

Corporate Social Responsibility (CSR) Report

2023



CONTENTS

Introduction.....3

Governance results 20235

Environmental results 2023.....11

Social results 202318

Annex: Data for the figures.....30

Introduction

Afnic has put in place a Corporate Social Responsibility (CSR) management system based on ISO 26000¹, and has its progress evaluated with a view to attaining the overall carbon neutrality of its activities as of 2023. This structuring work, carried out in 2022 with our stakeholders, had enabled us to map the impacts of the Association's activities, to identify the priorities for action and so to determine the pillars of Afnic's CSR policy:

¹ <https://www.iso.org/iso-26000-social-responsibility.html>

1 **PROVIDE OUR EMPLOYEES WITH A HEALTHY, SAFE AND PLEASANT WORKING ENVIRONMENT THAT FOSTERS THEIR PROFESSIONAL DEVELOPMENT**

2 **DEVELOP RELATIONSHIPS OF TRUST AND CO-CONSTRUCTION WITH ALL OUR STAKEHOLDERS**

3 **RESPECT AND PROTECT THE RIGHTS OF DOMAIN NAME USERS**

4 **INNOVATE BY INTEGRATING CSR ISSUES TO DESIGN RESPONSIBLE PRODUCTS AND SERVICES**

5 **BE COMMITTED TO SERVING THE GENERAL INTEREST, FRENCH ENTREPRENEURS, YOUNG PEOPLE AND POPULATIONS EXCLUDED FROM THE DIGITAL WORLD**

6 **MEASURE THE ENVIRONMENTAL IMPACT OF OUR ACTIVITIES AND REDUCE THE CARBON FOOTPRINT OF THE DOMAIN NAME BUSINESS**

Governance results 2023

Afnic receives the « Confirmed » Corporate Social Responsibility Commitment Label from Afnor

In June 2023, the pertinence and effectiveness of the CSR management system put in place were confirmed by Afnor’s “CSR Commitment”² evaluation. Afnic obtained the “CSR Commitment” Label at “Confirmed” level and the Responsibility Europe³ label for a three-year duration, with a follow-up evaluation scheduled for December 2024.



The CSR Commitment Label is a demanding label which, by means of 196 questions and more than 50 criteria covering the ISO 26000 standard and the UN’s Sustainable Development Goals⁴, evaluates the maturity of an organisation’s CSR system, how it responds to its impacts on society, the economy and the environment, the integrity and honesty of its communications and how it

renders account of the level of its CSR practices to its stakeholders.

An in-depth on-site assessment is carried out, and interviews are conducted with management, employee representatives and external stakeholders. This label uses the organisation’s vision and the maturity of its CSR strategy as the basis for implementing good practices and avenues for progress. The model evaluates how the corporate social responsibility approach is defined and deployed in terms of human resources and internal processes, and ensures that the organisation puts down local roots.

² <https://certification.afnor.org/en/sustainable-development-csr/corporate-social-responsibility-commitment-label>

³ <https://www.afnor.org/en/news/responsibility-europe-new-international-csr-label/>

⁴ <https://www.un.org/sustainabledevelopment/>



The “Responsibility Europe” label was created on the initiative of the AFNOR Group, the leading French standards organisation, together with Luxembourg’s INDR (National Institute for Sustainable Development and CSR) and the Swiss sustainable development association Ecoparc, and brings together the leading CSR labels, labels which are both demanding and

pragmatic. The “Responsibility Europe” label therefore provides Afnic with international recognition of the value of its CSR approach.

Results of Afnor “CSR Committed” evaluation

Afnic was awarded the “Confirmed” level of the “CSR Committed” Label, with a score of 662/1000. The high level and consistency of the scores obtained in this first evaluation, both for practices (Governance - Deployment of the CSR policy - HR, employment relations & conditions - Modes of sustainable production & consumption - Regional roots: communities and local development), and in terms of results (environmental, social and economic), attest to the exhaustive nature and coherence of Afnic’s continuous improvement policy in terms of CSR.

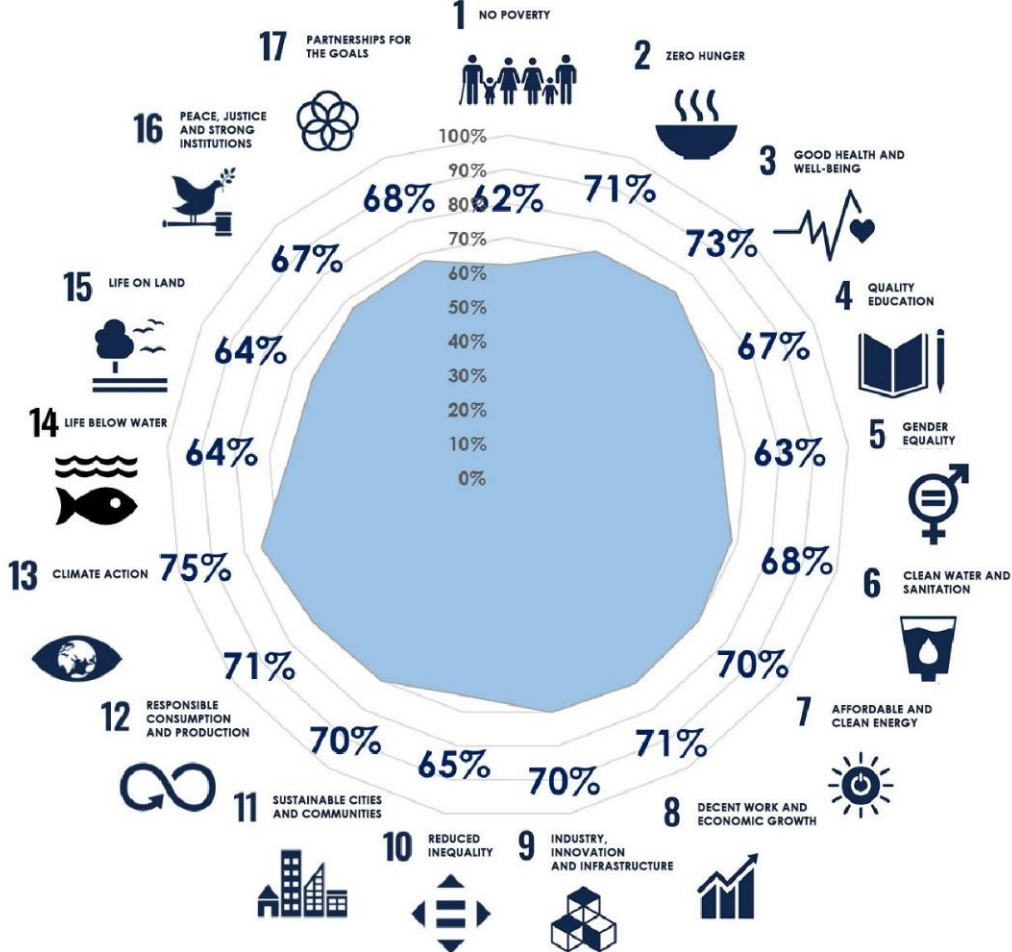
CRITERIA	SCORE	POINTS
1. Governance	71%	99/140
2. Deployment of the CSR policy	67%	60/90
3. Human resources	61%	55/90
4. Modes of production	67%	60/90
5. Regional roots	71%	64/90
6. Environmental results	63%	113/180
7. Social results	68%	122/180
8. Financial results	64%	89/140
AVERAGE SCORE	66%	
TOTAL POINTS (/1000)		662

A Label that gives concrete recognition of Afnic’s contribution to the SDGs

With its universal framework, ISO 26000 relates very precisely to the sustainable development goals. AFNOR’s “CSR Committed” Label exhaustively evaluates the actions deployed for the seven core subjects of ISO 26000 and consequently contribution to the SDGs.

By constructing its CSR management system in accordance with the ISO 26000 framework, Afnic has made sure that it contributes to the SDGs in a measurable way.

The diagram below represents Afnic’s contribution to the 17 SDGs as evaluated in June 2023 in the context of the “CSR Committed” Label.



Data for figure “Afnic’s Contribution to the Sustainable Development Goals”

Establishment of a three-year CSR progress plan

The awarding of the “CSR Committed” Label marks a new milestone in Afnic’s Corporate Social Responsibility policy, demonstrating its commitment and its contribution to the sustainable development goals and confirming the solidity of its approach.

