afnic

Internet made in France

Corporate Social Responsability (CSR) Report

2024

● Contents

1. General information

1.1. Reporting model chosen

On 3 April 2025, the European Parliament decided to delay by two years the implementation of the [CSRD](#) (Corporate Sustainability Reporting Directive) which requires large companies to report on sustainability. This amendment, referred to as "stop the clock" had been proposed by the [European Commission as part of its "omnibus" legislative initiative](#) aimed at simplifying the texts of the European Green Deal.

The European Commission tasked EFRAG[1] with simplifying the ESRS (European Sustainability Reporting Standards) with a view to considerably reducing the volume of mandatory ESRS data without compromising interoperability with international reporting standards.

The request for review also aims to clarify application of the materiality principle to make sure that businesses report only significant information, and also to protect suppliers and subcontractors from excessive requests for information and the deployment of substantial resources to produce it, under pressure from their principals.

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1 https://www.efrag.org

Following approval of the omnibus proposal for a two-year delay for businesses with fewer than 1,000 employees, the VSME[2] voluntary reporting standard is expected to be recommended by the European Commission in June 2025 and to become the reference for all businesses no longer subject to mandatory CSRD reporting.

The VSME will then be made the subject of a Commission delegated act in 2026. Initially intended for unlisted SMEs and micro-enterprises, it will now be proposed for all businesses no longer subject to mandatory CSRD reporting or for organisations that publish a sustainability report voluntarily.

Consequently, this report has been drawn up in accordance with the VSME Basic Module. We have added such indicators of the Comprehensive Module as are relevant to Afnic's activities, and particularly those that have been monitored for several years by the Association as part of its approach to sustainability. This report covers Afnic's CSR results and actions from 1 January to 31 December 2024.

As a reminder, Afnic is not subject to regulatory reporting obligations but since 2022 has published an annual CSR report in the interests of transparency and with a view to educating its stakeholders.

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[2] https://www.efrag.org/sites/default/files/sites/webpublishing/SiteAssets/VSME%20Standard.pdf

1.2. Afnic awarded the "Confirmed" level CSR Committed Label by AFNOR

Afnic manages its social, environmental and governance actions by means of a management system based on ISO 26000, which received the Afnor Confirmed level CSR Commitment[3] and the Responsibility Europe[4] labels for a three-year period in June 2023. This level was confirmed in December 2024 in a follow-up audit.

The CSR Commitment Label is a demanding label which, through 196 questions and more than 50 criteria covering ISO 26000 and the UN's Sustainable Development Goals (SDGs)[5], evaluates the maturity of an organisation's CSR system, how it responds to its impacts on society, the economy and the environment, its integrity and the honesty of its communications. It also renders account of the level of its CSR practices to its stakeholders.

Created on the initiative of AFNOR, the French standards organisation, INDR, Luxembourg's National Institute for the Sustainable Development of CSR and Switzerland's Ecoparc Association,

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

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

5 https://www.un.org/sustainabledevelopment/

Responsibility Europe offers international recognition to economic players wishing to demonstrate their CSR efforts beyond national borders. It brings together CSR labels based on ISO 26000 and aligned with the SDGs.

1.3. Results of AFNOR's "CSR Committed" evaluation

Afnic was awarded the "Confirmed" level of the "CSR Committed" Label, with a score of 662/1,000, in June 2023 for a three-year period. 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	7%	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
TOTAL	66%	662/1,000

1.4. Contribution to the Sustainable Development Goals

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, their contribution to the SDGs. The diagram below represents Afnic's contribution to the 17 SDGs as evaluated in June 2023 in the context of the "CSR Committed" label.
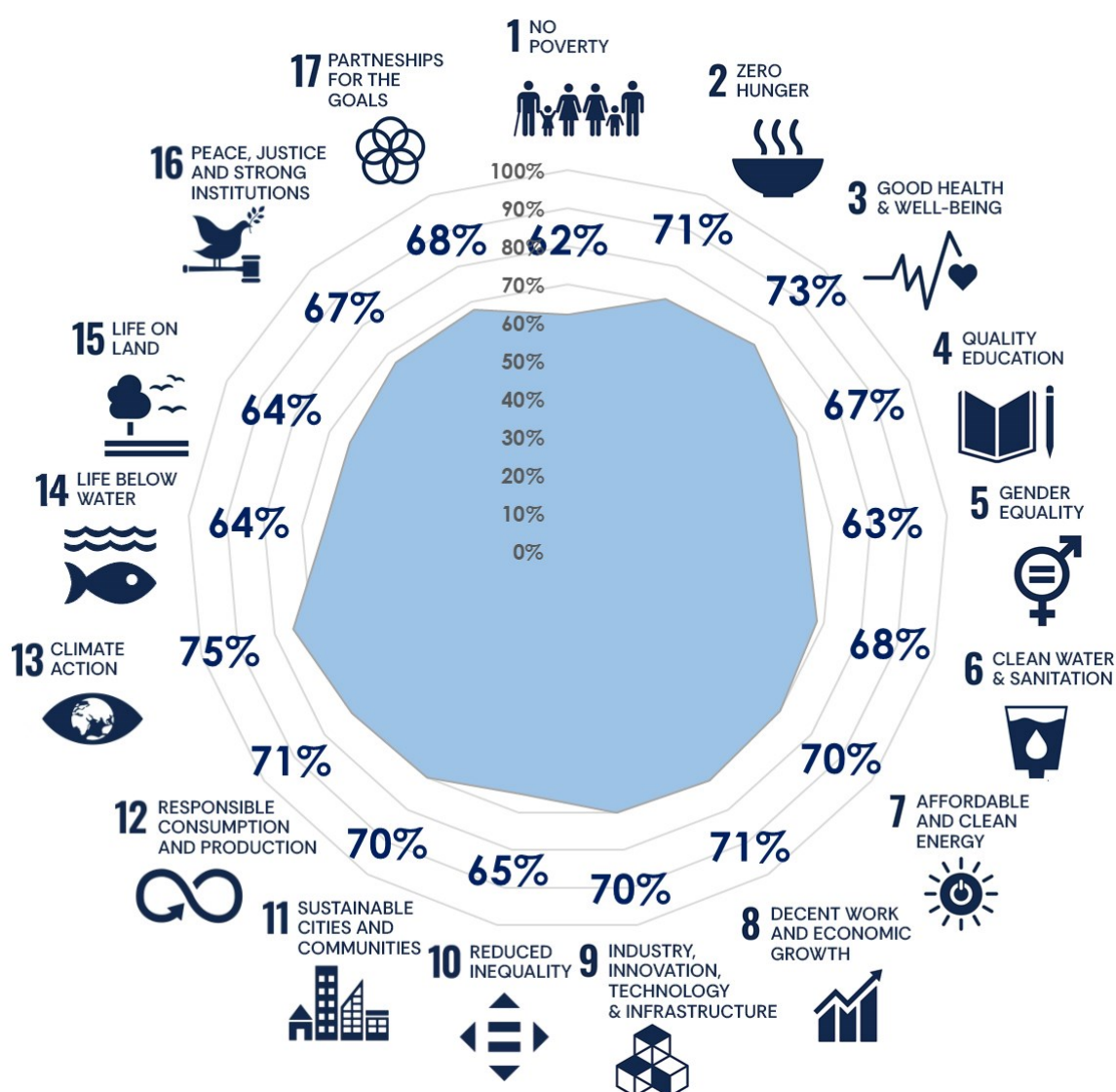
Data for figure "Afnic's contribution to the Sustainable Development Goals"

1.5. Afnic's CSR policy

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 comitted 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

2. Environmental data

2.1. Energy consumption and greenhouse gas (GHG) emissions

2.1.1. Energy consumption

Sites	Energy from renewable sources	Energy from non-renewable sources
Afnic HQ - Freehold property[6]	124,752 kWh	89,061 kWh
Afnic HQ - Communal areas		23,730 kWh
Infrastructure – Mainland France	481,800 kWh	22,827 kWh

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[6] As regards "Afnic HQ – Freehold property", consumption was measured over nine months (following the relocation end of February) and extrapolated over the 12 months in accordance with the average of the nine months measured.

Sites	Energy from renewable sources	Energy from non-renewable sources
Infrastructure - Rest of the world		21,144 kWh

2.1.2. Greenhouse gas (GHG) emissions

The **2024 Bilan Carbone**® (a registered method for assessing GHG emissions), calculated in Q1 2025, amounted to **582 tCO$_2$e, representing a reduction of 7%** relative to the 2023 Bilan Carbone®. GHG emissions break down as follows:

- **Scope 1: 0 tCO$_2$e:**
    - Afnic does not possess vehicles and does not manufacture physical products.

- **Scope 2:**
    - **Energy**: down by 3% on the previous year accounting for 9% of emissions with **53 tCO$_2$e**.

