



# **CZ.NIC ASSOCIATION CONCEPT: 2020-2024**

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*Vision: The main mission of the Association is to operate and develop trusted, secure and stable infrastructure and publicly beneficial Internet services, especially the .cz domain, for the benefit of the Internet community in the Czech Republic. The Association will actively promote the development of Internet services primarily through innovative open-source projects and will increase awareness and discussions on aspects of Internet technologies. The Association will strive to increase the level of cyber security.*

## 1 Introduction

This concept builds on the previous concept for 2016–2019, which did not require any changes and can therefore be considered successful. In the previous period, all areas of the Association have developed, e.g., the number of managed domains increased from 1,230,330 to 1,328,861, which is more than in neighbouring Austria. At the end of that period, as expected, growth in the number of registered domains slowed significantly, so the main task of this concept is to respond to a period of stagnation and subsequent decline in the number of registered domains.

The Association continued its cooperation with the state, launched operation of the CZ.PEPS – national infrastructure (eIDAS node) for the cross-border recognition of electronic identification in Europe, cooperated with the NCOZ (National Centre Against Organised Crime) within the Safer Internet project, which was confirmed with two joint declarations. In the past period, the Association hosted two meetings of one of the most important Internet institutions – IETF (Internet Engineering Task Force). The Association launched the next phase of the Turris project, specifically the Turris Omnia and Turris MOX routers. Crowdfunding campaigns launched to test the market’s response to these new products collected some of the largest amounts in the Czech Republic. The Association was also very active in protecting the interests of the Czech Internet community and fought against an amendment to the Gambling Act that introduced the blocking of the Internet, and also against the amendment to the Military Intelligence Act, which was to have introduced an excessively strong monitoring system that could have led to widespread eavesdropping. The Association was also very active in educating users, including the continuation of the educational campaign “Navigating the Internet” and cooperation on the series “Teach Your Aunt to Use the Net”.

## 2 The Association and its main activities

### 2.1 Association organisational structure

The Association underwent the greatest change to its organisational structure in 2005, when the membership base was divided into three special-interest chambers: the Chamber of Domain Name Holders, ISP (Internet service providers) and Registrars. To maintain a balanced ratio of voting power between the individual chambers, a new body was created – the Collegium, to which all chambers elect an equal number of representatives. Representatives of the important state institutions – the Ministry of Industry and Trade (MIT) and the Czech Telecommunication

Office (CTO) – and a representative from the Czech Chamber of Commerce were also invited to sit on the Collegium. A time period was introduced for new entrants, during which they have observer status and almost all the rights of a member, except the right to vote at general meetings. These changes have significantly contributed to the stability of the Association and have allowed it to continue its liberal policy of accepting new members. However, with the growth in the overall number of members, the number of passive members also increased, thus threatening that the activities of the general meeting could be paralysed if a large number of members do not attend. This risk was reduced at the general meeting in June 2012, when changes were made to the Association Statutes, with observer status being assigned to members who do not regularly attend the general meetings.

The Association remains attractive for new members and yet remains stable, which means there is no need for a radical change to its internal structure, as it has proven over time to be functional. Similarly, the existing division of the membership base into individual chambers has proven successful. If the members do not come with a major impulse to change, the Association will retain the number and status of the chambers. In the course of the previous concept, an attempt was made to change the voting conditions in the Chamber of Registrars, but this proposal was not adopted and there is currently no discussion on a similar topic. The Association will continue to monitor developments in state administration and, in the case of a shift in the powers of state authorities, it will consider the possibility of a change in the makeup of state representatives in the Collegium. The powers of the various bodies have been shown to be balanced and there has been no strong pressure for a change in this area.