This allowed us to move to operational deployment in the second half of 2023, in accordance with Article 7 of ISO 26000 “Guidance on integrating social responsibility

throughout an organization”, in particular with the integration into the business line processes of CSR practices and the associated tracking indicators, training on eco-design and responsible purchasing, and the establishment of a three-year progress plan.

Proposals for improvement from AFNOR’s audit report were ranked and validated by the Management Committee in the last quarter of 2023. The main lines of work mainly concern the continued integration of societal responsibility in the roadmaps of each division, operational deployment within the business lines and deriving value from Afnic’s practices with its stakeholders, not forgetting keeping up the continuous improvement processes on the strengths highlighted by the evaluation, the historical bases of the Association’s CSR commitment.

Afnic’s responsible purchasing policy

Historically, purchases constitute the biggest item in Afnic’s carbon footprint assessment (Bilan Carbone®) (67% in 2023). There was therefore an urgent need to put in place a responsible purchasing policy to reduce the impact of our inputs.

In addition, Afnic is subject to the Public Procurement Code and applies its selection criteria.

The Public Procurement Code was amended in 2022 in that bids are now assessed not just on price but also on social, societal and environmental criteria. Price is just one part of the costs engendered by a product or service over its life cycle (including the research and development involved, the acquisition of raw materials, production, marketing and its conditions, transport, use and maintenance, elimination, restoration and end of life). It is therefore necessary to calculate all the costs in order to determine the most economically advantageous bid.

At the beginning of 2022, Afnic established a list of all the purchases made for all its activities and established a grid of award criteria applicable to each family of purchases with associated weightings of between 10% and 20%. These criteria have been applied to all contracts awarded since 2022.

Afnic's purchasing policy was updated accordingly and is attached to each contract and available on the dedicated page of Afnic's website (in French only)⁵

We are equally attentive to purchases of services. In the event of recurrent problems over a certain level, we study the possibility of "insourcing".

For purchases below the public procurement threshold, we anticipate and list the forecast purchases for the year in order to make ecologically responsible purchases whenever possible. The procurement department is a prime source of proposals for bringing about changes in practices and envisaging alternatives. This allows us to choose responsible products, suppliers and service providers, in particular local ones and ESATs (structures providing employment to persons with disabilities). Contributing to local socio-economic development is important to us.

Beyond these actions aimed at "buying better", starting in 2013 we have also taken actions to "buy less", such as a review of the travel policy, the rationalisation of purchases (grouping orders, buying more locally and ecologically responsibly) in order to reduce transport and therefore impact, and extending depreciation periods, in particular the useful lives of computer hardware.

⁵ <https://www.afnic.fr/wp-media/uploads/2023/11/Afnic-Politique-Achats-2023.pdf>

Environmental results 2023

Afnic, a committed actor in the responsible digital ecosystem

As a central actor in the French digital ecosystem, Afnic is well aware of the impact of its activities and of the significant role it has to play for society as a whole and in terms of how practices evolve.

Afnic places sustainable development at the heart of its activity, with the objective of combining technical, economic, social and environmental performance in the service of the general interest.

These commitments have underpinned our strategic pathways since 2019, and our ambition is to be a recognised and useful player in digital solidarity and a sustainable digital sector.



Led by Numeum⁶, Planet Tech'Care⁷ is the first initiative to bring together a network of partners (professional organisations, schools, innovation centres, associations, foundations, think tanks), which aims to

support companies wishing to integrate digital technology into their environmental trajectory and to support training players in developing skills in sustainable IT.

⁶ <https://numeum.fr/en/commissions>

⁷ <https://planet-techcare.green/en/>

Afnic's Carbon Balance Sheet

The 2023 Carbon Balance Sheet, calculated in Q1 2024, amounted to 625 tCO₂e, representing a reduction of 9% relative to 2022.

Inputs remain the main source of emissions at 419 tCO₂e (67% of the balance sheet), although they are down 8% on 2022.

Travel is the second biggest item at 86 tCO₂e, representing 14% of the balance sheet. Commuting is down by 7% despite the increased workforce thanks to the signing of an agreement on working from home. Business travel for the year increased from 18 to 24 tCO₂e. This can be explained by the choice of distant destinations to organise international Internet events and the fact that trips were undertaken throughout the year, whereas 2022 was still partly marked by cancellations in the post-COVID context.

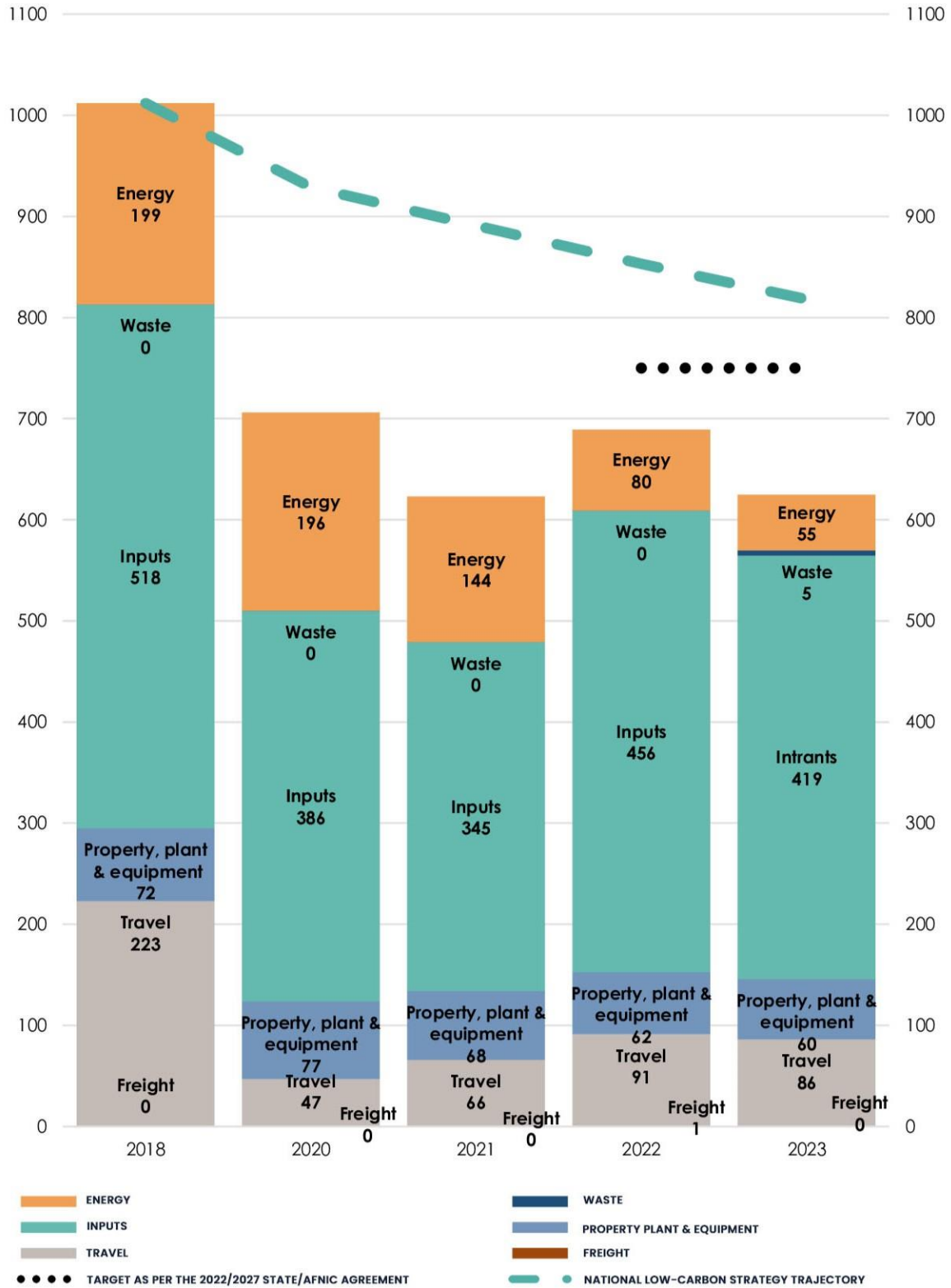
Property, plant & equipment accounted for 10% of the overall footprint, down by 1% on 2022 and mainly comprising Afnic's premises and technical infrastructure.

Energy, which accounts for 9% of emissions and 55 tCO₂e, was down by 31% relative to the previous year. This is explained by the implementation of actual meter reading in the main French data centres.