- **Scope 3:**
    - **Inputs: 419 tCO$_2$e** (58% of the total), down by 19% on 2023. Services provided account for 61% of inputs (207 tCO$_2$e), followed by software licences (21% – 72 tCO$_2$e), marketing and communication expenses (6%), maintenance (5%), catering (5%) and supplies and small equipment (2%).
    - **Travel: 92 tCO$_2$e**. This represents 16% of the total. Commuting is down by 6% despite the increased workforce. Business travel for the year increased from 24 to 30 tCO$_2$e.
    - **Fixed assets:87 tCO$_2$e** (15% of the total), up by 47% on 2023. This is mainly explained by the purchase of Afnic's new headquarters.
    - **Freight** accounts for 2% of emissions with **10 tCO$_2$e.**

  o With **1.25 tCO$_2$e, waste** accounts for less than 1% of the 2024 Bilan Carbone®.

2.1.3. Economic carbon intensity

Economic carbon intensity in kgCO$_2$e per € of revenue
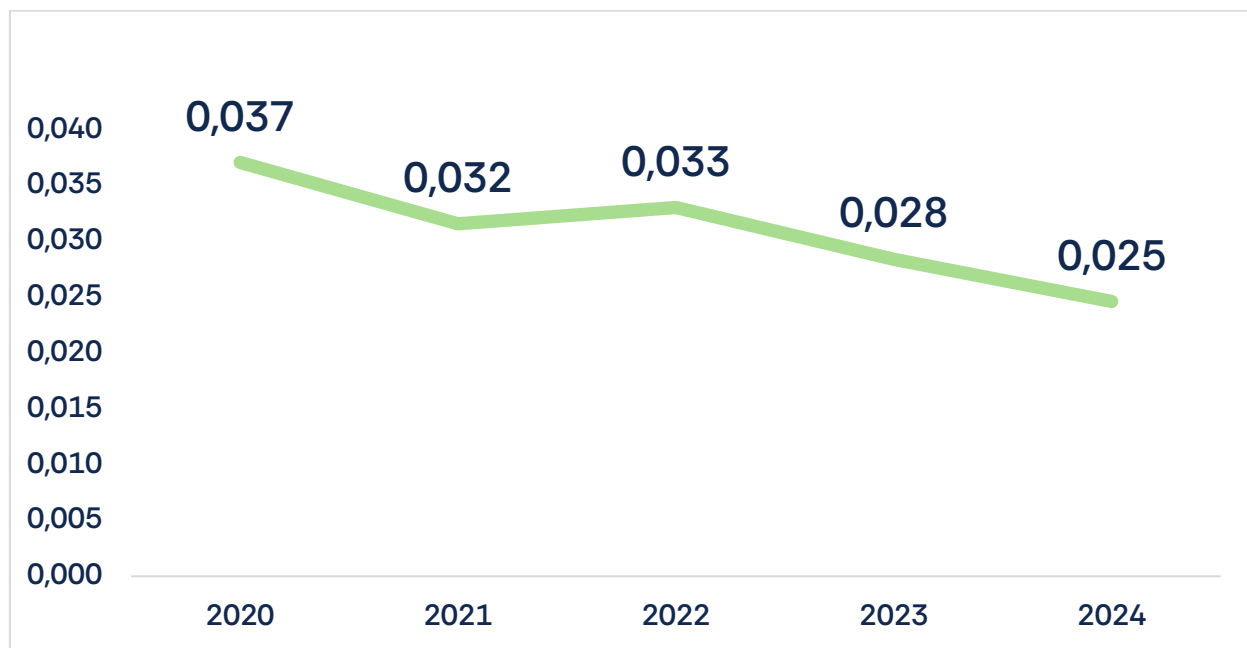
Data for the figure "Economic carbon intensity in kgCO$_2$e per € of revenue"

2.1.4. GHG emissions reduction and climate transition objectives

Afnic has produced an annual Bilan Carbone® since 2012 and continuously implements actions, particularly on purchasing (the most important item in scope 3) in order to reduce its GHG emissions. It also monitors the evolution of its Bilan Carbone® on a multi-annual basis.

The reference year chosen by Afnic is 2018, when data started to be more exhaustive and comparable from one year to another.

In 2022, Afnic set itself a reduction path aligned with that of France's National Low Carbon Strategy (SNBC)[7]: 40% reduction in annual GHG emissions by 2030 and 75% reduction by 2050.

Afnic also follows a reduction path based on the standard model of the Science Based Targets[8] initiative (SBTi), which is the reference at international level.

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

8 https://sciencebasedtargets.org/

SNCB & SBTi trajectories
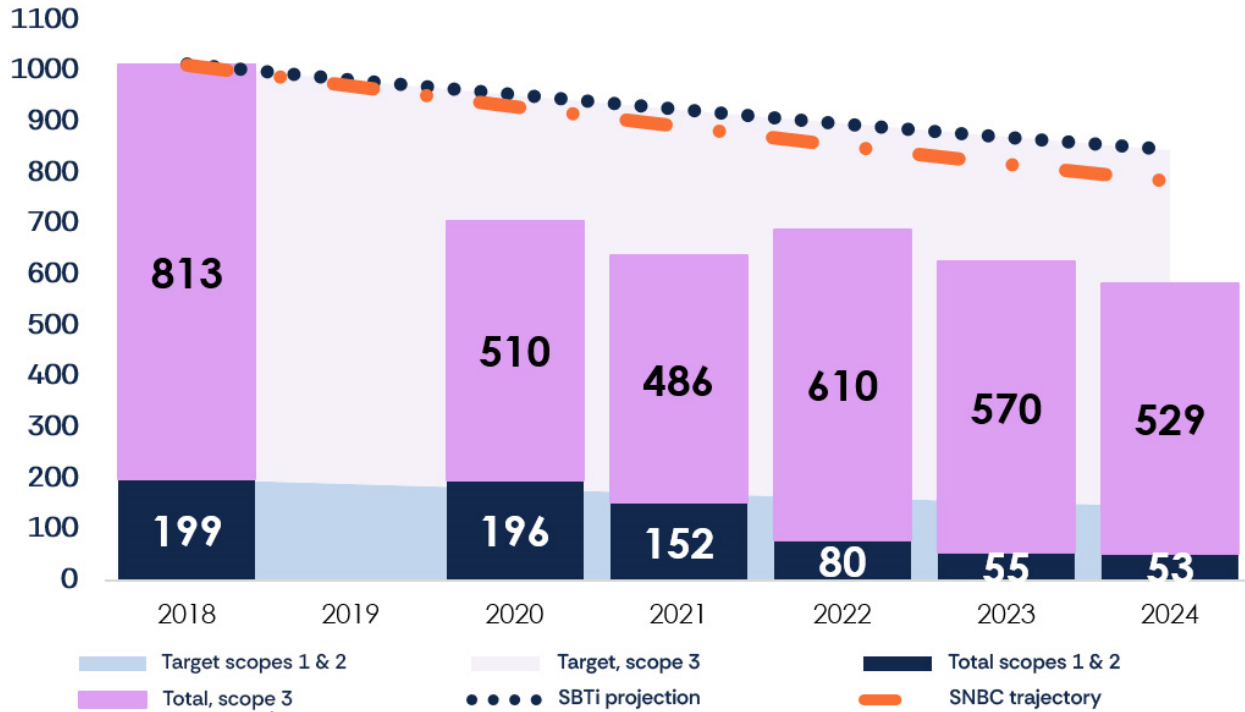
Data for the figure "SNBC & SBTi trajectories"

Tracking trends per FTE (full–time equivalent) and per domain name (DN) managed allows Afnic to make sure of the continued reduction in the context of the development of its workforce and of its activities which could otherwise be expected to bring about a slight increase in GHG emissions.

Trend in Afnic's GHG emissions per FTE and DN managed
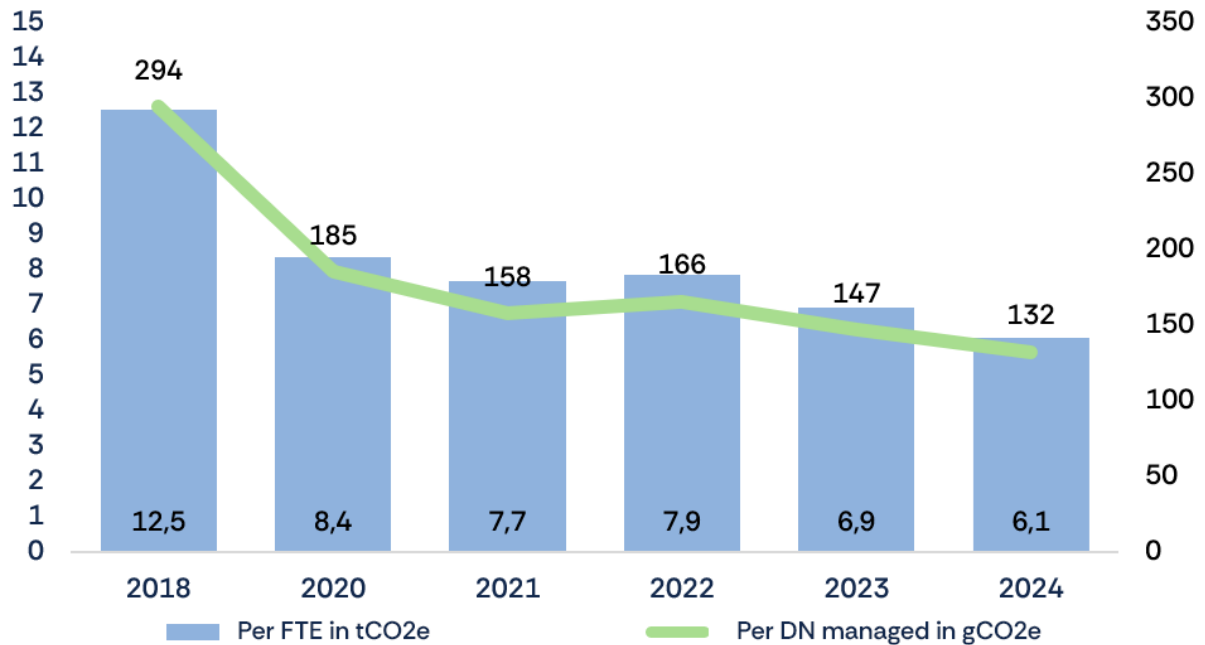
[Data for the figure "Trend in Afnic's GHG emissions per FTE and DN managed"](#)

The main actions taken under the GHG reduction plan in 2024 were:

- Scope 2: energy refurbishment of the building acquired, signing of a green energy contract, choice of certified service providers for infrastructure energy management.