## 2.2 Relationship with the state

In the past, the Association defined its position in relation to the state by means of memoranda with major state institutions. The memorandum with the Ministry of Informatics in 2006 was followed by additional documents, many of which were signed during the validity period of the previous concept. We can at least mention the memorandum with the Ministry of Industry and Trade from 2012, which confirmed the validity of the previous document and deepened cooperation between the Ministry and the Association, which, on the basis of said memorandum, provides consultations concerning mainly Internet governance and related issues. In 2015, a memorandum was concluded with the CTU confirming cooperation between the two organisations in the area of security and development of the electronic communications network. In the same year, the Association signed a contract to serve as the National CERT, and in 2017 and 2019 declarations were signed with the National Centre for Combating Organised Crime (NCOZ). In 2017, the Netmetr project, in which the association cooperates with the Czech Telecommunication Office, was awarded in the eGovernment The Best competition. And in 2018, the STOPonline project, in which the Association cooperates with the Police of the Czech Republic, specifically the National Centre for Combating Organised Crime, was awarded in the same competition. The aforementioned awards show that the support of the Association in the field of eGovernment is highly appreciated, and therefore it will be appropriate to further develop this activity in areas that are priority for the Association. CZ.NIC will continue to provide consultations and send its professional representatives to the relevant working groups, and it will consider the support of certain major projects in this area.

Efforts were made in the past to restrict the freedom of the Internet, for example, by amending the Gambling Act, which requires blocking certain websites. The Association

opposed this law with other organisations, pointing out its complicated technical feasibility. Although the law was adopted, pressure from protesting subjects led to more precise technical decrees being issued that weakened the technological demands of the blocking. A similar activity pursued by the Association was opposing the planned amendment to the Military Intelligence Act, where the pressure was so successful that the amendment was finally not adopted at all.

The Association wants to continue to be an active partner in the preparation of legislation on domains and Internet technology, and it intends to cooperate with state administration to develop specific visions and analyses in this area.

## 2.3 Finance

As in the past, the Association's main source of revenue remains payments for domain registrations. In the past, the Association created a financial reserve, a highly liquid part of which is approximately twice the annual operating costs of the Association. This reserve serves as an important stabilising and insuring element. Its level seems to be optimal for maintaining the operation of the Association, even in the event of turbulent changes, and no change is necessary. The Association will use this reserve fund primarily in the case of extraordinary events or large-scale occasions.

In view of the above, the Association will plan its budgets as approximately balanced, knowing that the number of registered domains is currently stagnating in almost all developed countries, and in many of them there is even a decline. The ratio of the number of domains per capita in the Czech Republic is already very similar to the ratios in comparatively populated countries of Western Europe, so no significant changes in the number of domains can be expected. The Association's price list will reflect the priorities of the Association, e.g., in the areas of support of legitimate domain holders and law enforcement. With regard to the stability of the environment, it is appropriate to keep domain prices unchanged and to announce any changes sufficiently in advance. Each change will also have to be comprehensively analysed with regard to the possibilities of internal savings and increasing the efficiency of performed activities. The Association does not plan to change the price list structure and will seek to maintain stable prices and respond to any significant changes in economic indicators such as inflation and wage growth. The Association will continue to search for new opportunities to increase revenue in areas other than domain registration; it will not search for common business opportunities, but will try to implement projects primarily focused on support for advanced technologies.

## 2.4 Domain administration

The administration of the .CZ top level domain is the principal activity and mission of the Association and therefore this activity will have the highest priority among the Association's individual areas.

Domain administration is performed using the Association's own FRED (Free Registry for ENUM and Domains), a registration system the Association developed in the past and whose capacity and implementation qualities are fully adequate for the needs of the Czech environment. The development of this system will be continued so that it reflects the current administrative and technological needs of the local community, Registrars and the Association.

Great emphasis will be placed on the stability, availability and security of the solution on each level, both hardware and software, from network implementation to administrative activities. Of course, the transparency of the whole process is also important, so the Association will provide detailed statistical outputs from the registration system to the greatest possible extent to prevent abuse.

The Association will continue to actively monitor international developments and consider the introduction of changes in DNS technology or top level administration if deemed beneficial for the local environment. The implementation of essential changes concerning domain administration, registration policy, the registration system, etc., will always be discussed well in advance with the respective group depending on the type of the change and each change will be properly explained, with the possible impacts analysed ahead of time.

