
Subject: APNIC organisational realignment,

Date: Wednesday, 11 February 2026 at 1:13:02 pm Australian Eastern Standard Time

From: Stephens, Liam

To: EC

Hello EC,

I am writing to you to raise a concern I have about the apparent lack of detail on APNIC's organisational realignment, as mentioned in both the 2025 annual report (https://www.apnic.net/wp-content/uploads/2026/02/Annual_Report_2025.pdf) and the blog posted in June 2025 (<https://blog.apnic.net/2025/06/13/apnic-completes-organizational-realignment-process/>).

My assumption from Jia Rong's report is that staff numbers have been reduced in order to "achieve the goals set out in the strategic plan" and to "help ensure future financial sustainability". If I have assumed incorrectly, please ignore this email.

Otherwise, I believe most organisations publish the impact to staff numbers due to organisational realignments, but I have been unable to confirm any details on this change. Could you please confirm if any further details are available for members on this matter?

I understand this topic can be sensitive for the various parties involved, but I would expect an organisation as large as APNIC to be transparent with this information in the future, especially due to the potential impact to member services. This last point is the crux of my first query. If the APNIC EC have a different view, I would be interested in hearing your perspective.

I would also like to know what other mechanisms for returning APNIC to a balanced budget were discussed and whether any other options were available.

Thanks.

Regards,

Liam Stephens

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