Afnic has resumed management of the end of life of its computer hardware with its historical partner, the disability-friendly company Vidéal 78 (formerly APR2). This recycling had not been carried out since 2018, which explains, along with the implementation of a monitoring system for the various categories of waste, the increase in this item to 5.1 tCO₂e, or 0.8% of the carbon balance sheet.

Freight held steady at around 0.5 tCO₂e, i.e. 0.1% of the annual footprint.

Afnic's Carbon Balance Sheet: trend 2018 to 2023



Data for figure "Afnic's Carbon Balance Sheet: trend 2018 to 2023"

Plan to reduce greenhouse gas (GHG) emissions

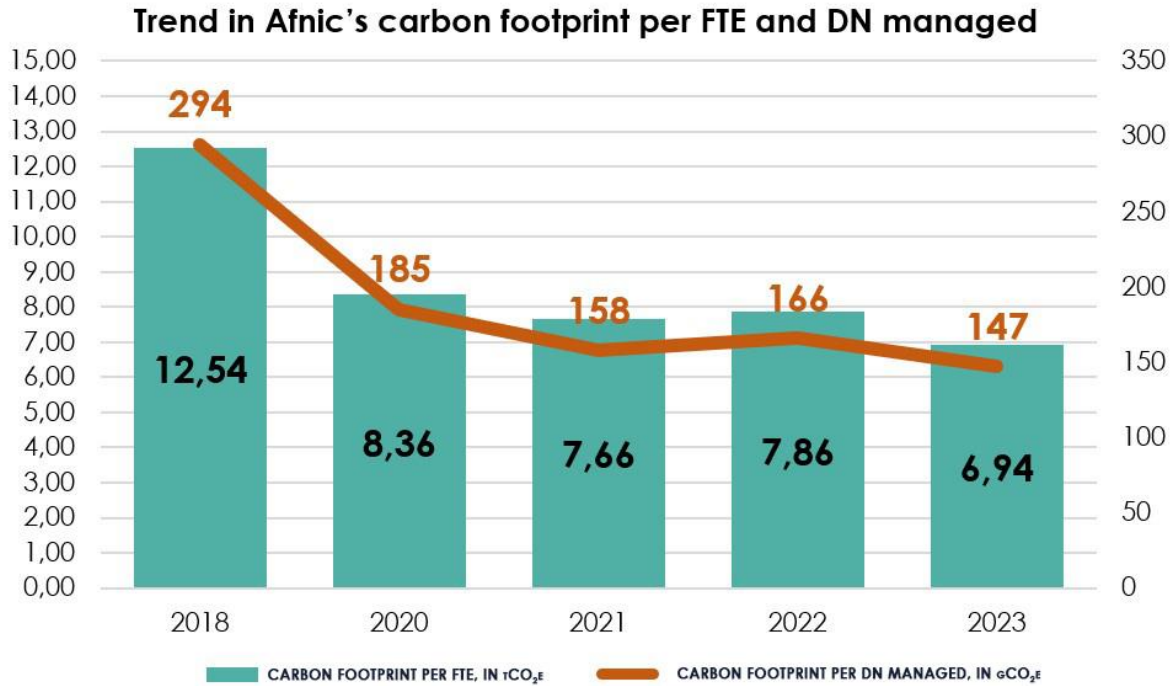
Besides the introduction of the CSR management system based on ISO 26000, in the Agreement it signed with the French State for the management of the .fr TLD, Afnic committed to implementing a plan to reduce its GHG emissions with the aim of reaching a carbon footprint of not more than 750 tCO₂e. By way of indication, the objective set internally for 2023, validated by the Board of Trustees, was even more ambitious, at 690 tCO₂e.

This target was reached in 2023 with a carbon footprint of 625 tCO₂e.

In order to set its reduction in the long-term context, Afnic tracks the trends in its carbon balance sheet over the years by including it in the reduction trajectory of the French National Low Carbon Strategy⁸ (see figure above).

Tracking trends per FTE (full-time equivalent) and per domain name managed allows Afnic to make sure of the continued reduction in the context of the development of its workforce and of its activities.

⁸ https://unfccc.int/sites/default/files/resource/en_SNBC-2_summary_4-pages.pdf



Data for figure “Trend in Afnic’s carbon footprint per FTE and DN managed”

Contribution to global carbon neutrality

Another of Afnic’s commitments in the 2022/2027 Agreement with the State was to reach carbon neutrality by putting in place a carbon offset policy.

Thus in 2023, to offset the 2022 carbon footprint (690 tCO₂e), Afnic’s members decided to support two projects:

A Low Carbon Label (“Bas Carbone”) project⁹ - CarbonAgri aimed at accompanying the transition between 2021 and 2026 of a dairy operation in Désertines (Allier). To date, the project progress is at 61% and is on schedule. Specifically, the operation has ceased mineral fertilisation of the soil and switched to organic agriculture, with a 100% grass system and shifting to a single milking per day to reduce milk deliveries and sharply reduce energy

⁹ <https://www.culture.gouv.fr/en/Thematic/ecological-transition/Ecological-Transition-of-Culture-Resource-Centre/Financings/Financing-an-action-thanks-to-the-Low-Carbon-Label>

consumption. This Low Carbon Label project is managed by Agoterra¹⁰. Afnic contributed 393 tCO₂e for an amount of €20,436.

A technological carbon sequestration project managed by Inuk¹¹: a thermal solar power plant now supplies the electricity for the heat networks of the town of Issoudun (Indre *département* of France), which, by replacing gas, avoids the production of GHG. This project is operational. Afnic contributed 297 tCO₂e for an amount of €8,019.

In 2024, to offset the 2023 carbon footprint of 625 tCO₂e, Afnic, with the aid of EcoTree,¹² chose to support the Tour d'Auvergne forestation and reforestation project in Puy-de-Dôme, a symbolic department for biodiversity and climate regulation: 4,750 trees, selected for their hardiness and their contribution to biodiversity, will be planted to reconstitute forest stands, restore biodiversity and improve the region's ecological resilience. Afnic is contributing €25,000 to this project, the equivalent of the 625 tCO₂e of its 2023 carbon footprint.

This project will concentrate on the forestation and reforestation of the zone, with the planting of trees selected for their hardiness and their contribution to biodiversity. The initiative aims to restore a healthy and resilient forest ecosystem capable of regenerating itself and sustaining a rich diversity of life. The actions also provide for appropriate management of the trees to maximise their ecological and economic potential while at the same time making sure they are adapted to the future climate and can withstand disease and bugs.

Protection and rehabilitation of biodiversity

Over and above the carbon contribution, and because the fight against climate change is not confined to the sequestration of greenhouse gases, Afnic has voluntarily opted to support the EcoTree Fund for Biodiversity in the amount of €7,000. The fund aims to

¹⁰ <https://www.agoterra.com/>

¹¹ <https://www.inuk.co/EN>

¹² <https://ecotree.green/>

strengthen terrestrial biodiversity in ecosystems spread throughout France by means of various projects: bat conservation in the forest of Préaux (Mayenne), restoration of two wetland areas in Ploërdut (Morbihan), actions in favour of birds in the forests of Ruillé and Pontvallain (Sarthe), creation of 42 biodiversity enclaves in Monceaux-sur-Dordogne (Corrèze) and actions in favour of pollination.

Employer mobility plan

In 2023 Afnic established its first employer mobility plan. The average round trip distance that employees travel between home and Afnic was 66 km. 60% of employees commuted by road (car, motorcycle), 35% by public transport and train (TER, TGV) and 5% on foot or by bicycle.