- Scope 3: responsible purchasing policy, CSR selection criteria applied to all purchases, switch to local sourcing in the supply chain wherever possible, introduction of a financial incentive for employees to use sustainable transport, as a complement to the employer's mobility plan.

2.1.5. Contribution to global carbon neutrality

As part of the 2024 Bilan Carbone® (582 tCO$_2$e), Afnic renewed its partnership with EcoTree[9] and contributed to the Low Carbon Label[10] project to reforest the Lafresguimont-Saint-Martin site in the Somme department of France, which had to be cleared urgently due to an attack by bark beetles. Four species were chosen to reforest this former spruce monoculture forest, selected for their ability to produce quality timber growing in an area with an oceanic climate: mild, wet winters and dry, cool summers.

In all, 20,000 trees will be planted on an area of 13.3 hectares. The detailed project sheet with quantitative objectives, actions taken and benefits expected is to be found in Annex 1.

2.2. Biodiversity

2.2.1. Land owned by Afnic

The premises bought by Afnic are located in a 0.52-hectare real estate complex (several buildings and some communal areas) in the commune of Guyancourt in the department of Yvelines (Paris south-western suburbs). The site is not in a sensitive natural area.

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9 https://ecotree.green/

10 https://carbongap.org/wp-content/uploads/2023/03/carbongap-LCLpolicybrief-March2023.pdf

2.2.2. Protection and rehabilitation of biodiversity

In 2024, for the first time, Afnic decided to contribute to the conservation of biodiversity by voluntarily donating €7,000 to the EcoTree Fund for Biodiversity[11], which aims to strengthen terrestrial biodiversity in ecosystems spread throughout France by means of various projects.

Afnic's support allowed for the restoration of 167.5 m² of wetlands, the planting of hedgerows welcoming bees, preservation of 1,515.5 m² of deadwood patches, the installation of two beehives and the financing of 12.5 hours of work and training of persons with disabilities supported by the O3 Agri social and solidarity economy structure.

Afnic's Biodiversity report for 2024, provided by EcoTree, can be found in Annex 2.

2.3. Water

Water consumption in 2024 was 364,000 litres for the premises owned by Afnic and 205,000 litres for the communal areas, estimated in accordance with the proportion of ownership. Afnic's premises were not located in a water stress zone in 2024 according to the National Hydrological Situation Bulletin of December 2024[12].

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11 https://ecotree.green/en/companies/biodiversity-conservation

12 https://www.oieau.org/en/actualites/bulletin-national-de-situation-hydrologique-du-11-decembre-2024

2.4. Resources, circular economy and waste management

2.4.1. Circular economy

In the context of its move, Afnic re-used all the furniture from the workspaces (offices and meeting rooms), and all equipment that could be re-used. The remaining items were donated to a nearby charitable association. To furnish the new spaces for which there was no existing furnishings, Afnic chose furniture made from recycled materials whenever this option was offered.

2.4.2. Waste management

For 2024, the carbon impact of waste amounted to 1.25 tCO_2e. The following categories and weights of waste were declared in the Bilan Carbone®:

Organic waste	1,998 kg
Mixed plastic and metal packaging	45 kg
Paper and ordinary cardboard	868 kg
Recycling of ink cartridges	28 kg
Recycling of batteries	8 kg
Recycling of IT hardware by a sheltered workshop	505 kg

3. Labour data

3.1. Workforce – General information

3.1.1. Trends and breakdown of the workforce

At 31 December 2024, Afnic had 97 employees (96.125 FTEs): **47% women and 53% men.**
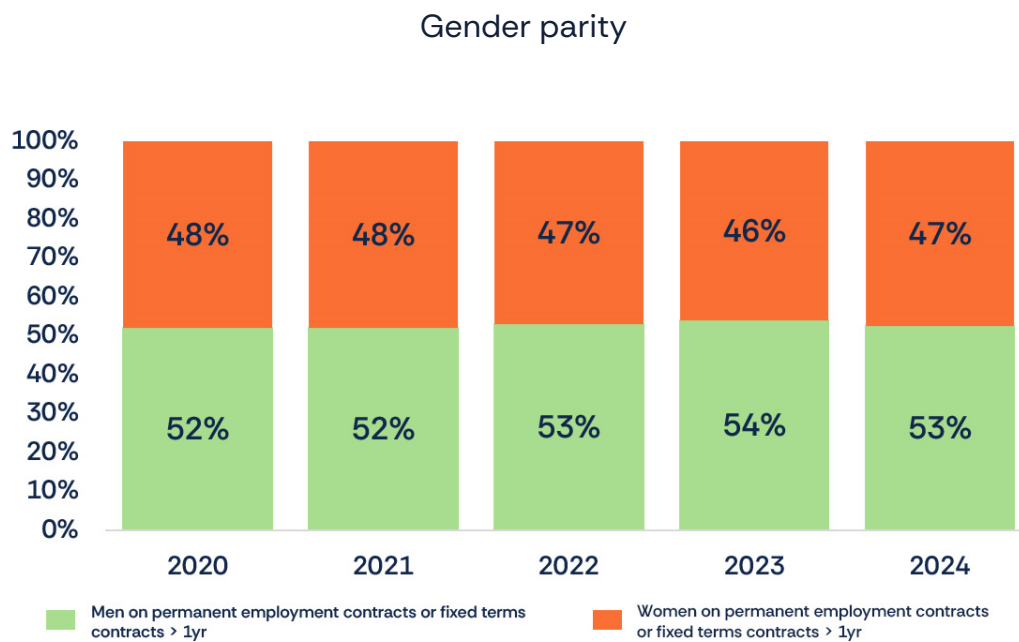
Gender parity

Data for the figure "Gender parity in the workforce, 2020 to 2024"

94 employees (97%) were permanent employment contracts and 3 (3%) on work-study programmes, apprenticeships or post-graduate fellowships.

3.1.2. Employee turnover rate

With 9 arrivals and 3 departures, the **turnover rate was 6%,** 2 percentage points (pp) up on 2023, but well below the national average for 2024 which according to the INSEE (National Statistics Institute) was 15.5%.

3.1.3. Women in management

59% of Afnic's 27 managers in 2024 were women and 41% men.

3.1.4. Employment by age group

Breakdown of the workforce by age group
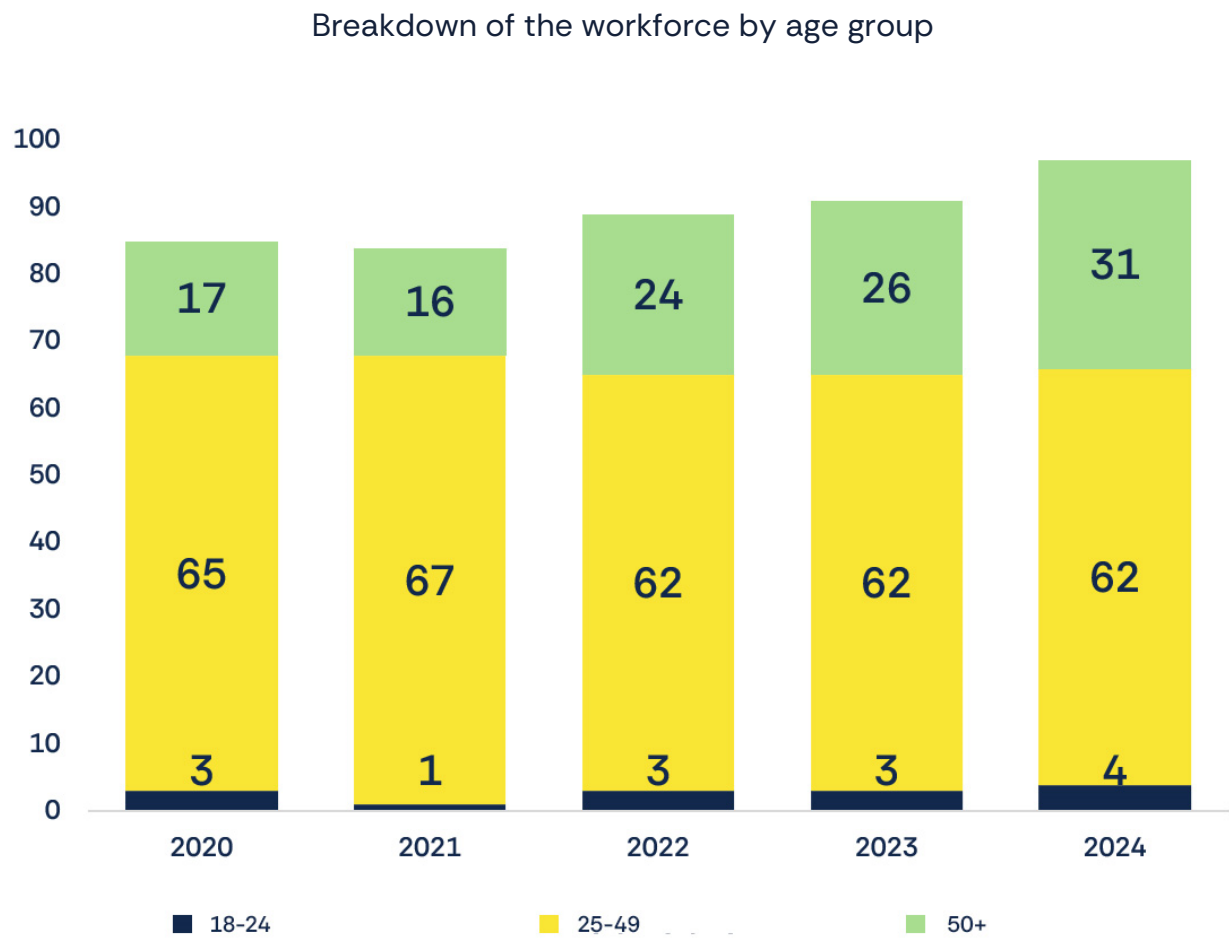
Data for figure "Breakdown of the workforce by age group"

