



Dear [REDACTED],

On behalf of everyone at Qonto, it's a real pleasure to extend this formal offer of employment to you. After meeting with the team and going through our process together, we're convinced that you share our drive to build something that genuinely matters for entrepreneurs across Europe.

We move fast, we hold ourselves to high standards, and we believe the best people make the best product. We think you're one of those people.

## Your role

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**Job title:**

Senior Product Manager, [REDACTED]

**Squad:**

[REDACTED]

[REDACTED]  
[REDACTED]

**Location:**

[REDACTED]

**Contract type:**

CDI [REDACTED]

**Start date:**

[REDACTED]

## Compensation

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We discussed compensation openly during the process — as we always do. Here's what your package looks like:

**Base salary:** €128,000 gross per year, paid monthly.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

## Internal reference — People team only

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*Compensation band / level:* [REDACTED]  
*HC approval reference:* [REDACTED]  
*Budget centre code:* [REDACTED]  
*Approving VP:* [REDACTED]

## What we expect from every [REDACTED]

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[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

## Conditions

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[REDACTED]

[REDACTED]

[REDACTED]

You have [REDACTED] to accept — we're excited, but want to be fair to everyone in our process. If you have questions, call me directly.

We're building something for the long term. We're glad you're going to be part of it.

[REDACTED]  
[REDACTED]  
[REDACTED]

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I, [REDACTED] confirm that I have read and understood this offer and accept employment at Qonto on the terms set out above.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_