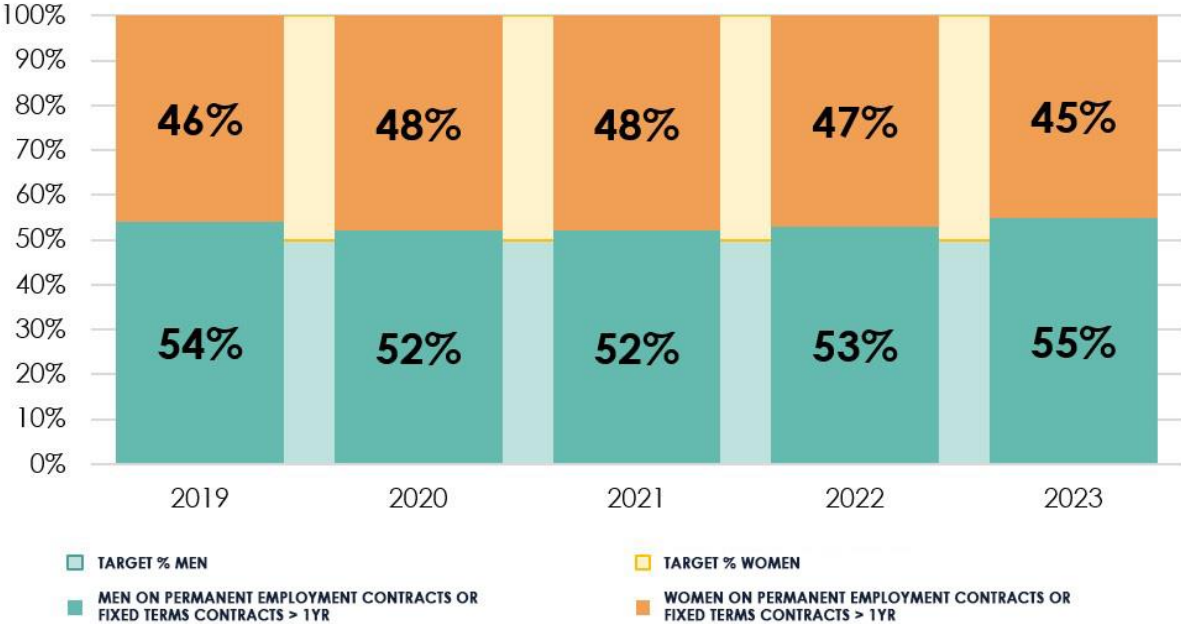
The two main levers identified for reducing GHG emissions linked to commuting were working from home and a mobility allowance. These were the subject of two agreements signed with the employee representatives.

Social results 2023

Trends and breakdown of the workforce

At the end of 2023, Afnic had 91 employees: 45% women and 55% men; 89 on permanent employment contracts and two interns or trainees.

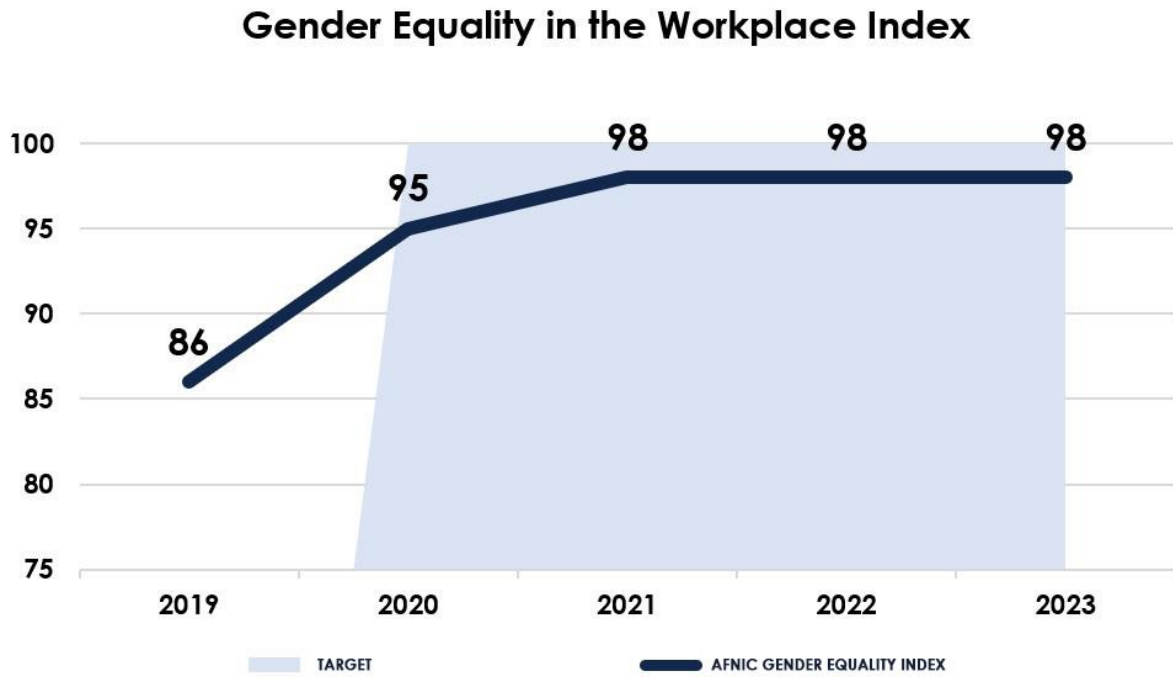
Gender parity



Data for figure "Breakdown of Workforce, 2018 to 2022"

Diversity and equal treatment

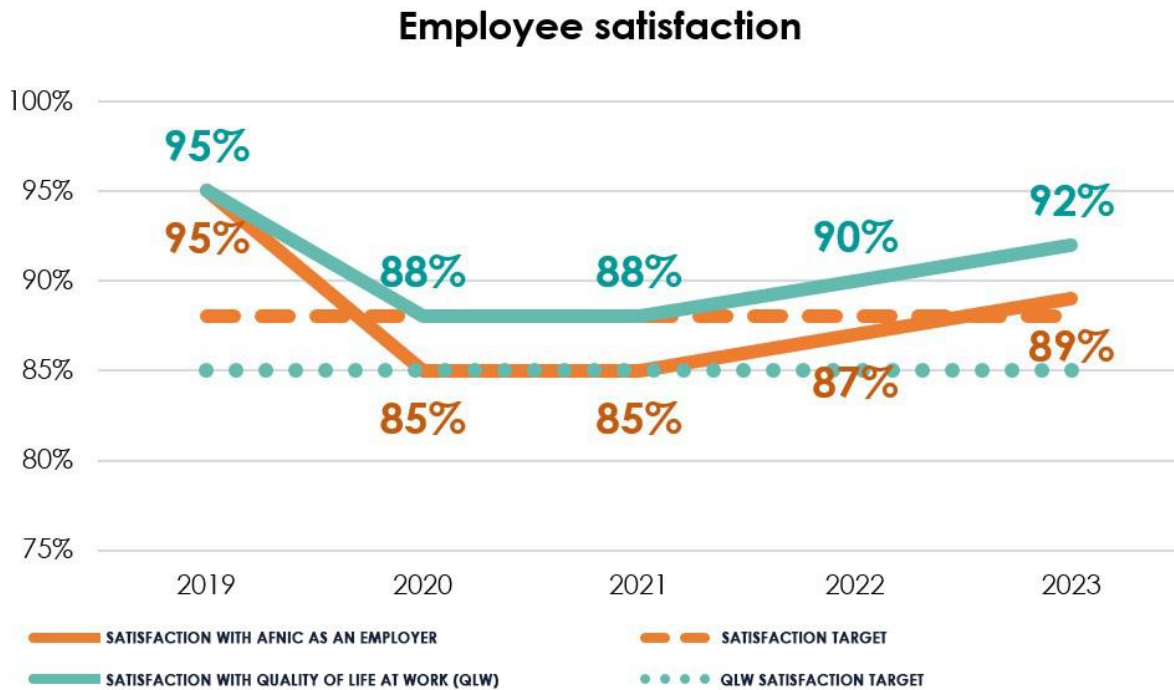
The Gender Equality in the Workplace Index for 2023 stood at 98/100, unchanged from 2021 and up by 3 percentage points on 2020 and by 12 pp relative to 2019.