3.2. Employee satisfaction

In response to the annual internal survey, employees expressed a **93% satisfaction rate with Afnic as an employer** (+4 pp) **and 90% for the quality of life at work** (–2 pp relative to 2023).

Employee satisfaction
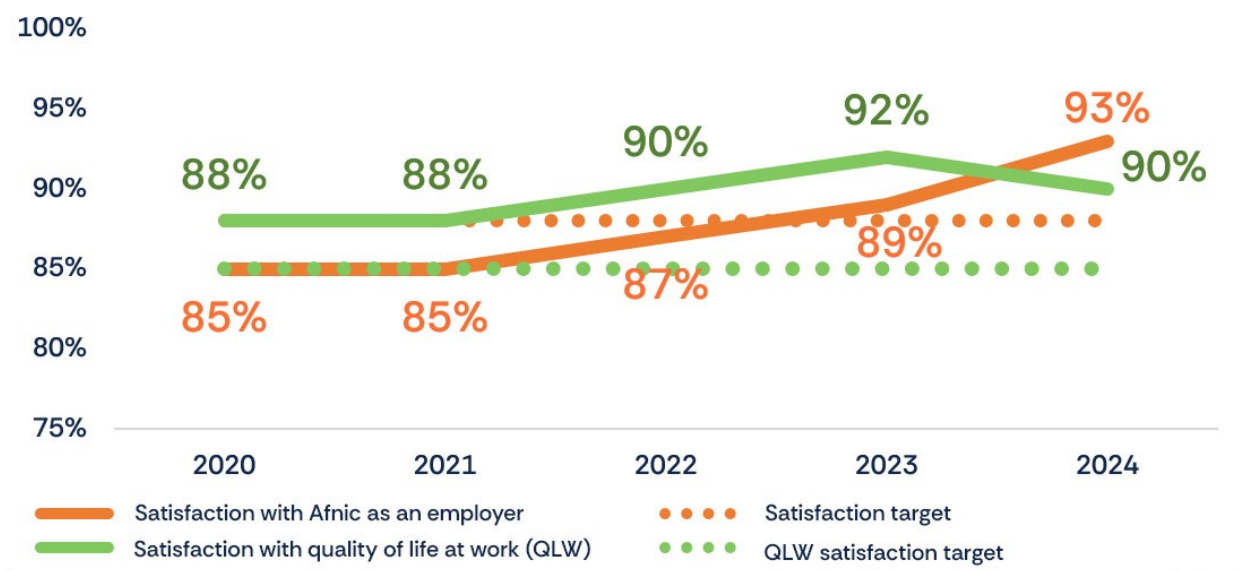
[Data for figure "Employee satisfaction"](#)

3.3. Health & safety at work

3.3.1. Absenteeism and overtime rates

Overtime and absenteeism rates
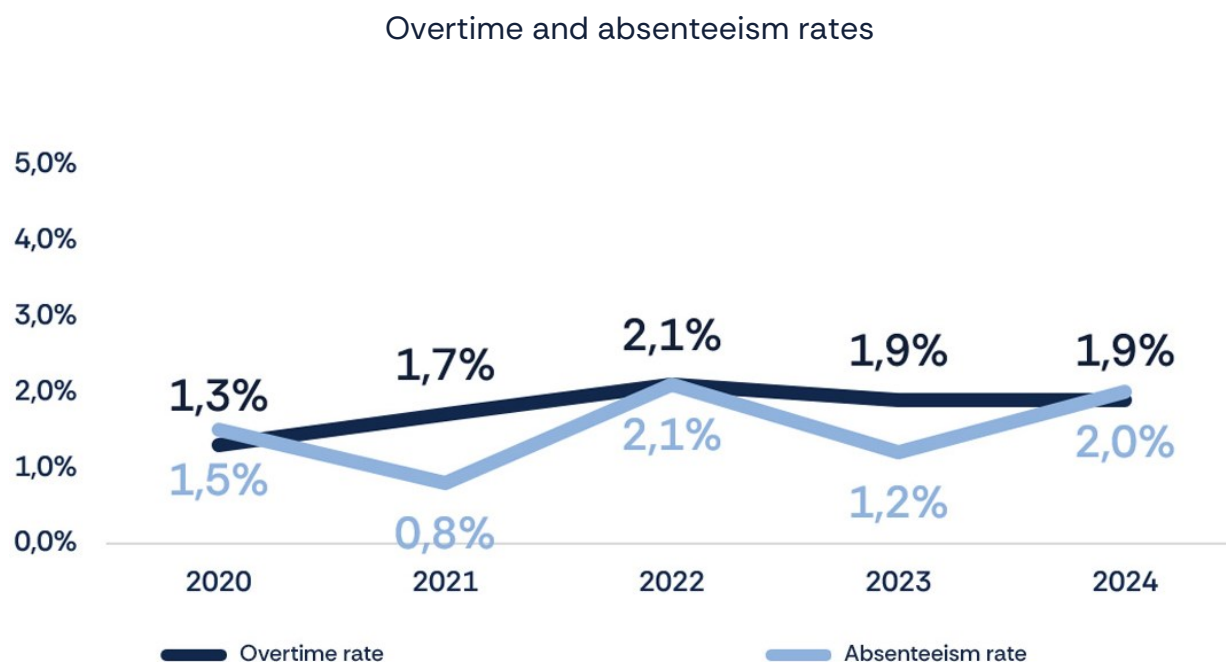
[Data for figure "Overtime and absenteeism rates"](#)

3.4. Remuneration, social dialogue and training

3.4.1. Equal treatment

The Index of equality in the workplace and gender balance (EgaPro[13]) for 2024 was **99/100**, one point up on 2023.

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[13] https://egapro.travail.gouv.fr/

Index of equality in the workplace and gender balance
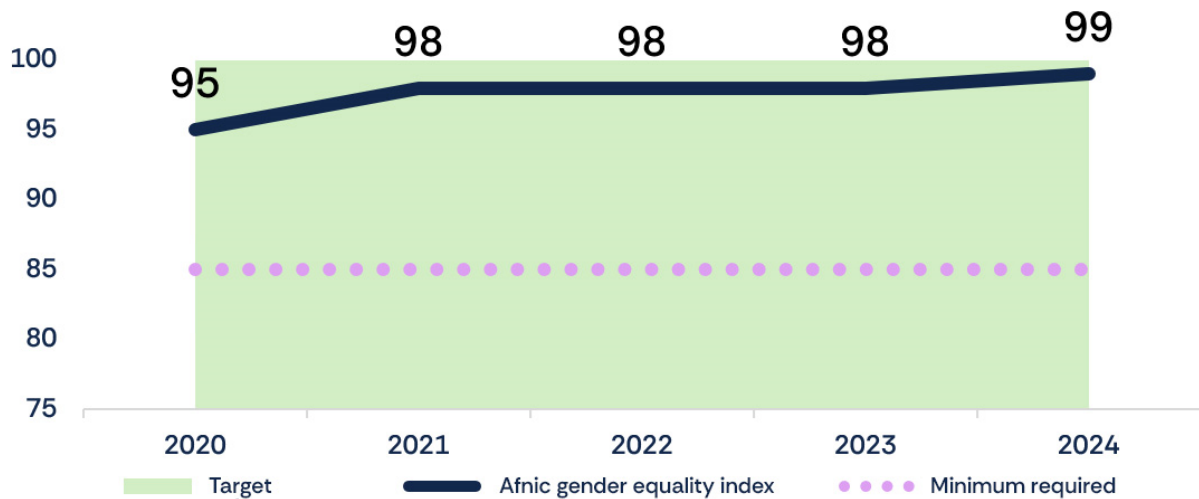
Data for figure "Index of gender equality in the workplace, 2020 to 2024"

3.5. Training of the workforce

In 2024, Afnic dedicated **3.1% of its payroll to developing its** employees' skills. 72% of employees followed at least one training course.