Domain administration will not lead to discrimination against any group or individual; on the contrary, the Association will promote natural competition and fair market environment on the market.

Remaining one of the Association's priorities when administering the domain are the interests of the authorised domain name holders. The Association will look for additional ways to increase convenience and strengthen the safety of such domain holders, including their legal guarantees. The Association will also continue to strengthen mechanisms ensuring the security of personal and technological data in its databases and will actively prevent attempts to use these data without authorisation. The Association will maintain the current high standard of protection for holders, such as expiry notifications, withdrawal periods, etc.

The Association will also continue to ensure the validity of the data contained in its registries (e.g., by using mojID) and will develop activities to eliminate unauthorised and fake registrations.

The Association will also continue its cooperation and exchange of information with the general courts, the Arbitration Court attached to the Czech Chamber of Commerce and the Czech Agrarian Chamber, the Police of the Czech Republic, the Office for Personal Data Protection and other relevant state authorities and their bodies. The Association will contribute to the creation of an environment free of signs of unfair competition. The Association will not support activities that lead to the production of worthless content empty of information that results in the confusion of users (with the aim of achieving a "click-through" on the page), and, indirectly, in the depreciation of the value of the .cz domain.

In order to significantly accelerate the resolution of domain disputes, the Association in the past implemented the Alternative Solution (ADR) system, which has proven to be more effective than the standard procedure through ordinary courts. The ADR system is currently being challenged in court and if found invalid by the court of the highest instance, the Association will try to find a suitable modification to allow the further expedited resolution of domain disputes, or abandon the idea of alternative dispute resolution entirely.

There has been a clear trend recently in tightening the protection of personal data. The Association will monitor the evolution of current legislation and its interpretation, and in the case of further shifts in this area it will respond appropriately - it may make some changes in Whois or RDAP services and in the mechanism of the transfer of this data between the Association and individual Registrars.

While the Association will try to introduce new services for clients with higher security needs, these new services must not disrupt the existing system or circumvent the current registration scheme with Registrars.

The quality of the FRED registration system is evident, among other things, in the fact that it has been introduced by a number of top-level domain registries. Thanks to the implementation of FRED in completely different environments outside the Czech Republic, the Association gained a number of interesting incentives for the further development and improvement of this software, and some partners were even able to contribute to the development of the FRED system and the programming of new modules. For these reasons, the implementation of the FRED in foreign registries became very beneficial and the Association will continue to pursue it actively.

## 2.5 IDN

In the past, the Association has declared repeatedly and publicly that the issue of the introduction of diacritics should be decided by the local Internet community. This idea will be reviewed at the end of 2022 and may be cancelled. For this reason, opinion polls are repeatedly taken, with the Association trying to the greatest possible extent to inform respondents about possible variants of IDN implementation in the .cz domain, including various types of linking the diacritic and non-diacritical of domain name variants and on ways of performing the so-called sunrise period. The organisation of surveys on IDN implementation will continue, though at a lower frequency with regard to cost-effectiveness. In the case that interest in the introduction of IDN in the .cz domain zone prevails, the Association is prepared to implement this feature and the speed of implementation would depend on the selected variant.

## 2.6 Cooperation with Registrars

In terms of the Association's main activities, accredited domain Registrars are a unique group which will continue to receive significant attention from the Association. The Association will continue its close cooperation with Registrars and support their activities, particularly in the form of regular consultations, training, seminars, etc.

The Association will also provide active support for the activities of Registrars to help promote the Czech national domain, including related services and technologies in accordance with the current objectives set forth by this concept. The main focus will be on financial participation in the co-marketing program, but the Association will also seek targeted campaigns supporting growth of domain registrations.

If appropriate, the Association will try to offer new paid services which could expand the sales portfolios of Registrars. However, these services must be in agreement with the concept of domain management and must not disrupt the neutrality of the Association.

