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All-hands recap — May 15

For anyone who couldn't make it live. Recording in #allhands for the next 30 days.

Q2 numbers

Two numbers from the founder slide that aren't on the dashboard yet:

- ARR closed April at €12.1M, up 47.2 % year-over-year (the slide had €11.8M — corrected post-meeting).
- Net dollar retention sits at 118 %, lifted by the Stripe Tax handoff feature finally landing enterprise upsells we'd lost in 2025.

OKR check-in

Of the 14 company OKRs for Q2, 4 are green, 7 are amber, 3 are red. The red ones:

1. "Cut catalog import latency by 50 %" — still at 18 % improvement. The catalog team revised the plan; new ETA is end of June.
2. "Launch Brazil region" — slipped to Q3 because of regulatory complexity around Pix.
3. "Ship the new dashboard's customer-merge UI" — held back behind the data-handling policy review (see [Data handling](#)).

Amber is fine. Red is something we'll talk about in the next manager forum.

Q&A highlights

- **On office time:** the working group lands a recommendation by June 15. The honest answer remains "we trust your judgement."
- **On the hiring freeze:** still on for non-platform roles through Q2. Reopens in July if Q2 closes on plan.
- **On the all-hands cadence:** moving to monthly (last Thursday) instead of every three weeks.

Slides are pinned in #allhands.