4. Social data

4.1. Afnic Foundation for Digital Solidarity

4.1.1. 95 projects supported in 2024

Artificial Intelligence and combating disinformation were the themes of the annual Afnic Foundation for Digital Solidarity event, held on 3 December 2024. This event was also the opportunity to reward the **95 2024 winners with a total of €1,368,250.**

A new addition to the event this year: practical workshops run by prize winners. An awareness-raising session on disinformation through images, entitled "Seeing is believing: are images proof?", **was presented by Raphaël Yung (LE BAL – exhibition space**, while Nina Lamparski (Association Entre les lignes) ran a workshop on "Sorting fact from fiction on the Internet" to demonstrate written disinformation.

Artificial Intelligence was the other big topic of the day. The round table entitled "Artificial intelligence: vital tool or technological gadget?" looked at the ethical

issues surrounding the use of AI in society and within associations, with expert input from three prize winners: **Nina Lamparski: AFP Journalist** (**Entre les lignes**), **Patrick Tréguer** (Head of the **Espace Mendes France de Poitiers**), **François Byrski** (Head of IS and digital projects at **UNAPEI**). The round table was led by the journalist **Nastasia Hadjadji**.

[The LE BAL association](#) **and its educational arm La Fabrique du Regard** run cultural and teaching activities to train people to decipher images and encourage them to reflect on the role of images in our society. **In 2022, the Afnic Foundation financed the three-year project "Citizenship and the digital world: training on and by images nationwide", educational workshops on images and training for adults educating young people.** Thanks to ERSILIA, LE BAL's digital learning platform on images, more than 1,500 people have been trained online.

[The Entre les lignes association](#) brings together volunteer journalists who get involved on their days off with schools, media libraries, social centres, leisure centres or young people in fragile situations (premature school leavers, insertion, young offenders, etc.). In 2022, the Afnic **Foundation financed a three-year project for educational workshops on the media and information in schools, media libraries and with young persons and adults**. 590 workshops were held in 2024, run by 270 volunteers (480 workshops and 250 volunteers in 2023).

Philippe Distler, President of the Foundation and Isabel Toutaud, Managing Director, then announced the 95 winners selected from the calls for projects. The main themes supported in 2024 were education/training, the environment/habitat and insertion/employment. The winners include:

Nantes University Hospital Endowment Fund and its Hospi-Connect project: the project proposes to open 12 connected geriatric rooms to create a customised

digital environment for elderly patients. These rooms use technology to monitor patients' health, prevent complications and limit extended stays.

The Paris "Samu social" emergency service and the NATA project: the goal is to improve the existing NATA application for pregnant women living in unstable conditions by proposing attractive content and a user journey encouraging the app's use during pregnancy.

Food Sweet Food sponsored the CRM of the Training Organisation, Refugee Food: the project consists in creating a CRM for the Refugee Food training organisation, a tool to manage and monitor beneficiaries of the socio-professional insertion and training programmes.

Pompiers sans Frontières presented the "Classe virtuelle Classe réelle" project: the project aims to design and coordinate a virtual reality role-playing game entitled "Saving Safely" at two schools in Aix-en-Provence. This trial phase is accompanied by the development of an app to extend the game to the national level.

The Culture pour l'Enfance Endowment Fund supported "Digital creation & inclusion": the project aims to introduce an immersive cultural journey for primary school classes (mainstream and special inclusion units[14]). The work is divided between the Endowment Fund, the Culturespaces network premises, cultural partners, artists working with digital arts, regional education authorities and the teachers of the classes selected.

Not to mention the **53 digital workshops held nationwide** covering three key areas: risks on the Internet, digital technology's impact on the environment, and the

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14 https://www.education.gouv.fr/bo/15/Hebdo31/MENE1504950C.html

existence of free software. All the 2024 winners are on the [Afnic Foundation's](#)[15] website.

4.1.2. Feedback on four projects carried out in 2024

These projects, supported financially by the Afnic Foundation, offer concrete digital solutions to users faced with sensitive situations such as harassment, violence, illness and disability.

The [Marion la main tendue](#) association's Kolibr'Inc app was updated to continue to help child victims of bullying at school, violence or cyber-violence. This free anti-bullying app, with real-time parent alerts and comprehensive care for victims of bullying, serves as a warning device complete with a feelings chart, and allows the child to be put in touch directly with trusted adults.
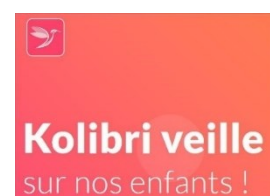
The [RoseUp](#) association has developed the [RoseApp](#)to facilitate communication and better coordinate mutual aid between cancer patients and their relatives. The RoseUp association, working with cancer sufferers and their relatives, has developed a free, made to measure app enabling them to interact at their own pace, provide everyday aid to the sick person and relieve the patient's immediate circle, which is often overloaded during treatment periods.

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15 https://www.fondation-afnic.fr

The Keep a Breast application developed by the Keep a Breast association supports women in the adoption of techniques to prevent or detect breast cancer, in particular by providing reminders, advice and follow-up questions to detect any anomalies. The app has already been downloaded more than 10,000 times.

The StreetNav application, developed by StreetCo, is the first pedestrian GPS to suggest routes suited to users' mobility requirements (the elderly, sight impaired, reduced mobility, with pushchairs, etc.), thanks to data collected through its sister app StreetCo allowing the accessibility of towns to be mapped in real time. The StreetNav route guide is multi-modal; it guides you from A to Z, combining walking with public transport.

These four projects fit perfectly with the Afnic Foundation's mission, which is to support digital initiatives with a strong social impact, favouring solidarity mechanisms and social change and strengthening social cohesion.

The Reparability Guide for the use of Fab Labs is a Les Portes Logiques project, an association that devotes its activities to discovering digital cultures through a creative approach.

The Afnic **Foundation financed six "Digital Planet" workshops, the** objective of which was to raise awareness of the impacts of digital technology on the environment while at the same time exploring the production and use of digital tools.

The aim is to gain a better understanding of how technologies are produced, how and where our data are stored, and what to do in the case of breakdown so that **everyone can contribute to greater digital sobriety at their own level.** The conclusion of this programme was the production of a Reparability Guide – the aim being to distribute it to other scientific and technical culture hubs in France.

4.2. Contributing to local vitality and challenges

4.2.1. Driving economic dynamism in Saint-Quentin-en-Yvelines

In 2024, Afnic made its connection with Saint-Quentin-en-Yvelines official by relocating to its new headquarters acquired in Guyancourt.

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

https://réussir-en.fr/In the context of _Réussir-en.fr_ ["Succeed with .fr"] and _Tous en Ligne Maintenant_ ["All online now"], three workshops and two training sessions were held at the SQY Cub, the Saint-Quentin-en-Yvelines urban community incubator, to support projects to set up new businesses and/or develop an online activity on themes such as launching or developing online activities, creating a website and getting it well referenced, securing emails, etc.

Afnic was also a member of the panel selecting companies for the incubator in 2024 and a partner of Bpifrance's "Tour France Num" initiative, one stage of which took place in Saint-Quentin-en-Yvelines.

The HR and CSR teams continued to be involved in the HR Task Force, an inter-company working group bringing together 175 professionals from 70 businesses in the urban area. There are three priority actions: optimising inter-company mobility, promoting inclusion, and attracting new talents by means of collective intelligence.

The relocation allowed Afnic to reference local providers, sheltered workshops and adapted businesses as often as possible, for the everyday management of its building: technical maintenance, supplies, catering, etc.

4.3. 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 2024, Afnic complied with this commitment, distributing precisely €2,302,982 to general interest actions.

In addition to paying €1.5 million to the Afnic Foundation, we also made a €50,000 donation to Mayotte to contribute to the island's reconstruction following the cyclone.

We also continued to support the IETF (Internet Engineering Task Force) financially to allow the adoption of open, interoperable Internet standards and facilitate the participation of engineers from 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 Internet TLD registries in Africa and making them autonomous, and constructing a domain names observatory in Africa, also 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 gave free training on domain names, appreciably improving the accessibility of our websites.

4.4. Support for the online presence of VSEs/SMEs and young people

4.4.1. Developing the activities of VSEs/SMEs

In 2024, nearly **30,000 VSEs and SMEs were supported** in developing their online activity thanks to the **Réussir-en.fr**[16] **programme and the Foliweb**[17] **workshops,** and over **4,500** entrepreneurs followed the **Tous en ligne maintenant**[18] training sessions.

4.4.2. Raising awareness of digital issues for people in the 16-25 age group

The workshops held in schools and universities by Afnic and its partners, particularly the French Federation of Student Councils (FFBDE), allowed **5,000 young people aged 16 to 25 throughout France** to be understand the importance of managing their online presence, and in particular of digital identity and personal data.