Especially with a view towards strengthening the security of domain holders, the Association will continue to define a minimum level of standards for Registrar activities and the provision of services to end holders, which is currently implemented through Registrar certification. This certification system has been in operation for a long time without major changes and it is necessary to consider carefully whether it is still relevant to current consumer behaviour trends. The Association will therefore conduct a major review of the entire program and, if necessary, innovate this mechanism.

The Association will also actively monitor compliance with standards and other relevant regulations and rules. The Association will seek ways to help Registrars increase the robustness and security of their systems. Analyses of these proposals, including their economic

impacts, will be submitted to the Chamber of Registrars for discussion.

## 3 Other activities of the Association

### 3.1 Projects

The Association will continue to look for new technological challenges and respond to them with new innovative projects while taking into account the continuing quality of existing projects and their stable operation. For projects with a major impact on the Association's budget, an introductory document will be created to establish the criteria for the success of the project and the form its funding will take. The separate monitoring of costs and benefits will be introduced for such projects. Profit is not the only criterion of success.

It is not the Association's primary objective to enter existing markets and compete with similar products offered by commercial subjects. Therefore, new projects should be highly innovative and focused on advanced technology or on areas that are not interesting for commercial use. New projects should not significantly compete with the activities of Association members. Among the main priorities of the Association in this area are cyber security, low-level Internet protocols such as DNS, including DNSSEC (DNS Security Extension), DHCP (Dynamic Host Configuration Protocol), NTP (Network Time Protocol), IPv6, routing, electronic identity systems, support of open source, user safety, safe behaviour on the Internet, assistance for disadvantaged users and eGovernment.

The projects will be approved by the Collegium of the Association as part of annual budget approval. The Association will look for ways to engage other partners from the private or public sphere in funding. The Association will continue to actively participate in national and European projects as long as the announced topic is related to Association priorities.

The Association will try to utilise part of its infrastructure by offering services to other registries or related subjects that will be beneficial (especially financially) to the Association and would not jeopardise the stability and robustness of the registration system of the .cz domain.

At the level of the Board of Directors, the benefits of individual projects will be evaluated periodically and a report will be submitted to the Collegium. The Association will attempt to internally develop projects that achieve operating profit. Sales will only be attempted if there is an extraordinary business opportunity or if these projects become burdensome for the Association due to their size.

### 3.2 Internet infrastructure development

The Association currently operates several projects supporting the local Internet infrastructure, e.g., mirrors of root DNS servers, the NTP server, and mirrors of certain services associated with the priorities of the Association, especially open-source projects. Support for such projects increases the security, stability and robustness of the local infrastructure. This aspect is not necessarily apparent in the standard operation of local networks but can prove to be a considerable advantage in the case of large attacks on the Czech Republic.

In cooperation with other operators, the Association, established the FENIX group on



the platform of the national NIX.CZ peering node, the aim of which is to contribute to the greater security and robustness of the Czech Internet.

The Association will continue to support projects and services contributing to the higher comfort of Internet users and increasing its efficiency, stability and security in the Czech Republic.

### 3.3 MojelD

The MojelD service is an example of a project for the development of Internet infrastructure. The main objective of the project is to increase the validity of data in the domain name registry while providing authenticated identities that can be used by third-party applications. To date, around 650,000 users have created mojelD accounts, which they can use to log in to thousands of services, including the largest ones. The service has become particularly popular with libraries and local governments, which use it to expand the forms of direct democracy. In pilot European cross-border electronic identification projects, mojelD has long played the role of a national electronic identification system. Thanks to this experience, the Association operates the CZ.PEPS cross-border gateway to the eIDAS system.

Despite the extensive user base and a large amount of supporting services, the potential of this technology can be further developed. Its connection with central state administration systems, especially the NIA, can be absolutely crucial for the development of the service.