Data for figure "Gender Equality in the Workplace Index, 2019 to 2022"

Employee satisfaction

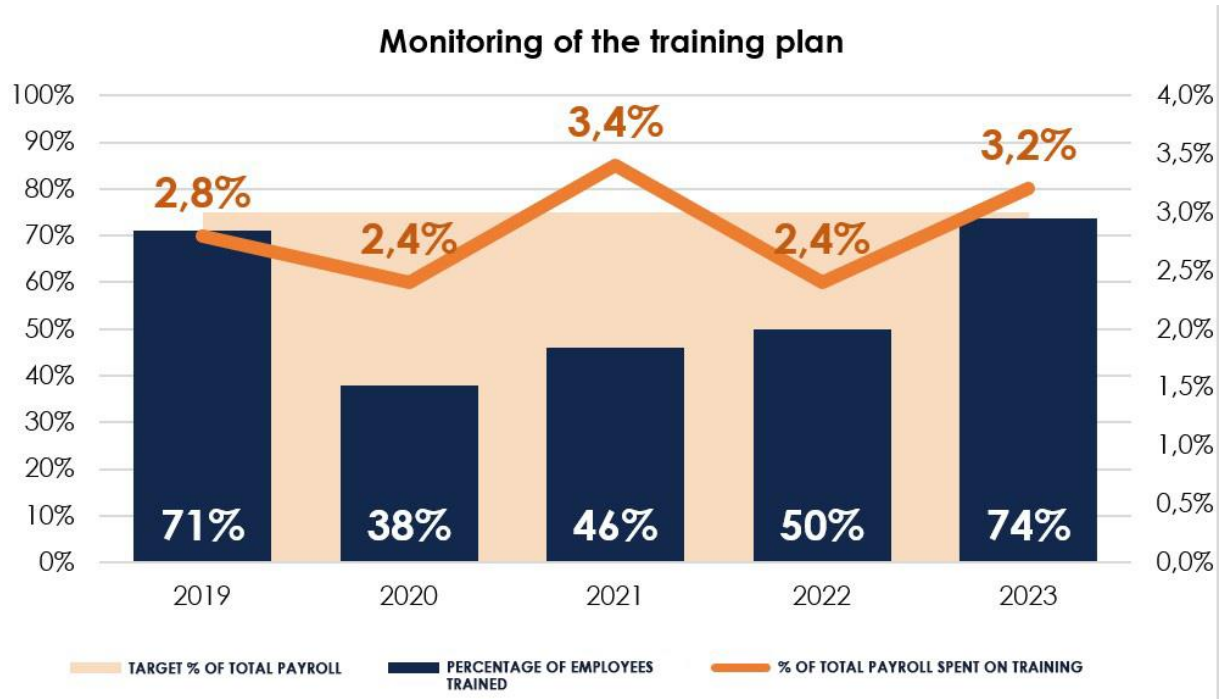
In response to the annual internal survey, employees expressed an 89% satisfaction rate with Afnic as employer and 92% for the quality of life at work, each up by 2 pp relative to 2022.



Data for figure "Employee satisfaction, 2018 to 2022"

Skills development

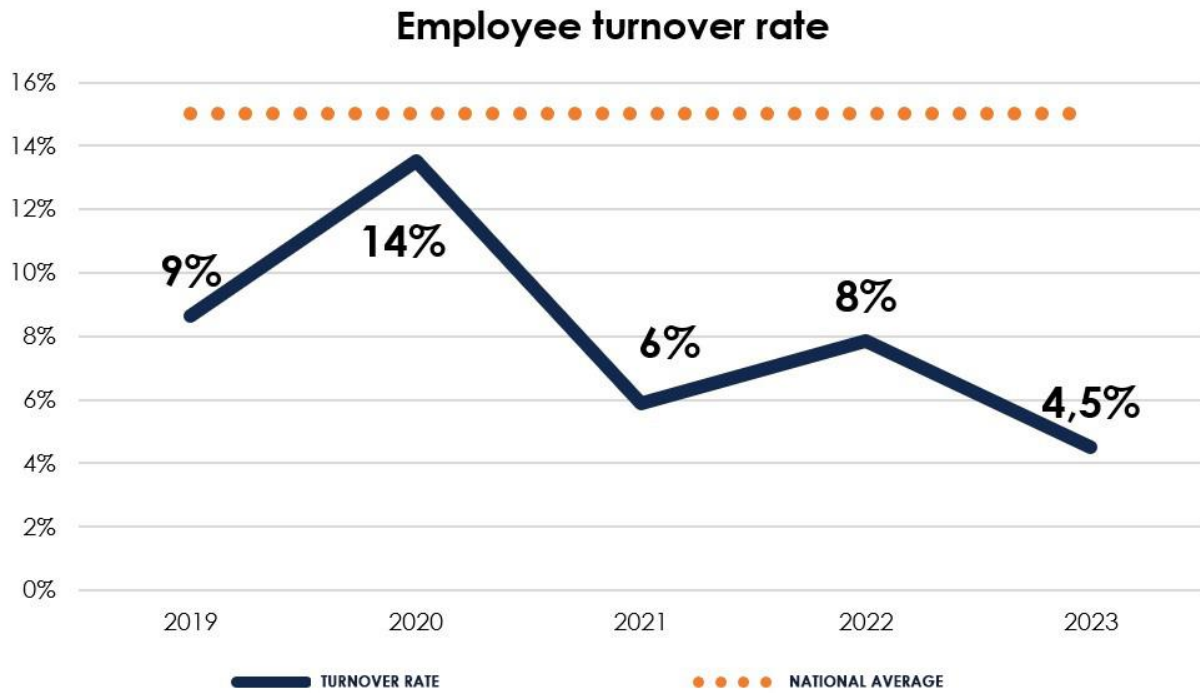
In 2023, the training budget represented 3.2% of the payroll, above our commitment to devote 3% of the payroll each year to developing our employees' skills. 74% of employees followed at least one training course.



Data for figure "Monitoring of the Training Plan"

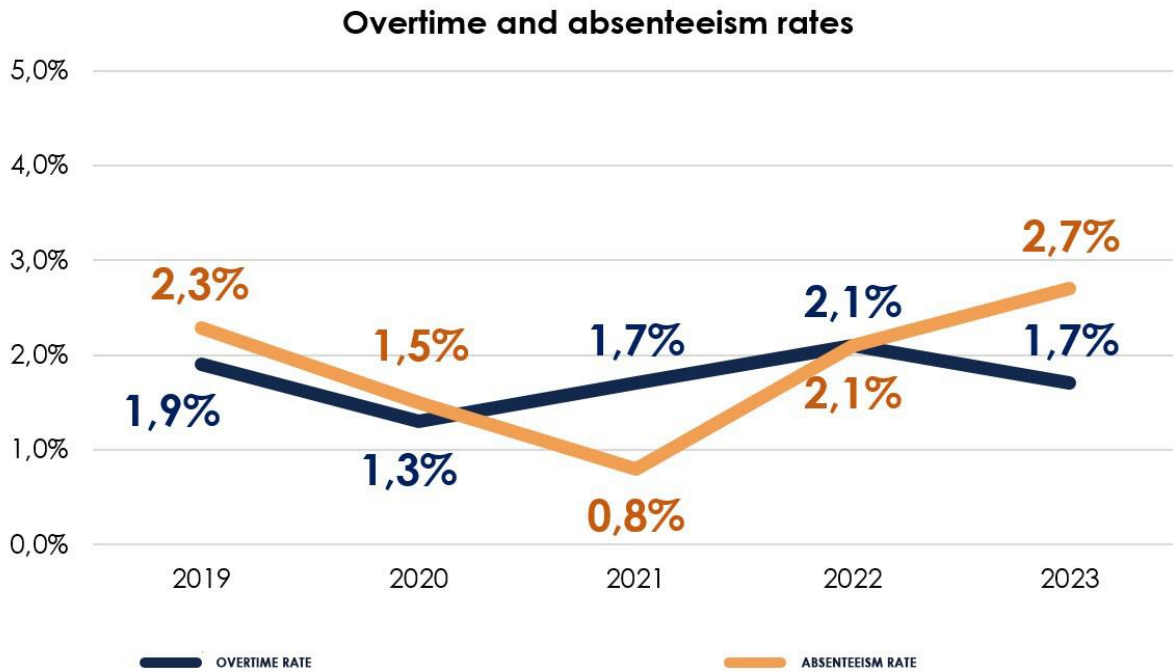
Employee turnover rate

With four arrivals and four departures, the workforce was stable and the turnover rate was 4.5%, down 4% on 2022.