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16 https://réussir-en.fr/

17 https://lesfoliweb.fr/

18 https://tousenlignemaintenant.fr/

4.5. R&D in reaction to the challenges facing Afnic and to emerging technologies

2024 was characterised by Afnic's intensified efforts in the field of research and development, in accordance with its commitment in the agreement between the State and the Association.

It is in this context that Afnic at its scale strengthened its areas of technical expertise and fields of exploration while at the same time disseminating this expertise even more widely among its stakeholders and partners and the public at large. At the end of 2024, the Afnic Labs team consisted of four doctors, three R&D engineers and one project and partnership assistant.

Faced with challenges that are always many and varied, Afnic evolves while at the same time remaining aligned with its missions: contributing to the security of the French internet, bolstering users' trust in the DNS and digital technology, and developing French expertise and presence in the global digital ecosystem.

At the same time it seeks to pro-actively integrate new R&D work in two priority areas:

- Social, by launching two studies of the Human & Social Sciences and Technologies type: one on the impact on society of the Internet of Things and the risks associated with post-quantum cryptography, and the other on social customs and uses of the .fr TLD (language used, types of websites, etc.);
- Environmental, following on from the work initiated in 2023 and, a first in our industry, financing a research thesis. In this regard, Afnic has integrated the

Environmental Impact of Digital Technology[19] (IEN) project headed by the SystemX Institute for Technological Research proposing a systemic approach to assess, understand and reduce the direct and indirect impacts of digital systems on the environment. Afnic provides the IEN project with a new use case directly linked to its activities as Internet registry and operator of digital services, the DNS, alongside other major actors such as Airbus Protect, Teclib', Total Energies and CentraleSupélec, who provided other use cases.

4.5.1. Evolution of R&D in a context of high technological stakes

4.5.1.a. DNS security and combating abuse

As well as the need to secure DNS systems and services, it is also crucial to secure DNS infrastructure by adopting security mechanisms such as DNSSEC (DNS Security Extensions), SPF, DKIM or DMARC for messaging in order to protect users and organisations from growing threats and from attacks. In this respect, Afnic continues to develop free software, tools, studies and partnerships, notably with DNSRF, the DNS Research Foundation.

4.5.1.b. Anticipating future DNS evolutions to maintain performance

The growth of the Internet and the proliferation of identifiers pose major challenges, with ever-increasing numbers of connected devices, services and users. The DNS is already evolving and will continue to evolve in order to manage this increasingly disparate situation. On a daily basis, Afnic's teams explore ways

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[19] https://www.irt-systemx.fr/en/projets/ien-project/

for the DNS to provide an optimal service to users and departments that can benefit from its functionalities.

4.5.1.c. Protecting the confidentiality of exchanges for an Internet based on trust

The DNS is a pivotal service on most Internet network infrastructure but also on operated networks such as 5G. As an essential link in the communication chain, it must be able to ensure the confidentiality of exchanges. Afnic's work on implementing encrypted protocols such as DNS over HTTPS (DoH) and DNS over TLS (DoT) for resolution services is a recent example[20].

4.5.1.d. Constant watch to anticipate threats

Among emerging threats, we could, for example, include the new services aiming to replace domain names: blockchain identifiers or names. Afnic studies these threats and analyses[21] them.

4.5.2. Dynamic collaborative projects and enhanced visibility

The bilateral Franco-German PIVOT project on cyber-security, for which Afnic is the French coordinator, is a model of positive cooperation among all its partners. This project has given rise to several publications[22], and has been the subject of a thesis produced in Afnic Labs and the University of Paris-Saclay under the academic supervision of the DAVID laboratory of the University of Versailles Saint-

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20 https://www.afnic.fr/en/observatory-and-resources/expert-papers/afnic-contributes-to-ene5ai-a-sovereign-5g-research-project/

21 https://www.afnic.fr/en/observatory-and-resources/news/could-blockchain-really-replace-dns/

22 https://www.afnic.fr/en/observatory-and-resources/expert-papers/iot-privacy-mid-term-progress-report-on-the-pivot-project-and-afnics-work/

Quentin-en-Yvelines. This is a most welcome collaboration for Afnic, which cements its foundations in the region.

Additionally, in connection with ENE5AI, a project that originated from the Call for Expressions of Interest (AMI-5G) under the Invest for the Future Programme, "Sovereign solutions for telecommunications networks", Afnic's R&D teams worked on the design and construction of a specialised DNS environment. This work, finalised in 2024, contributed to the ENE5AI[23] project by designing a name resolution environment based on the DNS which would be suitable for edge networks and 5G – another example of the varied nature of the types of infrastructure implementing the DNS.

To end this year of identification of new paths of exploration and engagement with partners, Afnic financed the launch of an academic research chair with [IMT Atlantique](https://www.afnic.fr/en/observatory-and-resources/news/afnic-and-imt-atlantique-launch-a-research-chair-on-schc-technology/)[24] to explore the potential of SCHC (Static Context Header Compression) technology for more effective and energy-efficient Internet communications. Beyond the IoT, SCHC technology is promising for 5G, particularly for submarine and deep space communication. This project attests to Afnic's commitment to innovation on the Internet and the Internet of Things. Afnic aims to bring in new partners to this chair starting in 2025.

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[23] https://www.afnic.fr/en/observatory-and-resources/expert-papers/afnic-contributes-to-ene5ai-a-sovereign-5g-research-project/

[24] https://www.afnic.fr/en/observatory-and-resources/news/afnic-and-imt-atlantique-launch-a-research-chair-on-schc-technology/

5. Governance

5.1. Diversity in governance bodies

In 2024, Afnic's Management Committee was composed of **57% women and 43% men, while its Board of** Trustees consisted of two women and **eight men.**

5.2. CSR progress plan validated by the Board of Trustees

The three-year progress plan drawn up following Afnor's CSR Commitment assessment was validated in February 2024 by the Board of Trustees, which set the Management Committee the objective of carrying out 60% of the actions in 2024.

This objective was attained, with **65% of the actions, relating to all the issues, being implemented thanks to the** efforts of all the teams. These included:

- Raising Afnic's profile as an actor in responsible digital technology by taking part in Numeum's[25] Digital Technology and Environment committee, in Saint-Quentin-en-Yvelines institutions and in the R&D work of Paris-Saclay.

- Deploying an ambitious CSR communication plan directed at Afnic's various stakeholders: dedicated pages on Afnic's website, statements to the press and speeches at events, and a sustained in-house communication plan.

- Training employees on the CSR issues relevant to their business line: eco-design of digital services, responsible marketing & communication.

- Structuring the missions of the HRD within the newly created General Secretariat.

5.3. Combating corruption

In the context of its ethical charter, Afnic finalised its whistleblowing system in 2024. It is available for all employees, whether victim or witness, to report conduct they believe is unethical, illegal or likely to represent a significant danger to the Association, its employees or clients, public health or the environment.

The objective of this procedure is to establish a clear framework for in-house or external reporting of incidents, thus guaranteeing protection of victims and favouring a climate of trust and respect within the Association.

In order to ensure the integrity of the system and in accordance with Article L. 1132-3-3 of the French Labour Code, to provide effective protection to

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25 https://numeum.fr/en/

employees wishing to report culpable conduct, this procedure is covered by a number of key principles. These principles are aimed at ensuring fair and impartial handling of the reports, while at the same time protecting the whistleblower and the party or parties concerned.

5.4. Monitoring of social responsibility investments

Apart from the 11% of turnover re-invested, as every year, in general interest actions (see section 4.3), CSR expenses in 2024 consisted mainly of the contribution to global carbon neutrality, support for the EcoTree biodiversity fund, training for the teams and support for sustainable mobility covered by a company agreement signed in 2024.

CSR-related expenditure
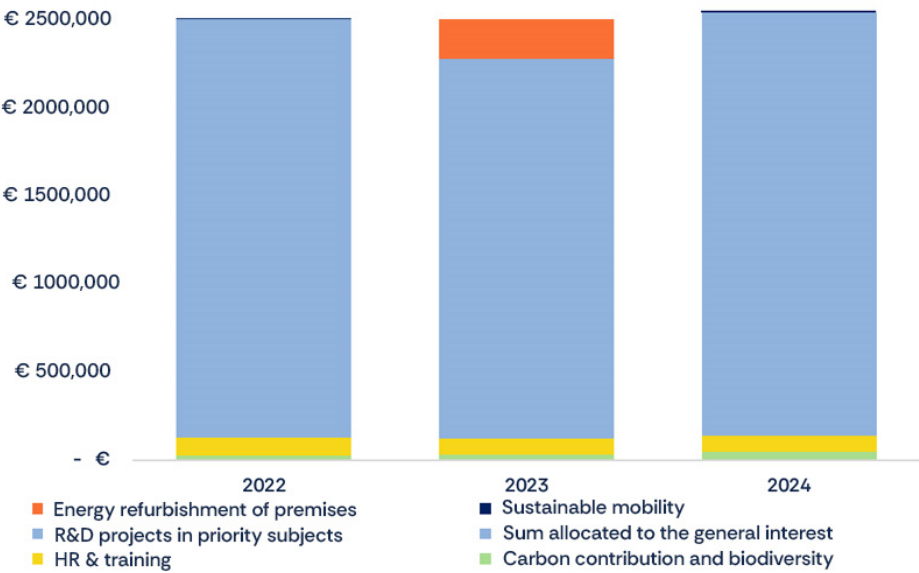
Data for the figure "Annual CSR expenditure"

6. Conclusion

After 2023, a year devoted to finalising the structuring of Afnic's CSR management system in Q1 and the establishment of a three-year progress plan in Q2 following Afnor's CSR Committed audit, 2024 saw the teams' efforts dedicated to deploying the CSR approach and laying the necessary groundwork for achieving the progress plan (training, processes, etc.)