At present, competitor bank identity management systems (BankID) are being launched and will be linked to government systems. The launch of these systems can also have a major impact on the functioning of mojelD. The Association has therefore been following these trends carefully from the beginning and, if appropriate and possible, will try to become involved in the launch of these systems. After a certain amount of time, the Association will evaluate the functioning of mojelD in competition with BankID and decide on the future direction of this service.

The Association will continue to support and develop the mojelD service and related systems. A strong emphasis will be placed on linking mojelD with the systems of public administration and services using higher levels of authentication. In terms of the user base, the Association will support particularly the activity of the users of the service. MojelD will continue to expand its functionality based on the requirements of users and partner services or public administration.

It is evident that other European registries are also beginning to include the issue of electronic identification in their portfolios. Having the greatest ambition is the ID4me project, behind which is the largest European registry, DENIC. The ID4me project is attempting to universally introduce electronic identification into Registry/Registrar relationships. The Association will monitor this project and try to keep mojelD compatible.

### 3.4 CSIRT.CZ

The Association began operating the CSIRT.CZ team (the Computer Security Incident Response Team) on the basis of a memorandum with the Czech Ministry of Interior from December 2010. The cyber security agenda was later transferred to the National Security Authority (NSA). With the new administrator, we managed to build on the existing cooperation and on the basis of the memorandum concluded in 2012, the Association operated the CSIRT.CZ team until the

end of 2015. That year, the newly approved Cyber Security Act had already taken effect, and on its basis, a contest for the new operator of the national security team was announced. The Association won this competition and at the end of that year concluded a contract with the NSA for the operation of this team. Later, the National Cyber and Information Security Agency was established and assumed the relevant authority in this area from the NSA.

The Association will continue to operate the CSIRT.CZ national security team in accordance with the Cyber Security Act, European directives and the public contract. For this team, the Association will maintain the highest level of trust in internationally recognised organisations, such as Trusted Introducer and FIRST (Forum for Incident Response and Security Teams).

The Association will continue to develop related services that will help increase the cyber security of the Czech Republic and it will also cooperate with the local Internet community represented by the CSIRT.CZ workgroup. The Association will actively assist in the creation and development of security teams in the Czech Republic. The Association will seek to find other services related to CSIRT.CZ's activities in order to reduce the loss resulting from the operation of this unpaid service.

## 3.5 Promoting education and awareness

The Association has been a long-time active supporter of education and awareness in connection with issues such as the Czech top-level domain, the use of domain names and DNS protocol, user security and Internet use in general. This activity has multiple forms with respect to target groups and level of knowledge and will also be focused on state authorities.

### 3.5.1 Academy

The Association has long operated the CZ.NIC Academy training centre, which is aimed primarily at a narrower group of specialists. To maximise coverage in the Czech Republic, the Association began organising the same courses in other cities outside of Prague, currently in Brno and Ostrava. The courses are focused mainly on the priority areas of the Association and on modern technologies associated with IT. For specific groups, particularly from public administration and education, the Association organises specialised courses. The training centre in Prague is also used for a variety of related events such as internal seminars, user group meetings, etc. The Association provides significant discounts on course prices to the representatives of members, Registrars and students.

The Association will continue to support and develop these activities. The Association will continue to search for topics that are attractive not only for members of the Association or Registrars and highly qualified specialists from the private sector, but, in the context of its activities in the field of Internet security and the activities of the CSIRT.CZ team, also for experts from the concerned bodies of state administration and state security authorities. The courses will cover not only technological topics, but also topics from other related disciplines, e.g., law. If it is affordable, the Association will also consider inviting foreign lecturers. The Association will try to expand the subject of courses for the public, and to achieve this goal, it will work on appropriate forms of e-learning and webinars. The Association will continue to provide discounts to selected groups, including its members.

### 3.5.2 CZ.NIC Publications

Another way the Association supports education is by publishing technical books. The Association mainly looks for topics that are not sufficiently attractive to local commercial publishers but which are of interest to professionals and the general public. CZ.NIC Publications publishes books by domestic authors and translations of foreign books. To maximise the readership of these titles, the Association sells them for prices that cover only the publishing costs, while also making electronic versions of these books available on its website free of charge and in formats suitable for printing and viewing on PCs and electronic readers. The Association has published more than twenty of these books to date.

