PCN

GENDER DIVERSITY
IN THE PAYMENTS C-SUITE

Opening notes

Fintech likes to call itself the industry of the future, fast, innovative, and disruptive. But when we looked at who actually sits in the top leadership seats, the picture told a different story. Women are still underrepresented in the roles that shape strate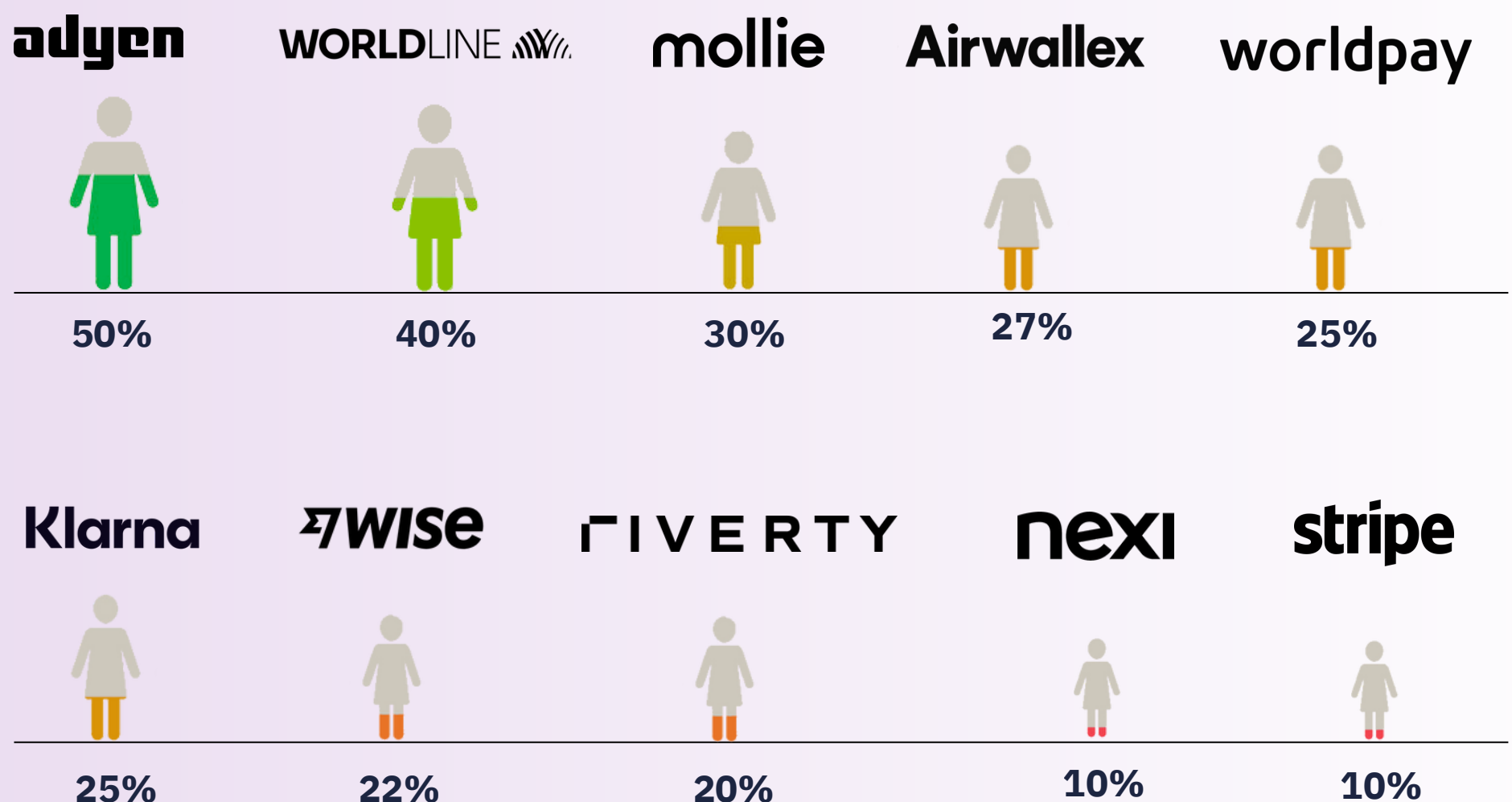gy, technology, and long-term direction. This report is our attempt to shine a light on that gap. Not to point fingers, but to ask an important question:

- **How innovative can an industry really be if its leadership still looks like the past?** Why does this matter?
- **Diverse leadership isn't just about fairness**, it's about better decisions, stronger teams, and businesses that reflect the customers they serve.
- **Fintech is global, its users are diverse, and its leaders should be too.**

This report brings together the numbers behind women in fintech C-suites and explores what those numbers really mean. We care about this because leadership diversity is no longer a "nice-to-have." It's a business essential.

