Report from the RIPE NCC

Hans Petter Holen | **RIPE NCC** | 14 May 2025

Update on our Executive Team

Hans Petter Holen

Managing Director and CEO

Gabor de Wit

Chief Registry Officer

Felipe Victolla Silveira

Chief Technology Officer

Hisham Ibrahim

Chief Community Officer

Eleonora Petridou

Chief Information Security Officer

Daniella Coutinho

Executive Assistant

Simon-Jan Haytink

Chief Financial Officer

Carolien Vos

Chief HR Officer

Athina Fragkouli

Chief Legal Officer

Updates on RIPE NCC Services

As presented in the RIPE NCC Services Working Group:

RIPE NCC
RIPE NETWORK COORDINATION CENTRE

The Registry

Highlights 2024

Hans Petter Holen | RIPE 90 | 14 May 2025

RIPE NCC
RIPE NETWORK COORDINATION CENTRE

Technology

Highlights 2024

Felipe Victolla Silveira| RIPE NCC | 14 May 2025

RIPE NCC
RIPE NETWORK COORDINATION CENTRE

External Engagement and Community

Highlights 2024

Hisham Ibrahim | RIPE NCC | 14 May 2025

RIPE NCC
RIPE NETWORK COORDINATION CENTRE

STRATEGY PLAN 2027-2031

ROADMAP

Hans Petter Holen | RIPE NCC Services Working Group | 14 May 2025

Presentation slides and recordings are available on the RIPE 90 website

Key Takeaways: Registry

Workload

High level of ARCs completed, target: 2,400 (Actual result: 2,445)

Workload increased significantly in 2024

Due Diligence

We are further automating our due diligence processes using iDenfy

New Chief Registry Officer

Welcome to Gabor de Wit

Key Takeaways: Technology

Security and Compliance

Obtained ISAE 3000 SOC 2 Type I assurance report

Increased security in SSO and other services

Cost effectiveness

Implemented a technically sound and financially sustainable solution for storing RIPE Atlas historical data

Cloud Strategy

We are reviewing our strategy given newly identified political risks

Key Takeaways: External Engagement and Community

Community Projects Fund

2024 pause and review

Board decision to discontinue the CPF

RIPE Fellowship Future Plans

Currently in review

Create an impactful, streamlined fellowship

Introduce alumni network

2025: Internet Governance

WSIS+20 review and IGF renewal year

Reaffirming the importance of the technical community

Our community engagements

Roundtable Meeting (Europe)

📍 Brussels, Belgium

📅 20 February 2024

Roundtable Meeting (South East Europe)

📍 Athens, Greece

📅 22 April 2024

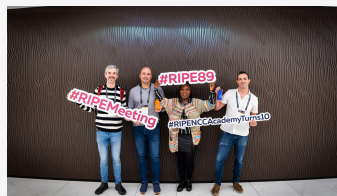### SEE 12

📍 Athens, Greece

📅 22-23 April 2024

RIPE 88

📍 Krakow, Poland

📅 20 - 24 May 2024

CAPIF 3

📍 Bishkek, Kyrgyzstan

📅 24-25 September 2024

RIPE 89

📍 Prague, Czechia

📅 28 Oct-1 Nov 2024

MENOG 24

📍 Muscat, Oman

📅 1-5 December 2024

Internet Measurement Day

📍 Bucharest, Romania

📅 10-11 December 2024

Organisational Sustainability

Highlights 2024

Highlights from 2024

Ensuring Business Continuity

Implemented new management system

Enhanced the RIPE NCC legal framework

Strengthened the RIR system through ICP-2 review with NRO EC

Continued sanctions compliance

Implemented SOC 2

Prepared for ISO 27001 compliance

Prepared for NIS 2

Prepared to make our Dubai entity RIPE NCC Middle East FZ-LLC operational

Budget Overview

Organisational Sustainability

	Facilities	HR	Legal	Finance	Information Security, Risk and Compliance	Office of the Managing Director	RIPE Chair
Total budget 10,500	2,150	1,100	1,100	1,650	2,000	2,200	300
	↑	↓	↓	↓	↓	↓	↓
Actual expenses 9,637	2,157	1,059	1,068	1,590	1,478	2,018	267

At the Heart of the RIPE NCC

Employee Numbers

FTEs
182.9
AVERAGE OVER 2024

181.1 AT THE END OF 2024

STAFF
FEMALE

STAFF
MALE

38% **62%**

NUMBER OF STAFF NATIONALITIES **45**
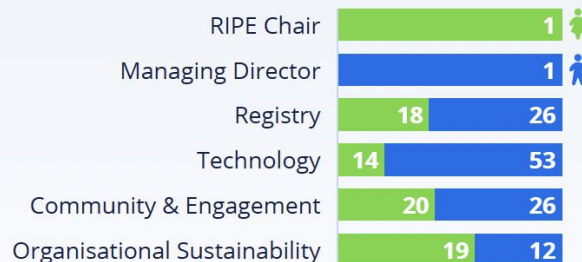
NUMBER OF LANGUAGES **38**

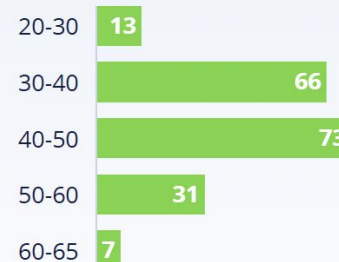TURNOVER **6.6%**

FTE CONSULTANT VIA EMPLOYER OF RECORD
3.8
AVERAGE OVER 2024

3.8 AT THE END OF 2024

GENDER PER FUNCTIONAL AREA*

RIPE Chair	1
Managing Director	1
Registry	18 / 26
Technology	14 / 53
Community & Engagement	20 / 26
Organisational Sustainability	19 / 12