While the Association will continue this activity in the future, it will at least consider charging a symbolic fee for the electronic versions of books.

### 3.5.3 Cooperation with schools

The Association actively seeks cooperation with schools in the Czech Republic, primarily in areas that are considered a priority by the Association. Association employees actively lecture and supervise or oppose bachelor's and master's degree theses. The Association is a long-term partner of the Secondary School Professional Activity competition.

This activity will also continue in the coming period. As for universities, the Association will prefer projects that lead to deeper and individual cooperation. In the case of lower-level schools (secondary and primary), the Association will provide support for teaching and help with the creation of teaching content, including safe Internet behaviour and threat detection. The Association will look for opportunities to reach a larger number of these subjects.

### 3.5.4 Educational applications

Another variant of education support is software development. An example of such activity is Tablexia, a modern educational application supporting the development of cognitive abilities. It is intended primarily for students with dyslexia in the second level of elementary school. Tablexia currently consists of ten games, each of which focuses primarily on training one cognitive ability. In the individual games, players train their working memory, auditory perception, spatial orientation, visual memory, attention and visual seriality. The games are interconnected by an engaging detective theme and the environment of the application evokes the atmosphere of the 1930s. This tablet application has found use both in schools as a supplement to standard teaching and in pedagogical-psychological counselling centres and other counselling facilities for pupils with learning difficulties. It is rated highly by experts in this area and by its users. In 2019, more than 700,000 games were played by children from the given target group.

The Association will continue to develop educational applications and applications that assist the development of children with special needs.

### 3.5.5 Education for the general public

In the past period, the Association prepared a number of projects for the education of the general public, with the most prominent probably being the TV series How to Use the Internet,

which now has 120 episodes. The Association also focused on the preparation of programs for youth. The Association will continue to educate the general public as its budget permits. It will create training materials that will be able to reach out in an appropriate form especially to higher risk groups from the perspective of safe Internet use, such as seniors and young people. The main topics will include safe behaviour on the Internet and cyber security, as well as other topics related to the Association's priorities.

### 3.5.6 Support for new Internet technologies

In the past period, the Association was active in supporting new Internet technologies such as IPv6 and DNSSEC. Despite being innovative and beneficial, many new technologies need initial support for education and for promoting their use.

Such support took a variety of forms in the past, such as PR or marketing campaigns, awareness-raising activities in the form of lectures on relevant Internet events, the organisation of conferences and seminars, publishing professional articles and books by CZ.NIC Publications and courses at the CZ.NIC Academy.

At CZ.NIC Labs, the Association employs a team of professionals dedicated to the research and development of new technologies and products. A whole range of high-tech products that achieved international recognition were developed in the Labs, e.g., the DNSSEC Validator, the BIRD Internet routing daemon), the authoritative and recursive Knot DNS server, the Turris project and others. For example, support tools for working with data boxes were developed for the local community. The Labs issue reports on professional topics and employees give presentations at national and international conferences, actively join working groups of organisations such as the IETF (Internet Engineering Task Force), DNS-OARC (Operations, Analysis, and Research Center) and CENTR (Council of European National Top Level Domain Registries). The Association will seek to increase awareness of these activities in the relevant groups of the local Internet community.

The Association will continue to promote new technologies while seeking appropriate forms of support and education, given the benefits of these technologies and further synergies with the other Association priorities, such as domain management, security and mojED. The Association will continue to develop the CZ.NIC Labs and build a stable team of experts over time; it will also search for more topics of interest to the local Internet community for this department.

### 3.5.7 Technology conferences

Technology conferences are another form of public education and communication, especially with the professional community. The Association organises its own Internet and Technology conference, which is the main domestic communication channel for the Association's projects. The Association also sponsors a number of domestic conferences related to its priorities. The Association co-founded the conference for Czech and Slovak administrators of the CSNOG network and is currently co-organising the conference with NIX.CZ and CESNET.