The share of women leaders in fintech

- **Adyen** (50%) and **Worldline** (40%) show that gender parity is possible, setting the bar for the industry.
- **Mollie** (30%) have made progress, but need to move beyond representation to real influence.
- **Airwallex** (27%) highlights how regional and cultural context can slow progress compared to European peers.
- **Worldpay** (25%) and **Klarna** (25%) reveal a disconnect between consumer-facing brands and internal leadership diversity.
- **Wise** (22%) and **Riverty** (20%) risk entrenching old patterns with too few women to shift culture.
- **Stripe** and **Nexi** (10%) stands out for its near absence of female leaders, raising questions about its innovation narrative.

adyen	WORLDLINE	mollie	Airwallex	worldpay
50%	40%	30%	27%	25%

Klarna	WISE	ΓIVERTY	nexi	stripe
25%	22%	20%	10%	10%

Women in fintech C-Suites by role

- **CHRO** (70%), women are concentrated in HR, showing how leadership opportunities are often steered toward people-focused roles.
- **CRO** (50%), risk is one of the few areas where women have stronger visibility, though parity is still out of reach.
- **CCO** (30%), compliance roles provide some representation but remain limited as pipelines to top leadership.
- **CMO**, **CPO**, **COO**, **CFO** (20%), reflecting how women remain underrepresented in the classic stepping-stones to CEO.
- **CTO** (10%) and **CEO** (0%), women are nearly absent in technology and ultimate decision-making, showing the persistence of the glass ceiling.
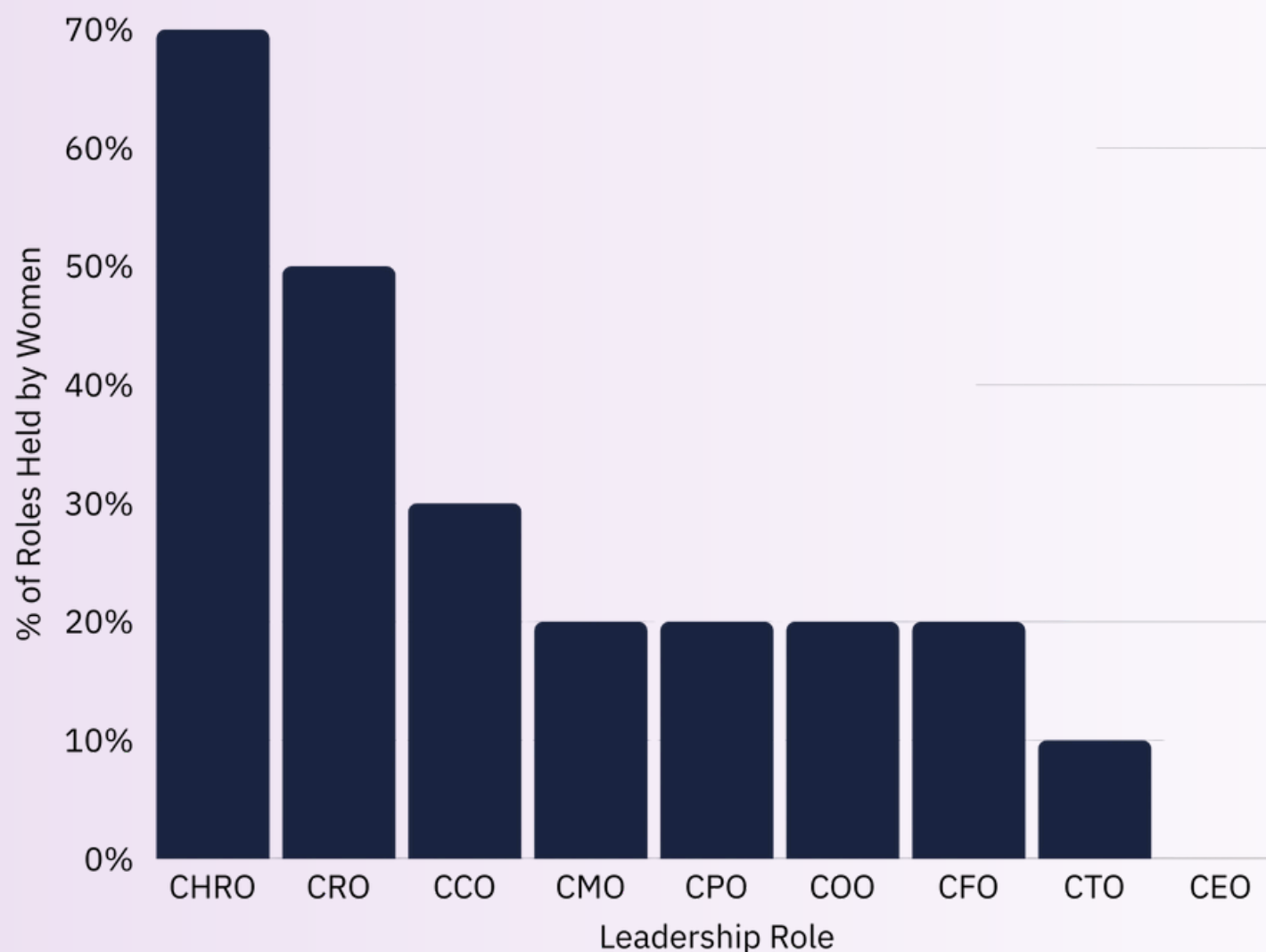
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If you'd like to discuss your hiring challenges
or explore custom market reports, we are here to help!

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