AGE GROUPS*

20-30	13
30-40	66
40-50	73
50-60	31
60-65	7

*per headcount

Information Security, Risk & Compliance

Commitment to security and integrity

- Obtained ISAE 3000/SOC2 Type I assurance report for RPKI

- Aligning our processes and ways of working with the ISO 27001:2022 security standard

Adherence to regulations

- Authoritative DNS services fall under NIS2

- RIPE NCC services are in the supply chain of our members who fall under NIS2, DORA

- Compliance with ISO 27001 helps ensure readiness for NIS2

Robust risk management

- Risk management in place to understand, prioritise and act on key risks

- Risk appetite tailored to our members' needs and operational sensitivity

Criteria for Establishment of New Regional Internet Registries

Highlights 2024

ICP-2: Criteria for Establishment of New Regional Internet Registries

- [Draft document](#) published for comment until 27 May
- BoF was held on Monday, will be discussed in RIPE Community Plenary tomorrow
- **Send comments to ripe-list@ripe.net**
- Overview of [community engagement](#) on NRO website

RIR Governance Document

Governance Document for the Recognition, Maintenance, and Derecognition of Regional Internet Registries
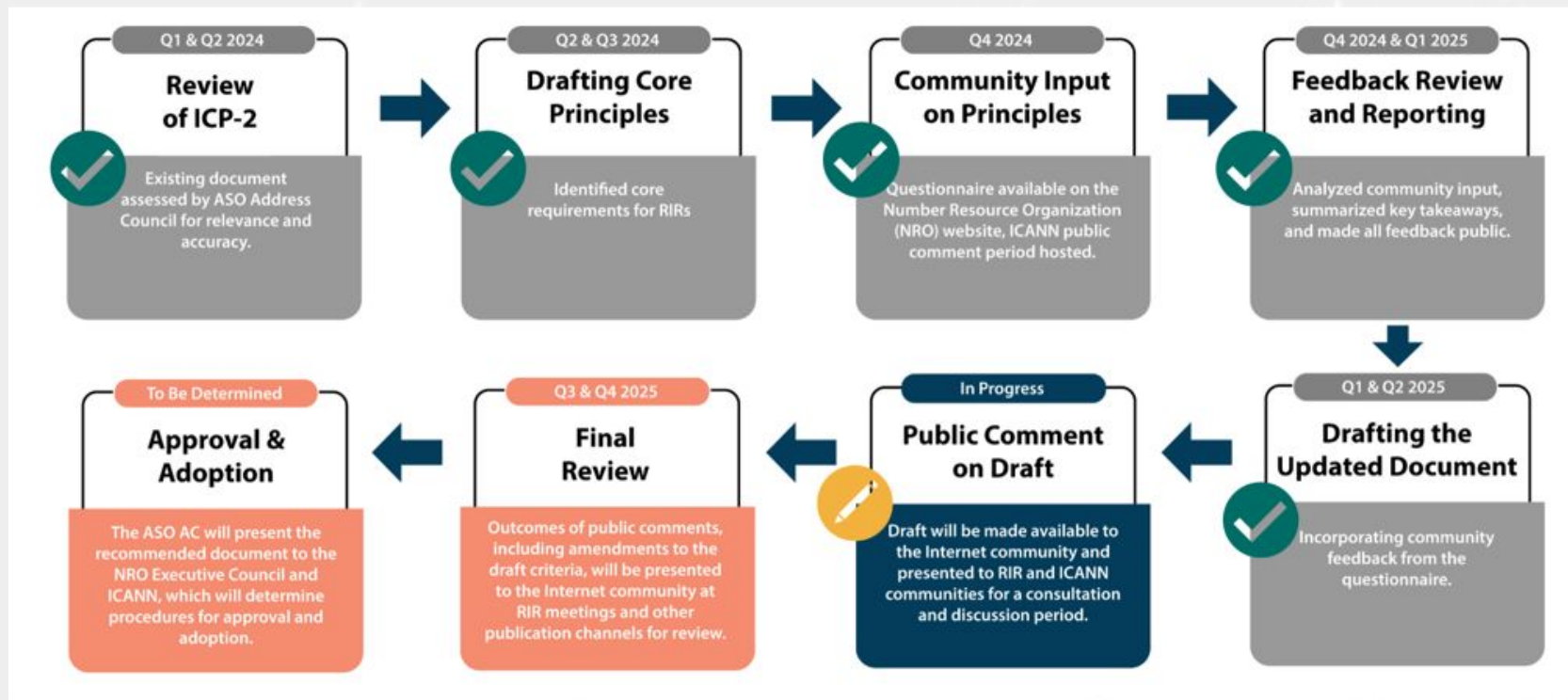
14 April 2025 (DRAFT)

pdf version

("RIR Governance Document")

Preamble

This RIR Governance Document sets forth the rules and criteria for recognizing new Regional Internet Registries, the operating obligations and requirements of Regional Internet Registries, and the rules and criteria for derecognizing Regional Internet Registries. It is adopted by the Internet Corporation for Assigned Names and Numbers and the Regional Internet Registries. This RIR Governance Document supersedes and replaces the Internet Coordination Policy-2 concerning "Criteria for Establishment of New Regional Internet Registries," as adopted on 4 June 2001.

ICP-2 Review: Where We Are Now

https://www.nro.net/policy/internet-coordination-policy-2/rir-governance-document/

Questions
& Comments ?