Data for figure "Employee turnover rate"

Absenteeism and overtime rates

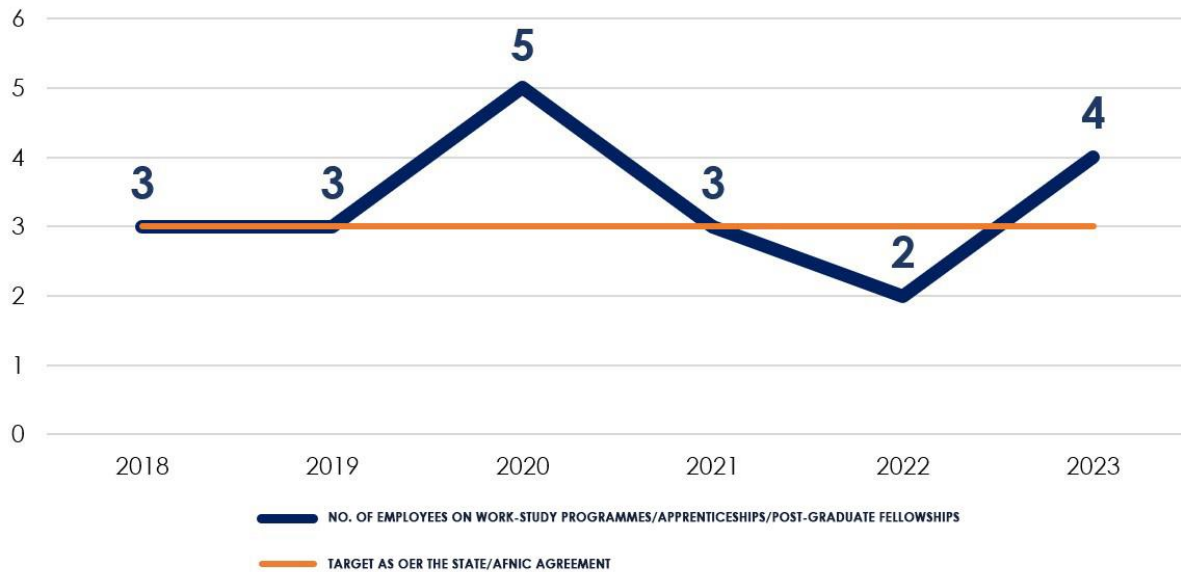


Data for figure "Absenteeism and overtime rates"

Number of employees on work-study programmes, apprenticeships or post-graduate fellowships

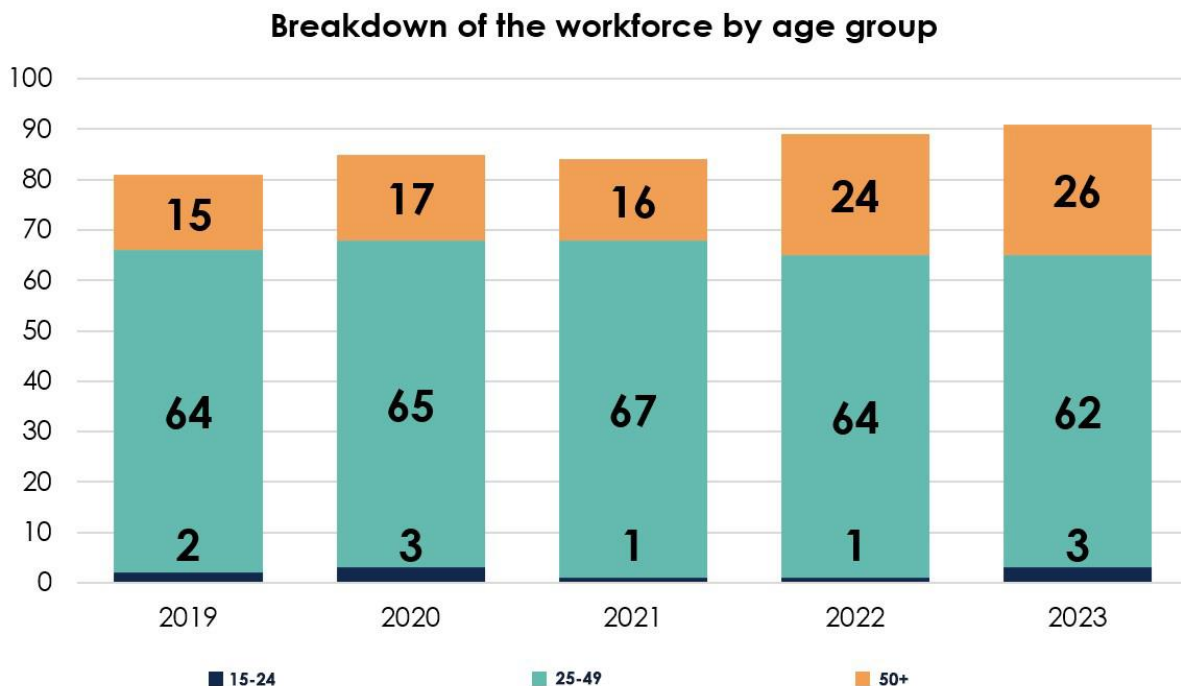
In its 2022/2027 Agreement with the State, Afnic committed to taking on two work-study or apprenticeship employees and one post-grad student on its payroll.

Number of employees on work-study programmes / apprenticeships / post-graduate fellowships



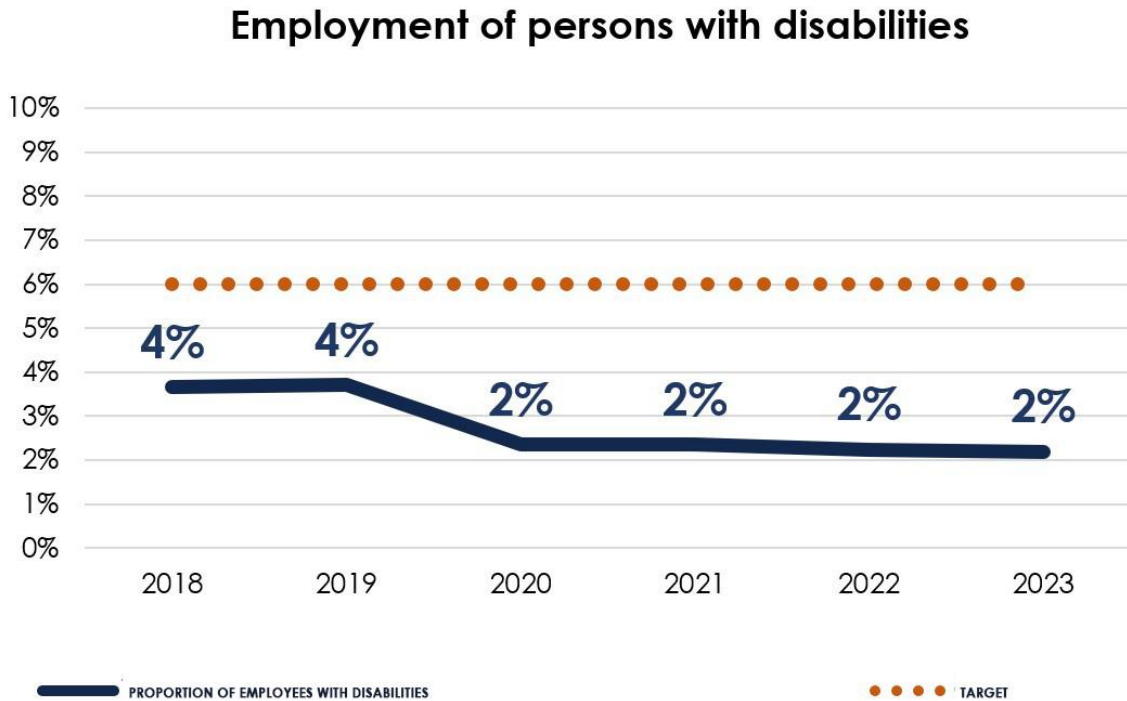
Data for figure "Number of employees on work-study programmes, apprenticeships or post-graduate fellowships"

Percentage of senior employees (age 50 or over)



Data for figure "Percentage of senior employees (age 50 or over)"

Percentage of employees with disabilities



Data for figure "Employment of persons with disabilities"

Contribution of 11% of turnover to the general interest

In the context of the Agreement signed with the State for the management of the .fr domain from 1 July 2022, Afnic undertook to dedicate 11% of its annual revenues to the general interest, the first €1.3 million being paid to the Afnic Foundation for Digital Solidarity. In 2023, Afnic complied with this commitment.

In addition to a payment of just over €1.4 million to the Afnic Foundation for Digital Solidarity, we supported the IETF (Internet Engineering Task Force) financially to allow the adoption of open, inter-operable Internet standards and facilitate the participation of engineers in the Global South in this essential body for the technical governance of the Internet.

