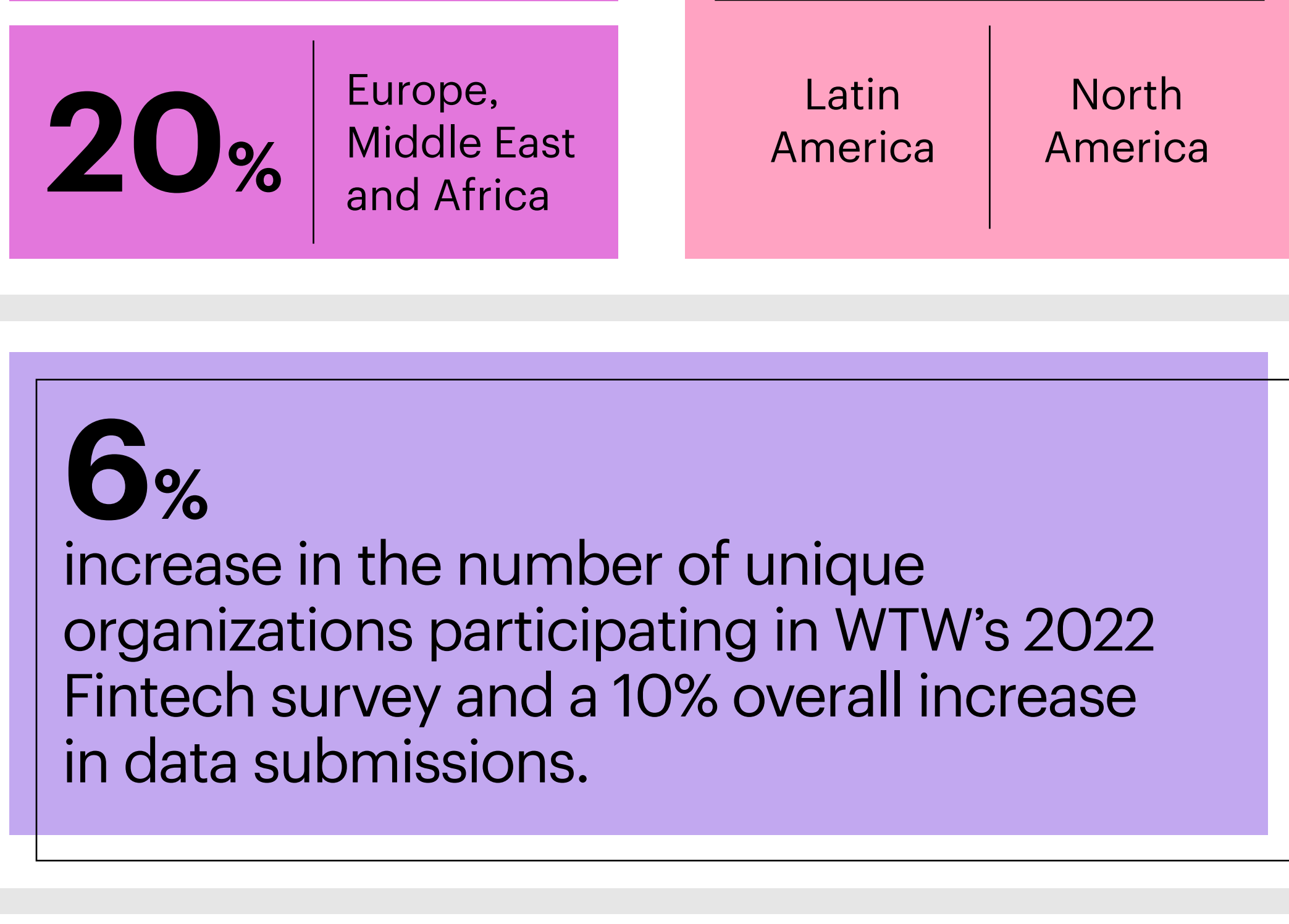
Top 3 highest-paid functions in the industry at Professional Level 3 (P3)



Median pay mix for Manager Level 3 (M3) in the Data Scientist function



There are a handful of roles that will receive the highest pay premiums across regions



6% increase in the number of unique organizations participating in WTW's 2022 Fintech survey and a 10% overall increase in data submissions.

Trends that will drive 2023 rewards decisions

- 1 Most Fintech organizations are enhancing their rewards by reinvigorating the employee value proposition, increasing workplace flexibility and offering more competitive compensation, such as spot bonuses and equity awards.
- 2 Economic volatility and uncertainty could lead to lower investment levels and economic growth, which will force organizations to review their workforces and be more cautious about increasing salaries (among many other things).
- 3 Organizations will look beyond pay and take a holistic view of total rewards to create employee experiences that attract and retain the talent needed to drive business objectives.
- 4 To effectively compete against industry peers, compensation and HR professionals will seek a more sophisticated understanding and application of data in their strategic total rewards practices and policies.