Afnic's Board of Trustees had set an objective of 60% implementation of the actions in the progress plan in order to kick-start the deployment dynamic. This objective was attained, 65% of the actions having been carried out at 31 December.

Using the framework provided by the CSRD, Afnic also worked on identifying its stakes, impacts, risks and opportunities linked to climate change in a double materiality analysis exercise.

In 2025, the Association will pursue its continuous improvement drive, drawing up a new plan to reduce its GHG emissions, and will also carry out an analysis to define a transition plan to a business model with less impact. The first milestone in this work will be an impact assessment based on the nine planetary boundaries in order to break out of the exclusive focus on GHG emissions, which according to the latest study by GreenIT entitled "Environmental footprint of the digital world", account for only part of the overall impact of digital technology. A multi-criteria process will then be implemented.

7. Annex 1: Lafresguimont project sheet

ecotree

13,3 ha
surface totale

> 20 000
arbres plantés

4267
crédits carbone

> 4
essences

LABEL BAS CARBONE

FICHE PROJET
Lafresguimont
Somme (80)

Contexte & enjeux

Le site de Lafresguimont-Saint-Martin fait l'objet d'un **reboisement**, suite à une coupe d'urgence due à l'attaque de scolytes.

Les épicéas étant arrivés à maturité et commençant à dépérir, le CRPF a validé en 2022 la **coupe sanitaire** afin d'endiguer la propagation des insectes et de permettre l'exploitation du bois.

Quatre essences ont été choisies pour reboiser cette ancienne forêt de monoculture. Elles ont été sélectionnées en raison de leur capacité à produire du bois d'oeuvre de qualité en poussant sur un territoire soumis à un climat océanique : hivers doux et humides, étés secs et frais.

Objectifs du projet

- **Faire renaître un écosystème forestier** après la coupe à blanc.
- **Améliorer la biodiversité** au sein de la forêt de Lafresguimont grâce à la plantation d'essences d'arbres diversifiées.
- Mettre en œuvre des **pratiques de gestion forestière durable** pour créer un écosystème résilient et diversifié.

Actions menées

Après la coupe effectuée en 2022, un broyage des rémanents de coupe a été réalisé puis une préparation du sol. Ensuite, les essences objectif (Douglas et chêne rouge) ont été plantées à la saison 2023-2024. Les essences de diversité (mélèze et séquoia) sont plantées début 2025.

Les haies qui entourent la parcelle sont conservées et préservées pour apporter de la diversité en lisière et faire office de "brise vent".

Au total, **20 000 arbres** sont mis en terre et protégés des abroutissements d'ongulés par du Trico (répulsif naturel).
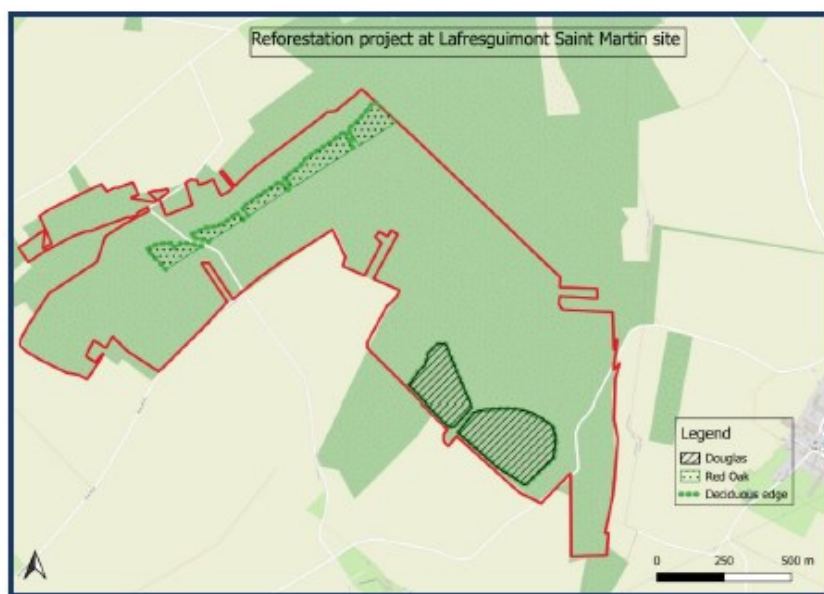
Le projet de reboisement a été labellisé LBC.

Résultats attendus

La mise en œuvre de pratiques de gestion forestière durable et le mélange d'essences forestières devrait favoriser un écosystème prospère et diversifié. À terme, la forêt de Lafresguimont devrait permettre de produire du bois de qualité et séquestrer 4267 tonnes de CO_2 équivalent.

Défis Sociétaux relevés

· **Atténuation de l'érosion de la biodiversité** : le projet contribue activement à inverser la dégradation de l'écosystème et la perte de biodiversité grâce à la plantation de diverses essences d'arbres et au maintien des lisières.

· **Atténuation du changement climatique** : les projets de reboisement servent non seulement à augmenter le puits de carbone mais aussi la résilience de l'écosystème local face aux défis climatiques.

· **Santé humaine** : en fournissant un environnement diversifié et sain, le projet soutient indirectement la santé humaine en offrant des espaces cruciaux pour la récréation, le bien-être mental et la connexion avec la nature.

Reforestation project at Lafresguimont Saint Martin site

Legend
- Douglas
- Red Oak
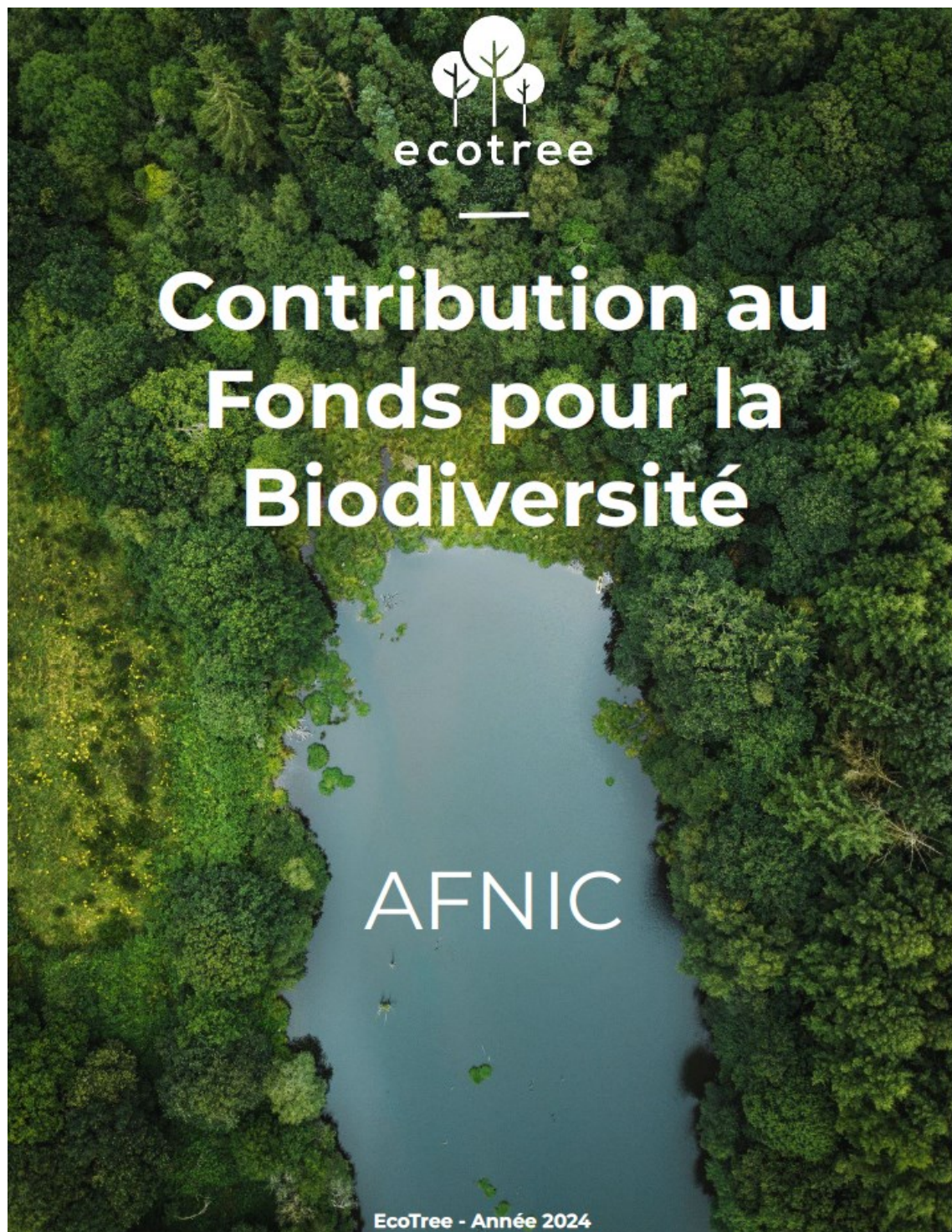- Deciduous edge