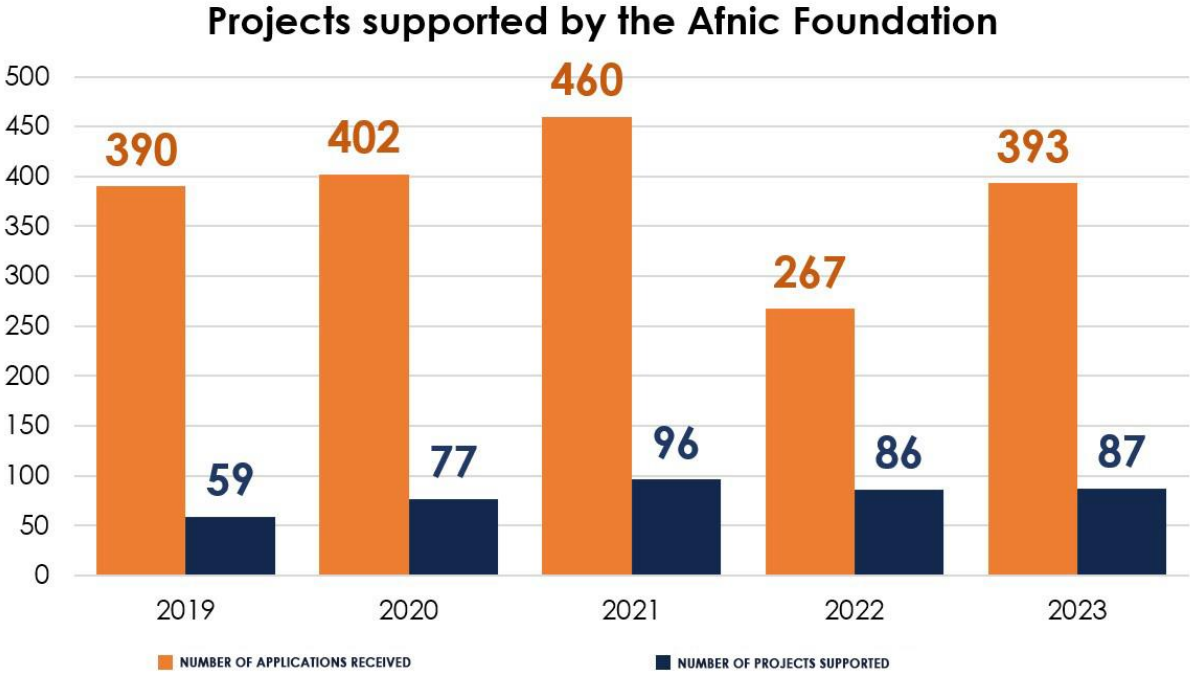
The financing of actions promoted by the members of Afnic’s international college, aimed at automating TLD Internet registries in Africa and making them autonomous, and constructing a domain names observatory in Africa, continued.

Support for the international coalition “Internet and Jurisdiction”, aimed at promoting agreements and multi-actor approaches to allow the law to be applied online by strengthening cooperation among technical and political actors, also continued.

Lastly, Afnic employees delivered training free of charge on domain names, locally, in the new town of Saint-Quentin-en-Yvelines, but also throughout France in support of initiatives led by the Afnic Foundation.

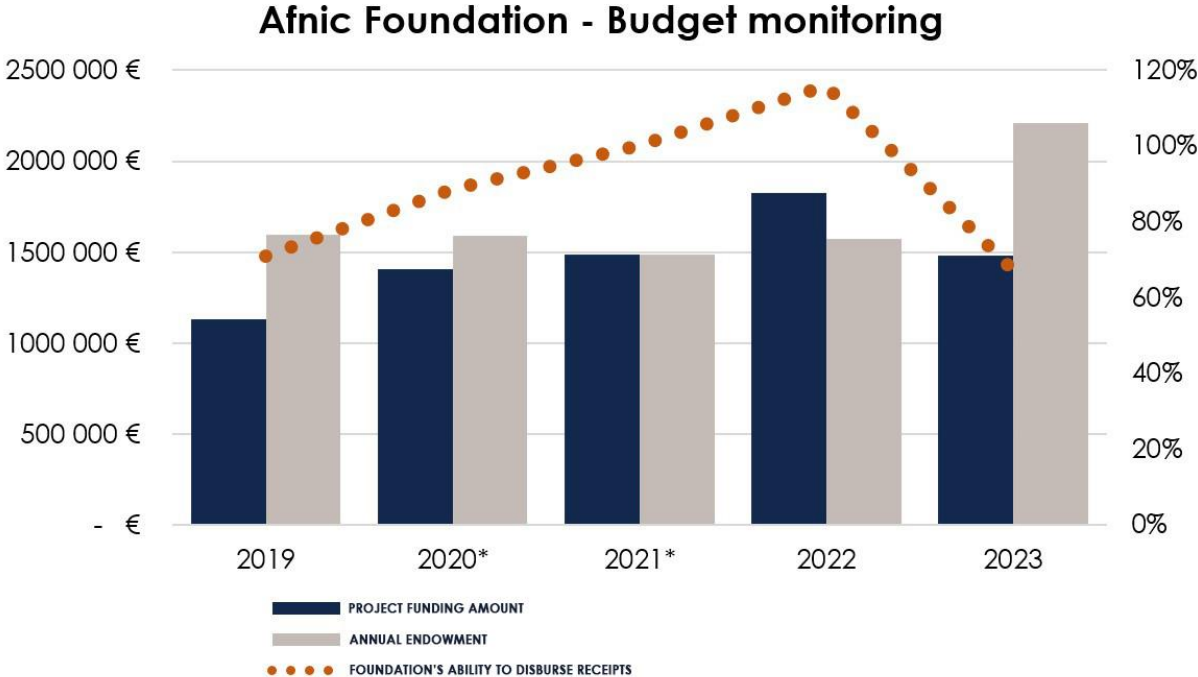
Support from the Foundation for Digital Solidarity for 87 projects, particularly women’s projects, in 2023

Out of 393 applications received in 2023, the Afnic Foundation for Digital Solidarity supported 87 projects for a total amount of €1,482,690, financed with the profits made on .fr registrations.



Data for figure “Projects supported by the Afnic Foundation for Digital Solidarity, 2018 to 2022”

The central theme of the Afnic Foundation for Digital Solidarity annual event, held on 12 December 2023, was that of projects developed by and for women. More than 80 people took part in the exchanges and round tables on the presence of women in digital professions and projects designed by women to improve their daily lives and their health.



Data for figure “Budget monitoring of the Afnic Foundation for Digital Solidarity, 2018 to 2022”

Regional roots reaffirmed

In 2023, Afnic strengthened its position as an economic and social actor in Saint Quentin-en-Yvelines by purchasing its future head office in Guyancourt, which will host training sessions for local associations and partners.

Afnic’s teams continued their involvement with universities and schools in the region, but also with job fairs, business and innovation events led the urban community.

In the context of *Réussir-en.fr* (“Succeed with .fr”) and *Tous en Ligne Maintenant* (“All Online Now”) several workshops were held at the SQY Cub incubator to accompany projects to set up new businesses and/or develop online activity on themes such as launching online

activities, creating a website and getting it well referenced, the keys to choosing the website address¹³, etc.

The HR and CSR teams were also active in 2023 within dedicated inter-company community task forces to develop the practices of local businesses, in particular as regards attraction, inclusion and integration of new employees and persons with disabilities, the feminisation of scientific and technical professions¹⁴, environmental impact and a nature initiative.

Afnic also continues to buy from local suppliers and service providers and to favour insertion whenever possible in the context of its responsible purchasing policy.

Raising awareness of SVEs / SMEs and 16/25 year-olds on the need for a controlled online presence and training them accordingly

Through Réussir-en.fr¹⁵ and the Foliweb workshops, close to 26,000 VSEs/SMEs were supported in 2023 in their digital transition and trained to develop their activities on the Internet, and nearly 4,500 young people took part in the workshops organised with our partners on controlling their online presence, particularly on the subjects of their identity and data.

Furthermore, thanks to the continued implementation of the “*Tous en ligne maintenant*”¹⁶ programme, Afnic and its partners had trained nearly 3,000 VSEs/SMEs, retailers and tradespersons with limited experience of the digital world by year-end 2023.