In the past, the Association helped host important international conferences of major organisations with which the Association cooperates, including RIPE, ICANN, IETF, CENTR, DNS-OARC (DNS Operations, Analysis and Research Center) and TERENA (Trans-European Research and Education Networking Association).

Although the Association will continue to organise important conferences in the Czech Republic bringing original contributions, this activity will be reduced compared to the previous period. The Association will try to find partners to co-finance this activity. For this purpose, the Association has created a financial accounting fund to cover fluctuations that would otherwise occur in the annual budget due to the occasional organisation of more costly events.

### 3.6 The Turriss project

One of the Association's most significant technological projects is the Turriss project. This project clearly illustrates the strong coherence between the individual priorities of the Association. The main mission of the first part of the project was security research, which managed to reveal several significant security weaknesses, and the detection of a botnet with tens of thousands of devices was another major success. Project participants were addressed through the media or personally at conferences organised by the Association. The project user portal supports the use of mojID and the current work addresses the implementation and testing of the recursive DNS Knot Resolver daemon using Turriss OS distribution on Turriss routers.

After the initial research phase of the Turriss project, a decision was made to continue the project, open it to the general public, and commercialise it within the timeframe of the previous concept. Two other versions of the router have been developed: the compact Turriss Omnia and the modular Turriss MOX. Prior to the launch of both versions, their commercial success was tested in a crowdfunding campaign. Both of these tests went extremely well and the size of the collected amount ranked both campaigns among the five most successful campaigns originating in the Czech Republic. The number of routers sold is already in the lower tens of thousands.

Currently, the Association is working on the launch of sales of the Turriss MOX model through the distribution network and is continuing with preparations to enter new markets, especially the USA. The main current goals of the project are influenced by efforts towards the commercial success of developed products, which depends mainly on the quantity of units sold. If the project is not commercially successful, the Board of Directors will prepare a strategy for the economic optimisation of the project while maintaining its security aspects.

### 3.7 International cooperation

Given the sphere in which it operates, the Association is involved in the activities of a number of international organisations whose activities are related to DNS, Internet governance and new Internet technologies. These are mainly the organisations ICANN, RIPE NCC (Réseaux IP Européens Network Coordination Centre), NANOG (North American Network Operators Group), CENTR, IETF, DNS-OARC, TERENA, ENISA (European Union Agency for Network and Information Security), EuroISPA (European Association of European Internet Services Providers) and FIRST (Forum for Incident Response and Security Teams). The Association will continue to support the activities of international institutions responsible for Internet governance and its technological and security development and will send its representatives to the relevant meetings of these organisations.

The Association will continue to develop cooperation with international organisations with similar aims, such as regional Internet registries, domain registry associations and especially domain registries.

## 4 Employees

The Association will continue to pay attention to the development of the specialised skills and knowledge of its employees and their further education. It will encourage their active participation in expert discussions, conference presentations and publishing activities in order to increase their contribution not only to the Association but also the broader Internet community. The Association will enable selected employees to receive quality education in order to improve their qualifications. Another goal will be to establish cooperation with other research teams. These employees will be required to conclude a fixed-term employment contract with the Association.

The Association will try to build for its employees a friendly, stimulating and open environment that encourages creativity and innovation. The Association will follow modern trends in the field of work environments and will apply them appropriately.

The number of the CZ.NIC team members will be regularly adjusted according to the needs and number of individual projects. If operational and project needs or the situation on the labour market so requires, the creation of new branches in other cities will be considered.

## 5 Conclusion

The aim of this concept is to clarify and specify the vision of the Association and to define the main priorities and objectives for the given period. The concept determines the framework for annual budgets and action plans.

Unexpected changes can occur during the period, significantly altering the conditions on which this document was based. In this case, the Board of Directors will propose a revision of the concept that responds appropriately to the changes and will submit it to the Collegium for approval.