0   250   500 m

ECOTREE EN QUELQUES MOTS

Leader européen des Solutions fondées sur la Nature, EcoTree permet aux entreprises de s'engager en faveur de l'environnement en soutenant des projets de protection, de gestion durable et de restauration des écosystèmes en France et en Europe.
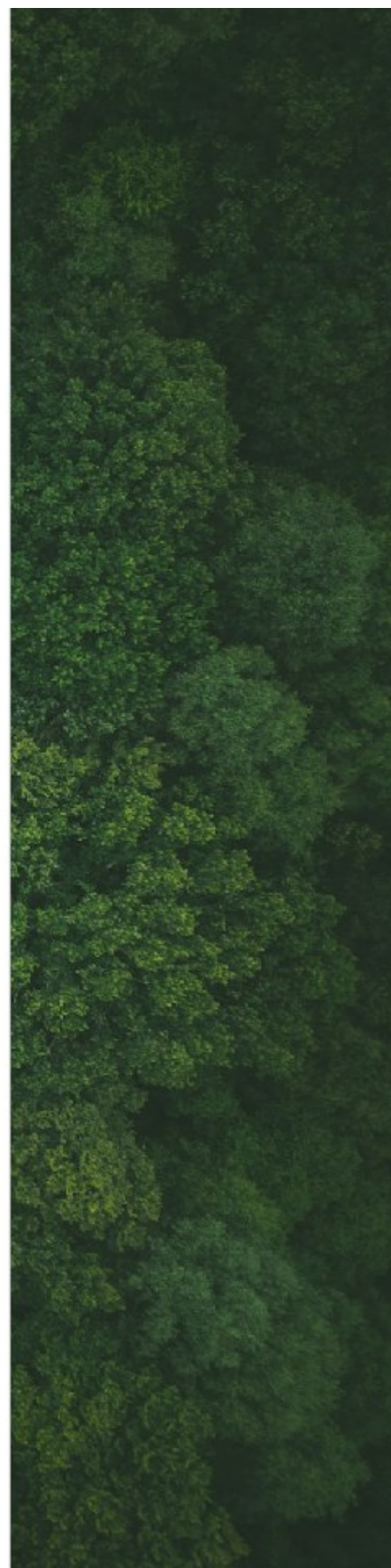
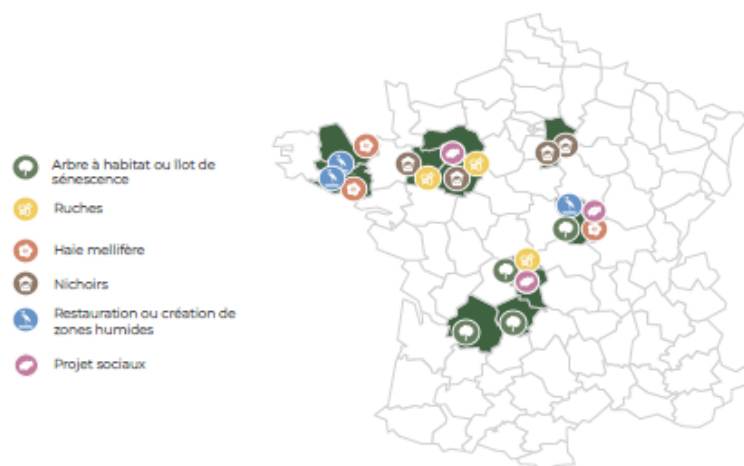# 8. Annex 2: Afnic's 2024 Biodiversity balance sheet

Contribution au Fonds pour la Biodiversité

EcoTree permet aux entreprises de contribuer activement à la **préservation de la biodiversité terrestre** par le biais du **Fonds pour la Biodiversité**. Ce fonds vise à promouvoir la diversité des écosystèmes et des espèces à travers des projets conformes aux **standards de l'IUCN.** Les initiatives incluent la création et la restauration de zones humides, l'installation de ruches pour les pollinisateurs, la préservation d'arbres à habitats, et la plantation de haies mellifères. En plus des bénéfices environnementaux, ces projets ont **un impact social,** favorisant l'intégration des personnes en situation de handicap et l'insertion professionnelle.

L'association AFNIC a joué un rôle crucial dans la restauration et la préservation de la biodiversité. Grâce à son investissement, nous avons pu atteindre des **objectifs concrets et mesurables,** renforçant ainsi notre engagement en faveur des écosystèmes.

Plus spécifiquement, le soutien apporté par **l'AFNIC** a permis de financer :
- 4 m² de **mare forestière** créés.
- 167..5 m² de **zone humide** restaurés.
- 8 mètres linéaires de **haies mellifères** plantés.
- Implantation de **2 ruches,** suivies sur 12 mois .
- 1515.5 m² d'**îlots de sénescence** préservés.
- 12.5 heures de **travail et formation** de personnes en situation de **handicap** (groupe de 12 pax), accompagnées par la structure de l'économie sociale et solidaire O3 Agri.

Arbre à habitat ou îlot de sénescence

Ruches

Haie mellifère

Nichoirs

Restauration ou création de zones humides

Projet sociaux

9. Annex 3: 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"

Economic carbon intensity in kgCO$_2$e per € of revenue

	2020	2021	2022	2023	2024
Economic carbon intensity in tCO$_2$e per €M of revenue	37	32	33	28	25
Bilan Carbone® in kgCO$_2$e	706	623	690	625	581
Revenues in €M	19.05	19.73	20.87	22.02	23.59
Economic carbon intensity in tCO$_2$e per €M of revenue	0.037	0.032	0.033	0.028	0.025

Return to the figure "Economic carbon intensity in kgCO$_2$e per € of revenue"

SNBC & SBTi trajectories

	2018	2019	2020	2021	2022	2023	2024
Total scopes 1 & 2	199		196	152	80	55	53
Total scope 3	813		510	486	610	570	529
Target, scopes 1 & 2	199	189	180	171	162	154	146
Target, scope 3	813	793	773	754	735	717	699
SBTi projection	1,012	982	956	929	903	877	853
SNBC trajectory	1,012	970	929	891	853	818	784

Return to the figure "SNBC & SBTi trajectories"

Trend in Afnic's GHG emissions per FTE and DN managed

	2018	2020	2021	2022	2023	2024
Total GHG emissions in tCO$_2$e	1,013	705	638	690	625	582
Per FTE in tCO$_2$e	12.5	8.6	7.7	7.9	6.9	6.1
Per DN managed in gCO$_2$e	294	185	158	166	147	132

Gender parity in the workforce, 2020 to 2024

	2020	2021	2022	2023	2024
Men	52%	52%	53%	55%	53%
Women	48%	48%	47%	45%	47%

Breakdown of the workforce by age group

	2020	2021	2022	2023	2024
15–24	3	1	3	3	3
25–49	65	67	62	62	63
50+	17	16	24	26	31
Total workforce	85	84	89	91	97

Employee satisfaction, 2020 to 2024

	2020	**2021**	**2022**	**2023**	**2024**
Satisfaction with Afnic as an employer	85%	85%	87%	89%	93%
Satisfaction target	88%	88%	88%	88%	88%
Satisfaction with QLW	88%	88%	90%	92%	90%
QLW satisfaction target	85%	85%	85%	85%	85%

Absenteeism and overtime rates

	2020	**2021**	**2022**	**2023**	**2024**
Overtime rate	1.3%	1.7%	2.1%	1.7%	1.9%
Absenteeism rate	1.5%	0.8%	2.1%	2.7%	2%

Gender equality in the workplace index, 2020 to 2024

	2020	2021	2022	2023	2024
Afnic Gender Equality Index	95	98	98	98	99
Afnic target	95	95	95	95	95
Regulatory threshold	85	85	85	85	85

"Annual CSR expenditure"

	2022	2023	2024
Carbon contribution and biodiversity	€28,455	€32,000	€47,000
HR & training	€101,269	€88,092	€93,734
Sum allocated to the general interest	€2,375,088	€2,161,393	€2,302,982
R&D projects in priority subjects			€101,434
Sustainable mobility	€254	€549	€12,014
Energy refurbishment of premises		€223,000	

INFORMATION

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ABOUT AFNIC

Afnic is the registry appointed by the French government to manage domain names under the .fr Top Level Domain. Afnic also manages the .re (Reunion Island), .pm (Saint-Pierre and Miquelon), .tf (French Southern and Antarctic Territories), .wf (Wallis and Futuna) and .yt (Mayotte) French Overseas TLDs. Afnic is also the back-end registry for the companies as well as local and regional authorities that have chosen to have their own TLD.

Afnic is the acronym for Association Française pour le Nommage Internet en Coopération As a non-profit association, Afnic has set up a multi-party governance bringing together all the stakeholders in the French internet: public authorities, users and the private sector.