

## **Qonto strengthens its management team with 2 internal C-level appointments:**

- **Sarah Ben Allel, 34, the very first member of Qonto's HR team, is appointed Chief People Officer.**
- **After building the Risk & Compliance team, Maxime Laot, 37, becomes Chief Risk & Compliance Officer.**

Paris, February 29th, 2024 - **Qonto, the leading European business finance solution, reinforces its Executive Committee by appointing two new C-level executives through internal promotion. Sarah Ben Allel, formerly VP People, becomes Chief People Officer and Maxime Laot, VP Risk & Compliance, becomes Chief Risk & Compliance Officer.**

**These appointments demonstrate the strategic importance Qonto places on its HR and Risk & Compliance departments and highlight the company's commitment to promoting its own employees and fostering their career development.**

### **HR in a hypergrowth context: a cornerstone of Qonto's strategy**

Leading a team of over 70 people, Sarah Ben Allel is responsible for recruitment and talent onboarding, ensuring employees' alignment with Qonto's mission and providing them with the best possible means to further their careers. She also safeguards Qonto's strong, unique working culture – known as The Qonto Way – and ensures that it's conveyed effectively to each of the company's 1,400 team members.

*"This appointment marks the culmination of a journey that began nearly 7 years ago. I am proud to have contributed both to the HR strategy and to shaping the culture of a company that is so committed to personal development and promoting equal opportunities, diversity, equity, and inclusion. My team's direction remains unchanged: we will continue to structure the HR function to support Qonto's strategy, especially its growth ambitions. How? By recruiting the best talents from the ecosystem and providing them with the best possible working environment,"* **says Sarah Ben Allel, new Chief People Officer.**

### **Managing Risk and Compliance: a competitive advantage and a guarantee of trust**

Maxime Laot and his team are ultimately responsible for the exemplary protection of Qonto clients' funds and personal data. They work diligently every day to ensure that the company and its clients can continue to navigate smoothly in this demanding and regulated ecosystem; the team oversees the implementation of innovative solutions to maintain Qonto's edge in anticipating, preventing, and managing risk and compliance challenges.

It is precisely this dedication to regulatory conformity that has enabled Qonto to earn the trust of over 450,000 clients in Europe and thus strengthen its status as the leading European business finance solution.

*"In four years, the Risk & Compliance department has experienced exponential growth and now counts more than 60 team members. To me, this is evidence of Qonto's investment and efforts to earn the trust of its clients and partners. Today, my goal is to continue reinventing how we approach risk and compliance at Qonto in order to provide our clients and partners with a safe and compliant product and ecosystem,"* **says Maxime Laot.**

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**About Qonto**

*Qonto is the leading European business finance solution, with over 450,000 customers.*

*The company makes day-to-day banking easier for SMEs and freelancers by offering an online business account combined with tools that simplify finance tasks such as invoicing, bookkeeping, and spend management.*

*Founded in 2016 by Alexandre Prot and Steve Anavi, Qonto now operates in 4 European markets (France, Germany, Italy, and Spain), and employs more than 1,400 people. Since its creation, Qonto has raised €622 million from well-established investors.*

*With its innovative product, highly reactive 24/7 customer support, and clear pricing, Qonto has become a European leader.*

*More information on <https://qonto.com/en/press>*

**About Sarah Ben Allel**

*After beginning her career with major groups such as L'Oréal, Sarah became the first member of Qonto's HR Team in 2017 when Qonto was only a team of 30 people, convinced by the vision and ambition of the two co-founders. She created Qonto's hiring process from scratch and laid the foundations for its employer branding and employee career development strategies. These achievements helped pave the way for Qonto's strong subsequent growth. Alongside the 2 co-founders, Sarah also laid the groundwork for what became a strong and recognized company culture, the Qonto Way. She is the second woman to become a C-level after Anita Szarek, CFO at Qonto.*

**About Maxime Laot**

*A graduate of Essec, Maxime has built his entire career in financial institution control. He joined the Inspection Générale of the BPCE Group after completing his studies, then moved to the European Central Bank upon the establishment of the Single Supervisory Mechanism. Drawing from these experiences and eager to apply them to an innovative player in the fintech sector, he joined Qonto in 2020 to establish the Risk team and scale up the Compliance team. Alongside his teams, he is committed to optimizing Qonto's business model in response to applicable regulatory requirements, to combating fraud and financial crime, and to offering Qonto's clients an innovative, safe, and compliant product.*