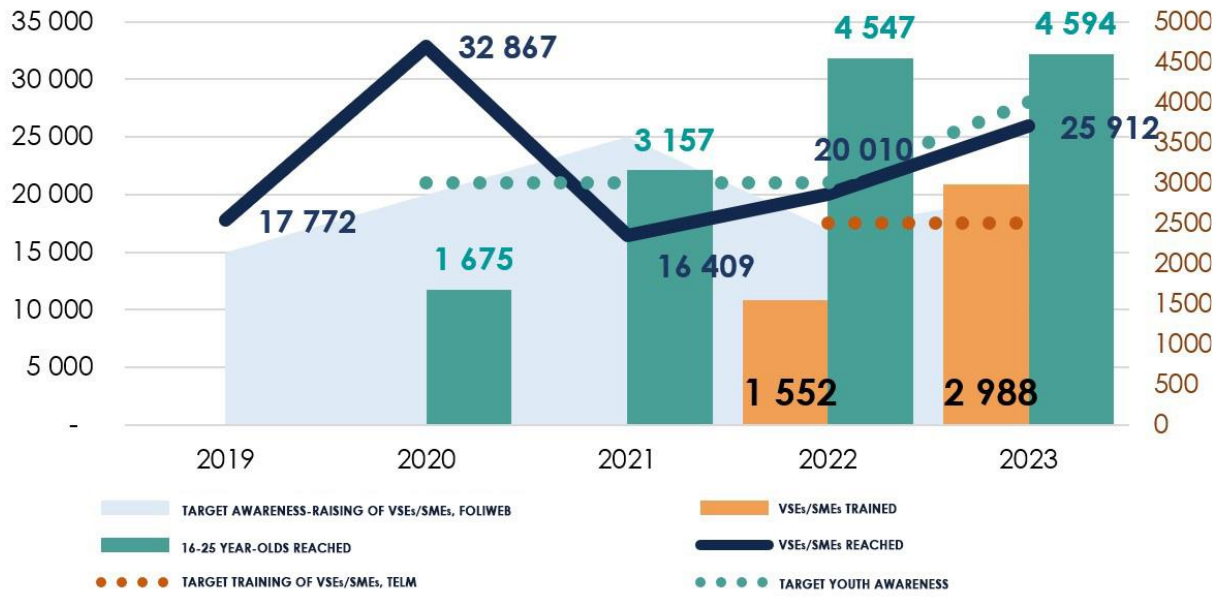
¹³ <https://www.youtube.com/watch?v=SZd8fC2pioE>

¹⁴ <https://www.youtube.com/watch?v=QMW0KjSBQV8>

¹⁵ <https://reussir-en.fr/>

¹⁶ <https://tousenlignemaintenant.fr/>

Support for online presence



Data for figure “Support for online presence, 2018 to 2023”

Annex: Data for the figures

Afnic’s contribution to the Sustainable Development Goals

Sustainable Development Goal	Afnic’s Score
SDG 1. No Poverty	62%
SDG 2. Zero Hunger	71%
SDG 3. Good Health and Well-Being	73%
SDG 4. Quality Education	67%
SDG 5. Gender Equality	63%
SDG 6. Clean Water and Sanitation	68%
SDG 7. Affordable and Clean Energy	70%
SDG 8. Decent Work and Economic Growth	71%
SDG 9. Industry, Innovation and Infrastructure	70%
SDG 10. Reduced Inequalities	65%
SDG 11. Sustainable Cities and Communities	70%
SDG 12. Responsible Consumption and Production	71%
SDG 13. Climate Action	75%
SDG 14. Life Below Water	64%
SDG 15. Life on Land	64%
SDG 16. Peace, Justice and Strong Institutions	67%
SDG 17. Partnerships for the Goals	68%

[Back to figure “Afnic’s contribution to the Sustainable Development Goals”](#)

Afnic's Carbon Balance Sheet: trend 2018 to 2023

	2018	2020	2021	2022	2023
Energy	199	196	144	80	55
Inputs	518	386	345	456	419
Waste	0	0	0	0	5
Travel	223	47	66	91	86
Freight	0	0	0	1	0
Property, plant & equipment	72	77	68	62	60
TOTAL	1,012	706	623	690	625
Target as per the 2022/2027 State/Afnic Agreement				750	750
National Low-Carbon Strategy trajectory	1,012	929	891	853	818

[Back to figure "Afnic's Carbon Balance Sheet: trend 2018 to 2023"](#)

Trend in Afnic's carbon footprint per FTE and DN managed

	2018	2019	2020	2021	2022	2023
Overall carbon balance sheet in tCO₂e	1,013	975	705	638	690	625
Per FTE in tCO₂e	12.54	12.22	8.36	7.66	7.86	6.94
Per DN managed in gCO₂e	294	0	185	158	166	147

[Back to figure "Trend in Afnic's carbon footprint per FTE and DN managed"](#)

Breakdown of Workforce, 2019 to 2023

	2019	2020	2021	2022	2023
Men	54%	52%	52%	53%	55%
Women	46%	48%	48%	47%	45%

[Back to figure "Breakdown of Workforce, 2019 to 2023"](#)

Gender Equality in the Workplace Index, 2019 to 2023

	2019	2020	2021	2022	2023
Afnic Gender Equality Index	86	95	98	98	98
Afnic target	95	95	95	95	95
Regulatory threshold	85	85	85	85	85

[Back to figure "Gender Equality in the Workplace Index, 2019 to 2023"](#)

Employee satisfaction, 2019 to 2023

	2019	2020	2021	2022	2023
Satisfaction with Afnic as an employer	95%	85%	85%	87%	89%
Satisfaction target	88%	88%	88%	88%	88%
Satisfaction with quality of life at work (QLW)	95%	88%	88%	90%	92%
QLW satisfaction target	85%	85%	85%	85%	85%

[Back to figure "Employee satisfaction, 2019 to 2023"](#)

Data for figure “Monitoring of the Training Plan”

	2018	2019	2020	2021	2022	2023
Percentage of employees trained	85%	71%	38%	46%	50%	74%
Percentage of total payroll spent on training	3.3%	2.8%	2.4%	3.4%	2.4%	3.2%
Target % of total payroll	3%	3%	3%	3%	3%	3%

[Back to figure “Monitoring of the Training Plan”](#)

Data for figure “Employee turnover rate”

	2018	2019	2020	2021	2022	2023
Arrivals	9	7	13	5	10	4
Departures	4	7	10	5	4	4
No. of employees	82	81	85	85	89	91
Turnover rate	8%	9%	14%	6%	8%	4.4%
National average	15%	15%	15%	15%	15%	15%

[Back to figure “Employee turnover rate”](#)

Data for figure “Absenteeism and overtime rates”

	2018	2019	2020	2021	2022	2023
Overtime rate	2.7%	1.9%	1.3%	1.7%	2.1%	1.7%
Absenteeism rate	3.4%	2.3%	1.5%	0.8%	2.1%	2.7%

[Back to figure “Absenteeism and overtime rates”](#)

**Data for figure “Number of employees on work–study programmes,
apprenticeships or post-graduate fellowships”**

	2019	2020	2021	2022	2023
No. of employees on work–study programmes / apprenticeships / post-graduate fellowships	3	5	3	3	3
Target as per the State/Afnic Agreement	3	3	3	3	3

[Back to figure “Number of employees on work–study graph_employees_studyprogrammes, apprenticeships
or post-graduate fellowships”](#)

Data for figure “Percentage of senior employees (age 50 or over)”

	2018	2019		2020	2021	2022	2023
15-24	2	2		3	1	1	3
25-49	68	64		65	67	64	62
50+	12	15		17	16	24	26
Total workforce	82	81		85	84	89	91

[Back to figure “Percentage of senior employees \(age 50 or over\)”](#)

Data for figure “Percentage of employees with disabilities”

	2019	2020	2021	2022	2023
Proportion of employees with disabilities	4%	2%	2%	2%	2%
Target	6%	6%	6%	6%	6%

[Back to figure “Percentage of employees with disabilities”](#)

**Projects supported by the Afnic Foundation for Digital Solidarity,
2019 to 2023**

	2019	2020	2021	2022	2023
Number of applications received	390	402	460	267	393
Number of projects supported	59	77	96	86	87

[Back to figure "Projects supported by the Afnic Foundation for Digital Solidarity, 2019 to 2023"](#)

**Budget Monitoring of the Afnic Foundation for Digital Solidarity, 2019
to 2023**

	2019	2020	2021	2022	2023
Project funding amount	€1,132,695	€1,407,716	€1,487,000	€1,822,750	€1,482,690
Annual endowment	€1,594,895	€1,589,932	€1,485,000	€1,573,206	€2,209,000
Foundation's ability to disburse the endowment	71%	89%	100%	116%	67%

[Back to figure "Budget Monitoring of the Afnic Foundation for Digital Solidarity, 2019 to 2023"](#)

Support for online presence, 2019 to 2023

	2019	2020	2021	2022	2023
VSEs/SMEs reached	17,772	32,867	16,409	20,010	25,912
VSE/SME awareness-raising target	15,000	20,000	25,000	17,000	20,000
VSEs/SMEs trained				1,552	2,988
Target VSE/SME training				2,500	2,500
16–25-year-olds reached		1,675	3,157	4,547	4,594
Target for awareness-raising of young people		3,000	3,000	3,000	4,000

[Back to figure “Support for online presence, 2019 to 2023”](#)